Employee Highlights

Total University Employees:

Regular Tenure-Track Faculty	943
Special Faculty	215
Temporary Faculty	303
Administrative Professionals (Excluding Research Associates)	1,172
Administrative Professionals (Research Associates)	867
State-Classified Staff	2,035
Other Employees	327
Total Employees	5,862

Percent of faculty on regular, tenure-track appointments who are full professors: 45

Percent of faculty on regular, tenure-track appointments who have a nine-month appointment: 81

Percent of faculty on regular, tenure-track appointments who are women: 29

Percent of faculty on regular, tenure-track appointments who are ethnic minorities: 12

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	63
Men	78

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

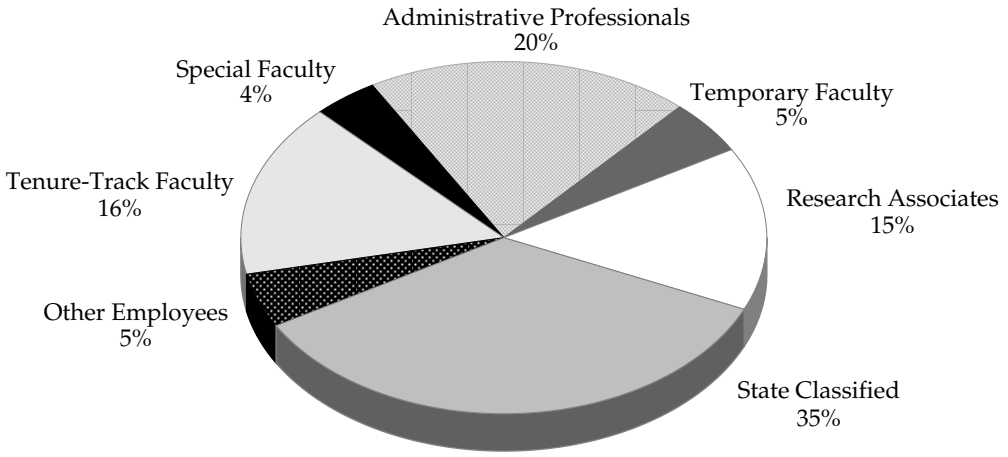
Nine-Month Basis of Service	$78,801
Twelve-Month Basis of Service	$105,456

Total new faculty hired on regular, tenure-track appointments in 2005-06: 71

Note: Employee highlights are for fall 2006 (unless otherwise noted).

University Employees

Total University Employees



Total Employees = 5,862

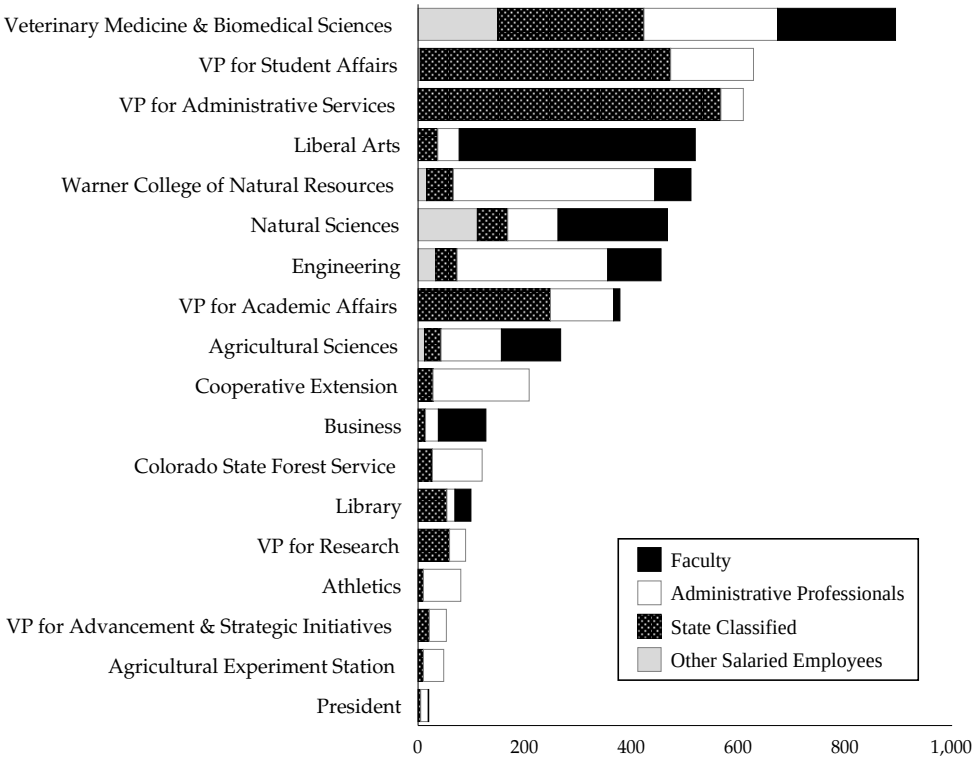
University Employees by Type and College or Area

	Tenure-Track Faculty	Special Faculty	Temporary Faculty	Adminis-trative Professionals	Research Associates	State Classified	Other Employees	Total Employees
Agricultural Experiment Station	0	0	0	15	23	10	0	48
Agricultural Sciences	90	18	3	33	80	31	12	267
Applied Human Sciences	100	28	54	36	36	35	1	290
Athletics	0	0	0	70	0	10	0	80
Business	49	13	27	23	1	14	0	127
Colorado State Forest Service	0	0	0	93	0	27	0	120
Cooperative Extension	0	0	0	177	3	28	0	208
Engineering	89	2	9	109	173	40	33	455
Liberal Arts	218	45	179	32	8	37	0	519
Library	26	4	0	15	0	54	0	99
Natural Sciences	166	21	18	59	35	57	111	467
President	1	0	0	14	0	5	0	20
Veterinary Medicine & Biomedical Sciences	145	72	4	84	166	274	149	894
VP for Academic Affairs	0	6	6	118	0	248	0	378
VP for Administrative Services	0	0	0	37	5	567	0	609
VP for Advancement & Strategic Initiatives	0	0	0	32	0	21	0	53
VP for Research	0	0	0	25	5	58	1	89
VP for Student Affairs	0	0	0	155	0	469	4	628
Warner College of Natural Resources	59	6	3	45	332	50	16	511
University Summary	943	215	303	1,172	867	2,035	327	5,862

Note: The Other category includes Post Doctorates, Veterinary Interns, Veterinary Residents, Fellowship Grant Trainees and Clinical Psychology Interns
The President is included in this section with tenure-track faculty, but is excluded from the following tenure-track faculty sections.

University Employees

University Employees by College or Area



History of University Employees

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Administrative Faculty	43	46	37	38	0	0	0	0	-100%
Tenure-Track Faculty	979	993	995	960	945	934	930	943	-4%
Special Faculty	154	165	172	189	192	198	198	215	40%
Temporary Faculty	337	339	351	336	266	268	295	303	-10%
Administrative Professionals	887	917	944	1,024	1,050	1,067	1,085	1,172	32%
Research Associates	639	693	733	749	802	835	858	867	36%
State Classified	2,149	2,203	2,206	2,207	2,070	2,034	2,048	2,035	-5%
Other Employees	231	247	262	281	278	315	313	327	42%
Total Employees	5,419	5,603	5,700	5,784	5,603	5,651	5,727	5,862	8%

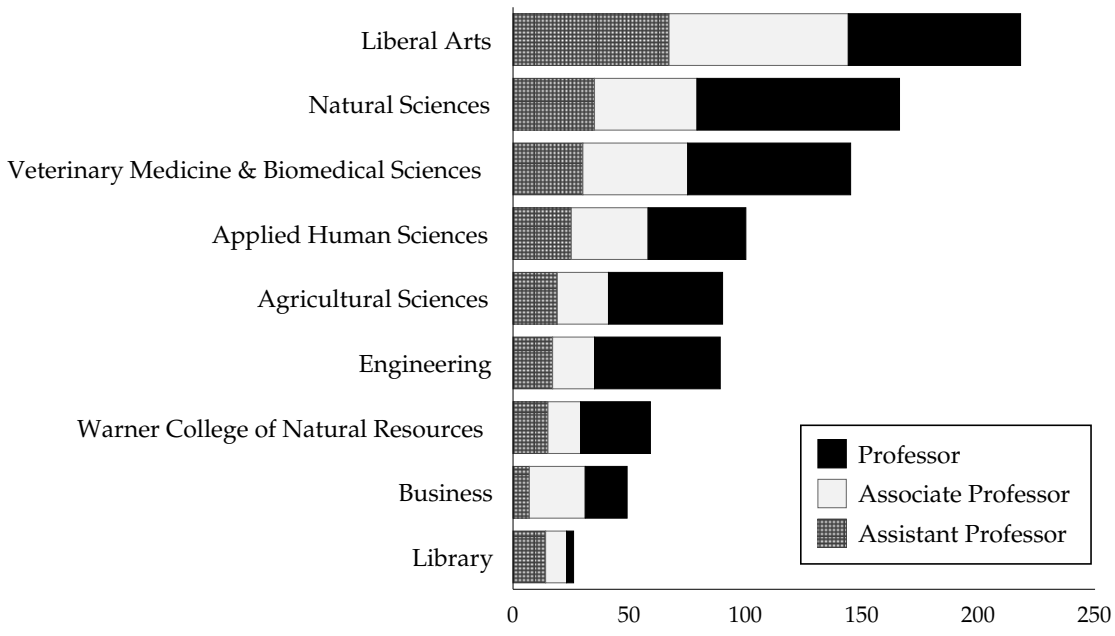
Note: Administrative faculty were reclassified as Administrative Professionals on January 1, 2003.

Tenure-Track Faculty by Rank

Tenure-Track Faculty by Rank

	Full Professor	Associate Professor	Assistant Professor	Total Faculty
Agricultural Sciences	49	22	19	90
Applied Human Sciences	42	33	25	100
Business	18	24	7	49
Engineering	54	18	17	89
Liberal Arts	74	77	67	218
Library	3	9	14	26
Natural Sciences	87	44	35	166
Veterinary Medicine & Biomedical Sciences	70	45	30	145
Warner College of Natural Resources	30	14	15	59
University Total	427	286	229	942

Tenure-Track Faculty by Rank

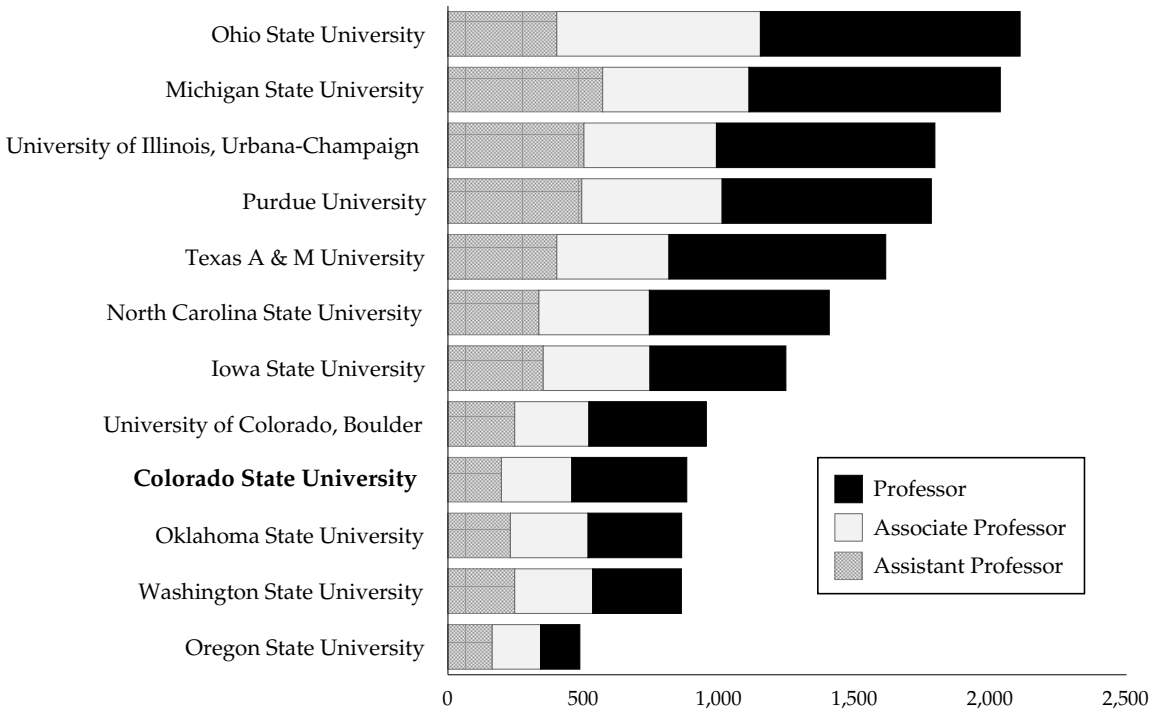


Tenure-Track Faculty by Rank

History of Full Professors as a Percent of Total Faculty

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Agricultural Sciences	52%	49%	51%	53%	51%	55%	56%	54%
Applied Human Sciences	42%	45%	44%	45%	44%	44%	41%	42%
Business	39%	35%	35%	35%	39%	41%	40%	37%
Engineering	66%	62%	66%	68%	69%	65%	66%	61%
Liberal Arts	39%	36%	37%	38%	36%	38%	35%	34%
Library	20%	21%	17%	15%	19%	15%	14%	12%
Natural Sciences	61%	58%	57%	57%	57%	58%	53%	52%
Veterinary Medicine & Biomedical Sciences	53%	51%	54%	54%	55%	53%	50%	48%
Warner College of Natural Resources	61%	63%	69%	63%	59%	60%	56%	51%
University Total	50%	48%	49%	49%	49%	50%	47%	45%

Comparison of Peer Institutions
Tenure-Track Faculty by Rank

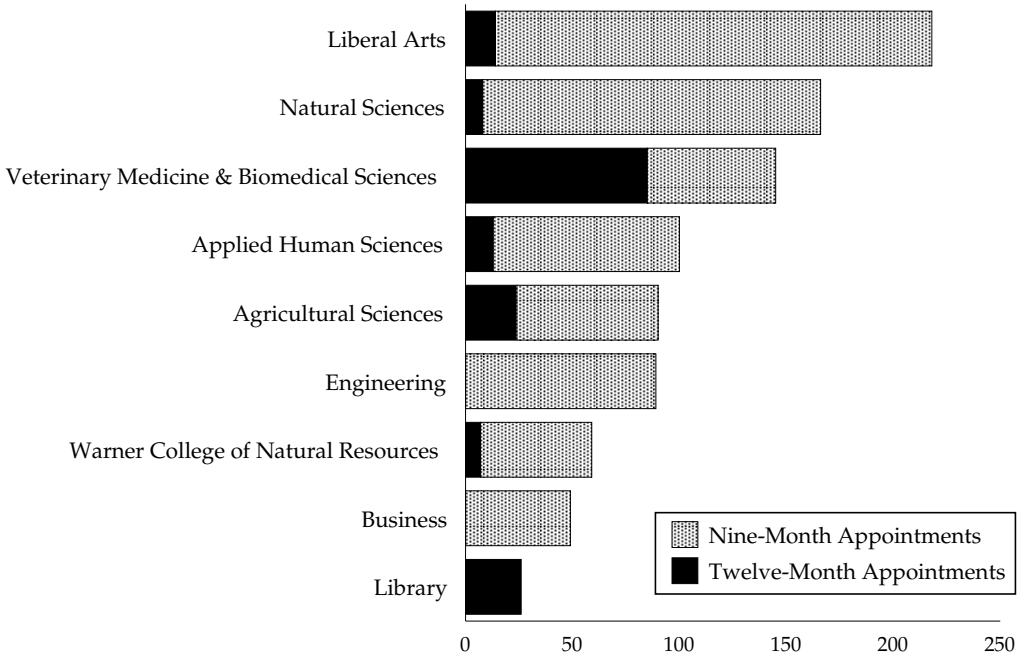


Tenure-Track Faculty by Basis of Service

Tenure-Track Faculty by Basis of Service

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	66	24	73%	90
Applied Human Sciences	87	13	87%	100
Business	49	0	100%	49
Engineering	89	0	100%	89
Liberal Arts	204	14	94%	218
Library	0	26	0%	26
Natural Sciences	158	8	95%	166
Veterinary Medicine & Biomedical Sciences	60	85	41%	145
Warner College of Natural Resources	52	7	88%	59
University Total	765	177	81%	942

Tenure-Track Faculty by Basis of Service

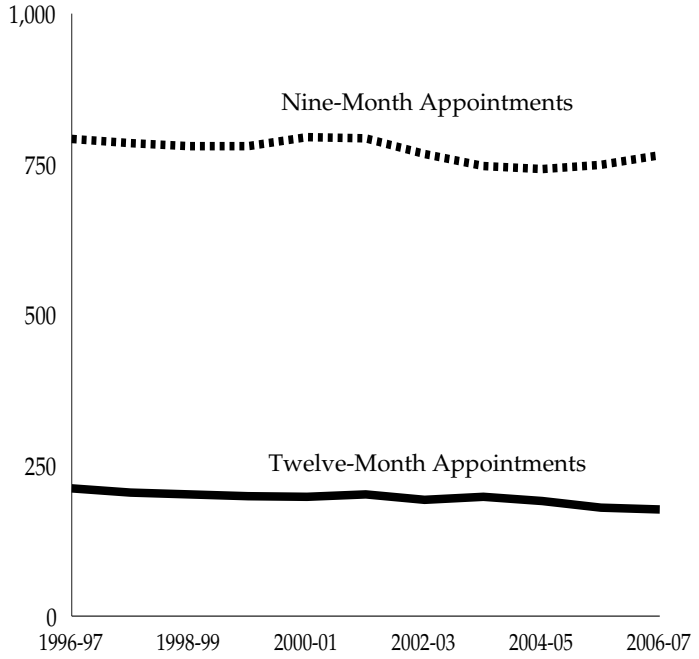


Tenure-Track Faculty

History of Tenure-Track Faculty by Rank and Basis of Service

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Nine-Month Appointments									
Professor	378	363	370	358	339	345	336	332	-12%
Associate Professor	244	248	247	225	231	224	223	236	-3%
Assistant Professor	158	184	176	184	177	173	190	197	25%
Total Nine-Month Appointments	780	795	793	767	747	742	749	765	-2%
Twelve-Month Appointments									
Professor	112	114	120	116	123	119	100	95	-15%
Associate Professor	58	51	50	49	48	47	50	50	-14%
Assistant Professor	29	33	32	28	27	25	30	32	10%
Total Twelve-Month Appointments	199	198	202	193	198	191	180	177	-11%
Total Faculty	979	993	995	960	945	933	929	942	-4%

History of Faculty by Basis of Service

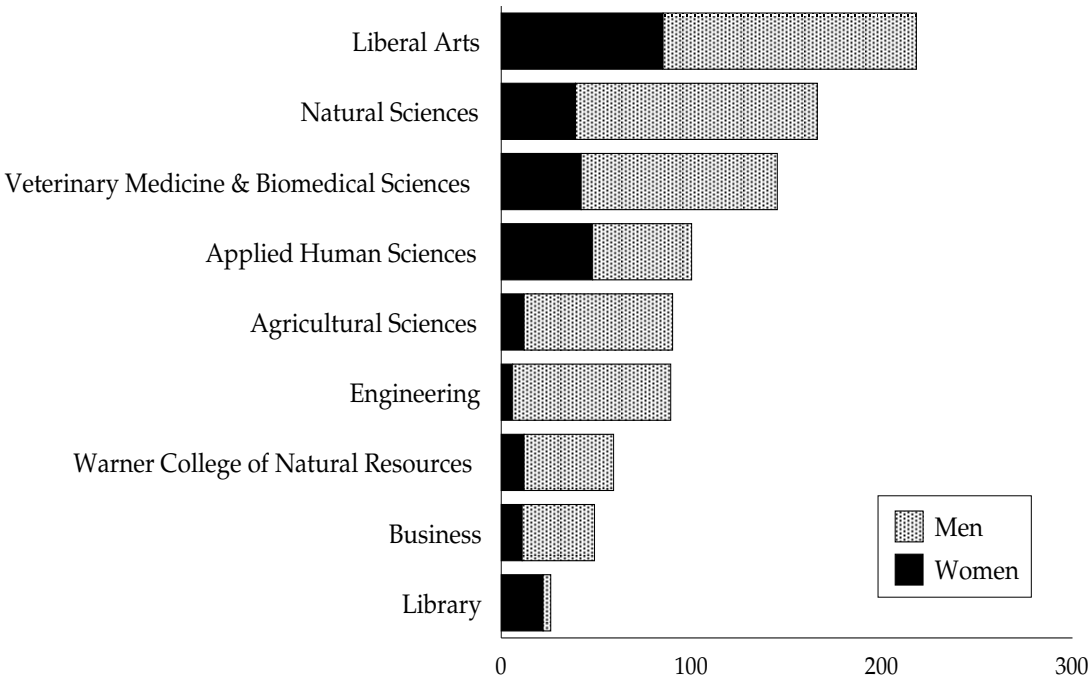


Tenure-Track Faculty by Gender

Tenure-Track Faculty by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	78	12	13%	90
Applied Human Sciences	52	48	48%	100
Business	38	11	22%	49
Engineering	83	6	7%	89
Liberal Arts	133	85	39%	218
Library	4	22	85%	26
Natural Sciences	127	39	23%	166
Veterinary Medicine & Biomedical Sciences	103	42	29%	145
Warner College of Natural Resources	47	12	20%	59
University Total	665	277	29%	942

Tenure-Track Faculty by Gender



Tenure-Track Faculty by Gender

Full Professors by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	45	4	8%	49
Applied Human Sciences	25	17	40%	42
Business	15	3	17%	18
Engineering	51	3	6%	54
Liberal Arts	50	24	32%	74
Library	1	2	67%	3
Natural Sciences	73	14	16%	87
Veterinary Medicine & Biomedical Sciences	59	11	16%	70
Warner College of Natural Resources	27	3	10%	30
University Total	346	81	19%	427

Associate Professors by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	18	4	18%	22
Applied Human Sciences	15	18	55%	33
Business	18	6	25%	24
Engineering	17	1	6%	18
Liberal Arts	48	29	38%	77
Library	3	6	67%	9
Natural Sciences	32	12	27%	44
Veterinary Medicine & Biomedical Sciences	27	18	40%	45
Warner College of Natural Resources	10	4	29%	14
University Total	188	98	34%	286

Assistant Professors by Gender

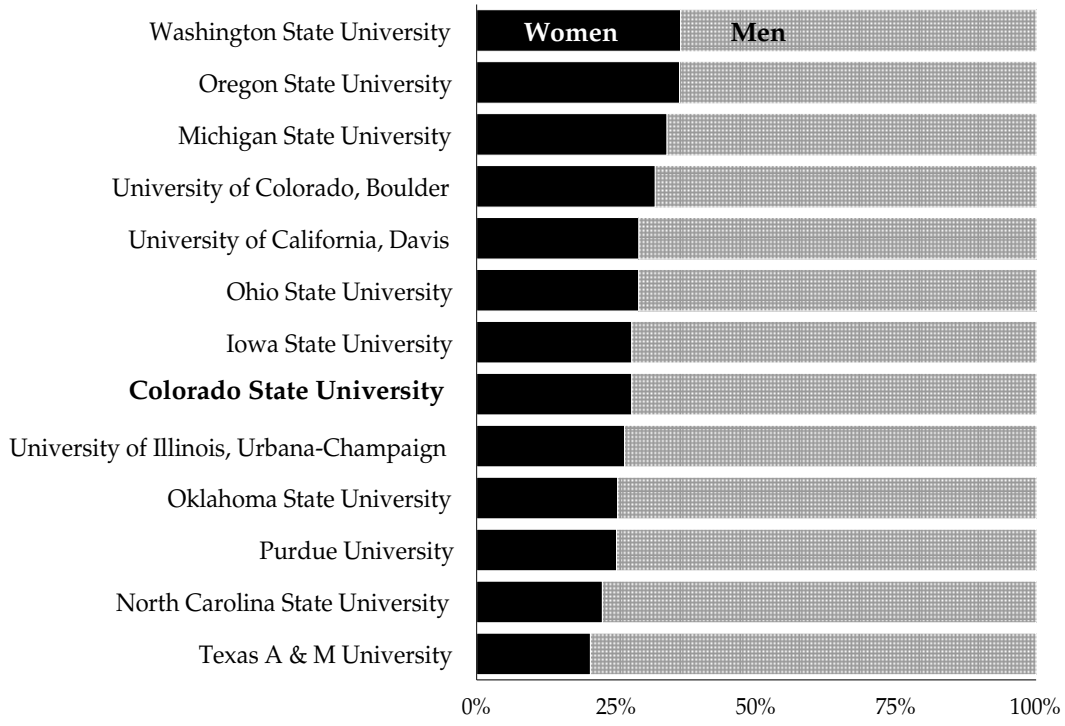
	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	15	4	21%	19
Applied Human Sciences	12	13	52%	25
Business	5	2	29%	7
Engineering	15	2	12%	17
Liberal Arts	35	32	48%	67
Library	0	14	100%	14
Natural Sciences	22	13	37%	35
Veterinary Medicine & Biomedical Sciences	17	13	43%	30
Warner College of Natural Resources	10	5	33%	15
University Total	131	98	43%	229

Tenure-Track Faculty by Gender

History of Tenure-Track Faculty by Gender

	Men	Women	Percent 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
2005-06	661	268	28.8%	929
2006-07	665	277	29.4%	942

Comparison of Peer Institutions Tenure-Track Faculty by Gender



Source: AAUP, The Annual Report on the Economic Status of the Profession, 2005-06

Tenure-Track Faculty by Gender

Full Professors by Gender - Peer Institutions

	Men	Women	Percent Women	Total Full Professors
Oregon State University	112	33	22.8%	145
Michigan State University	732	194	21.0%	926
University of California, Davis	695	185	21.0%	880
University of Colorado, Boulder	351	82	18.9%	433
Colorado State University	**350**	**74**	**17.5%**	**424**
Ohio State University	790	167	17.5%	957
Washington State University	270	57	17.4%	327
Iowa State University	418	83	16.6%	501
University of Illinois, Urbana-Champaign	678	127	15.8%	805
Oklahoma State University	296	49	14.2%	345
Purdue University	669	102	13.2%	771
North Carolina State University	576	87	13.1%	663
Texas A & M University	719	80	10.0%	799

Associate Professors by Gender - Peer Institutions

	Men	Women	Percent Women	Total Associate Professors
Washington State University	173	114	39.7%	287
University of California, Davis	153	99	39.3%	252
Michigan State University	339	200	37.1%	539
Oregon State University	113	65	36.5%	178
Ohio State University	489	261	34.8%	750
University of Colorado, Boulder	180	93	34.1%	273
Colorado State University	**175**	**84**	**32.4%**	**259**
University of Illinois, Urbana-Champaign	331	157	32.2%	488
Iowa State University	267	126	32.1%	393
Purdue University	375	142	27.5%	517
Texas A & M University	304	109	26.4%	413
Oklahoma State University	211	75	26.2%	286
North Carolina State University	305	102	25.1%	407

Assistant Professors by Gender - Peer Institutions

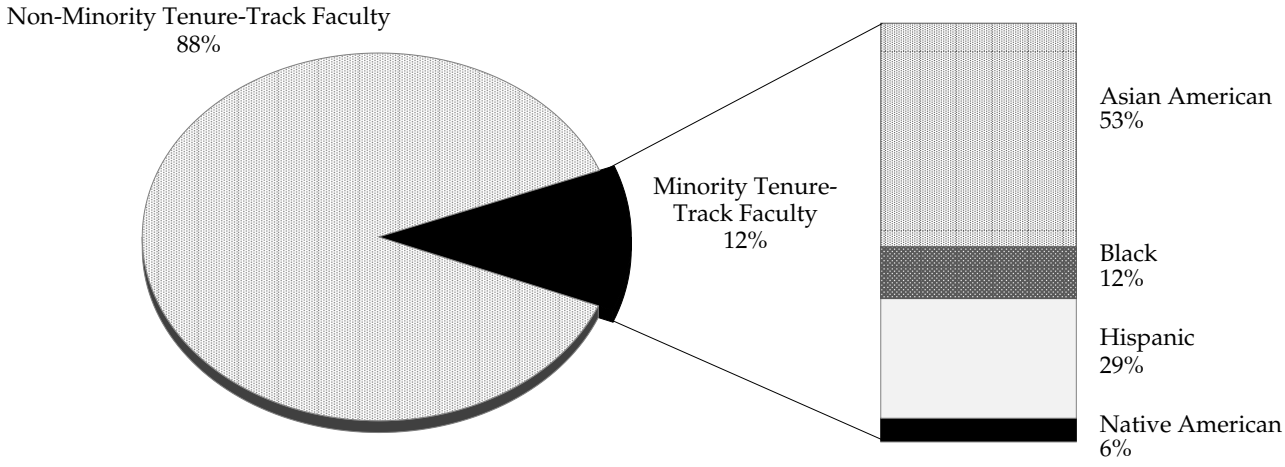
	Men	Women	Percent Women	Total Assistant Professors
Michigan State University	312	258	45.3%	570
Colorado State University	**111**	**86**	**43.7%**	**197**
University of California, Davis	172	133	43.6%	305
Washington State University	142	104	42.3%	246
Ohio State University	279	202	42.0%	481
Oregon State University	95	68	41.7%	163
Purdue University	299	194	39.4%	493
Oklahoma State University	140	90	39.1%	230
Iowa State University	218	133	37.9%	351
University of Colorado, Boulder	153	93	37.8%	246
University of Illinois, Urbana-Champaign	314	187	37.3%	501
North Carolina State University	212	123	36.7%	335
Texas A & M University	262	139	34.7%	401

Tenure-Track Faculty by Ethnic Origin

Tenure-Track Faculty by Ethnic Origin

	Asian American	Black	Hispanic	Native American	Total Minorities	Inter-national	Non-Minorities	Total Faculty	Percent Minorities
Agricultural Sciences	4	0	2	0	6	5	79	90	7%
Applied Human Sciences	4	3	4	2	13	1	86	100	13%
Business	2	0	2	0	4	0	45	49	8%
Engineering	13	0	6	0	19	3	67	89	22%
Liberal Arts	9	5	10	2	26	7	185	218	12%
Library	0	1	0	0	1	3	22	26	4%
Natural Sciences	15	2	4	1	22	8	136	166	14%
Veterinary Medicine & Biomedical Sciences	8	0	0	0	8	5	132	145	6%
Warner College of Natural Resources	1	2	2	1	6	4	49	59	11%
University Summary	56	13	30	6	105	36	801	942	12%

Tenure-Track Faculty by Ethnic Origin



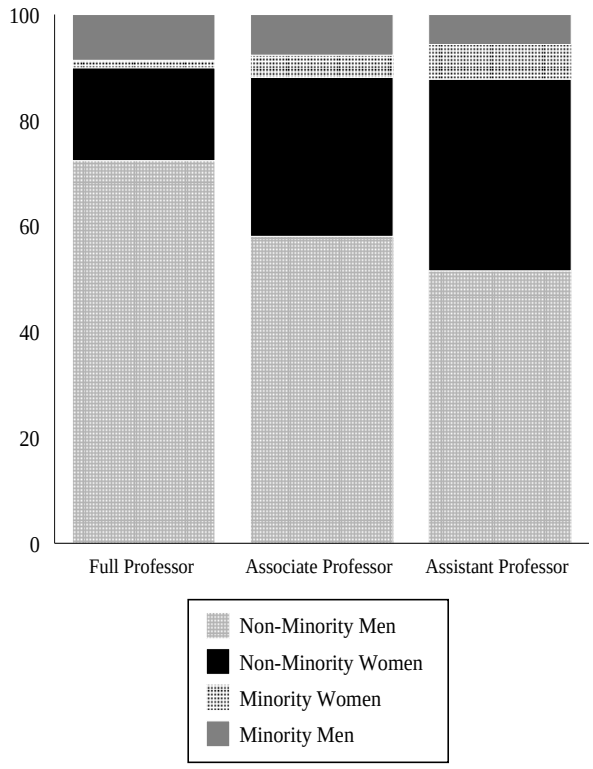
Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

Tenure-Track Faculty by Ethnic Origin

Ethnicity by Gender and Rank

	Asian American	Black	Hispanic	Native American	Total Minorities	Inter-national	Non-Minorities	Total Faculty	Percent Minorities
Men									
Full Professor	24	3	8	2	37	2	307	346	11%
Associate Professor	14	1	6	1	22	1	165	188	12%
Assistant Professor	5	6	2	0	13	25	93	131	12%
Total Men	43	10	16	3	72	28	565	665	11%
Women									
Full Professor	3	0	2	1	6	1	74	81	8%
Associate Professor	4	1	6	1	12	0	86	98	12%
Assistant Professor	6	2	6	1	15	7	76	98	16%
Total Women	13	3	14	3	33	8	236	277	12%

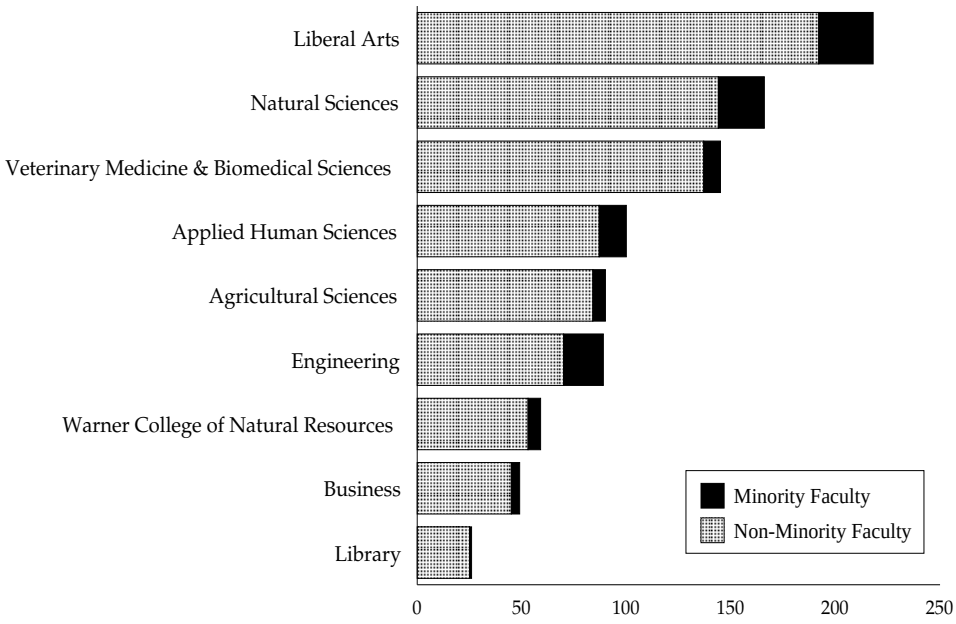
Tenure-Track Faculty Ethnicity by Gender and Rank



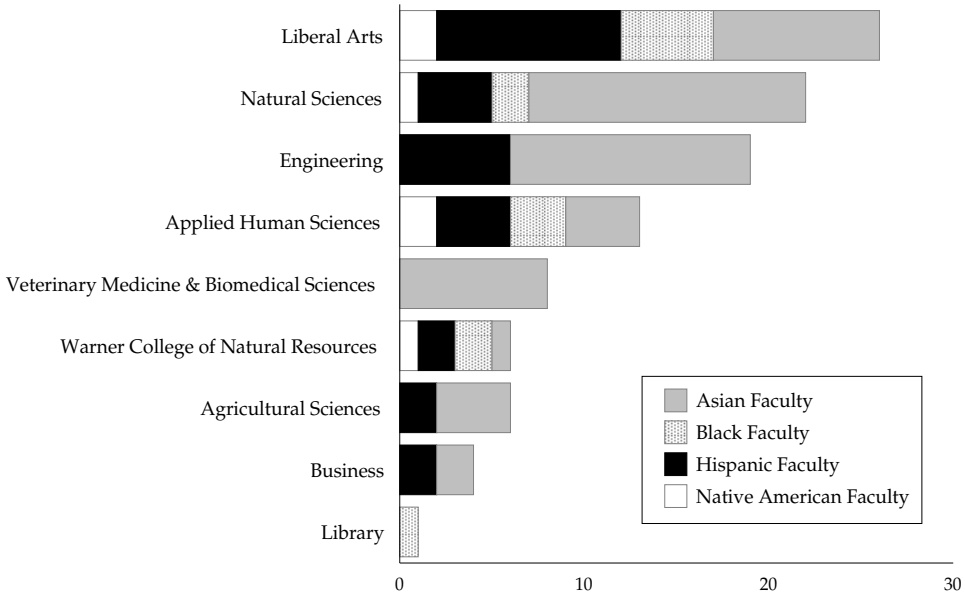
Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

Tenure-Track Faculty by Ethnic Origin

Tenure-Track Faculty by Ethnicity and College



Ethnic Minority Tenure-Track Faculty by College

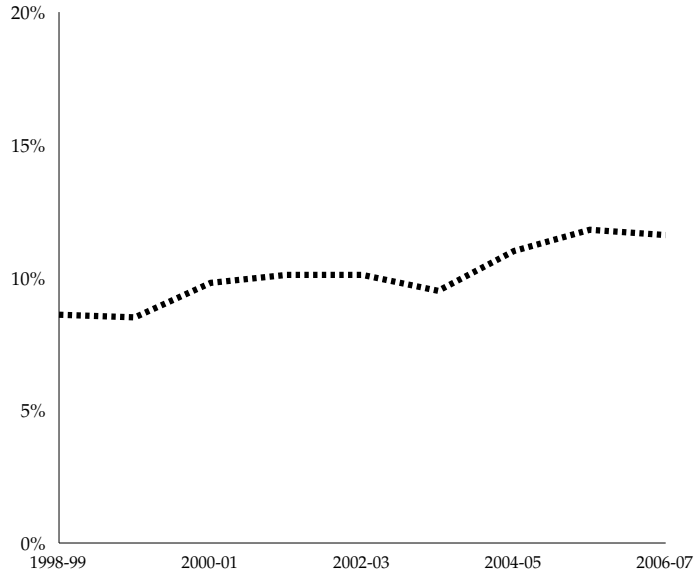


Tenure-Track Faculty by Ethnic Origin

History of Faculty by Ethnic Origin

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Asian	43	51	54	54	47	55	56	56	30%
Black	9	9	11	11	13	12	13	13	44%
Hispanic	22	26	27	23	24	26	30	30	36%
Native American	8	9	6	6	6	7	7	6	-25%
Total Minority	82	95	98	94	90	100	106	105	28%
International	16	25	27	25	29	21	27	36	125%
Non-Minority	881	873	870	841	826	812	796	801	-9%
Total	979	993	995	960	945	933	929	942	-4%
Minority Faculty as a Percent of Total Faculty	8.5%	9.8%	10.1%	10.1%	9.8%	11.0%	11.8%	11.6%	3.1%

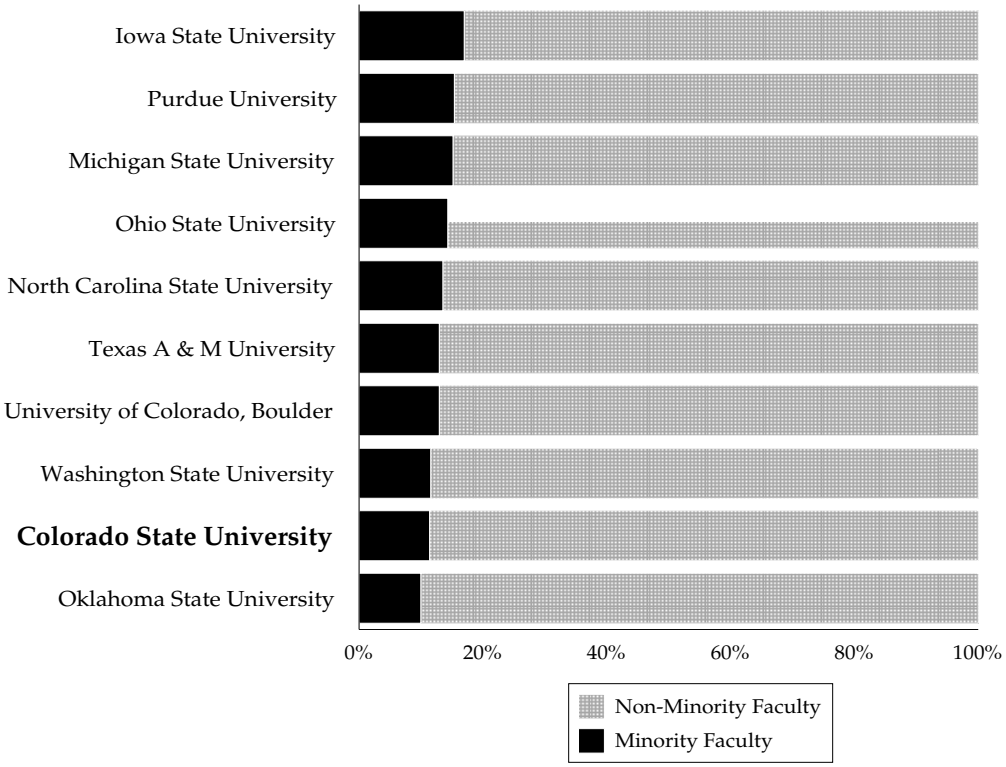
Ethnic Minority Faculty as a Percent of Total Faculty



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

Tenure-Track Faculty by Ethnic Origin

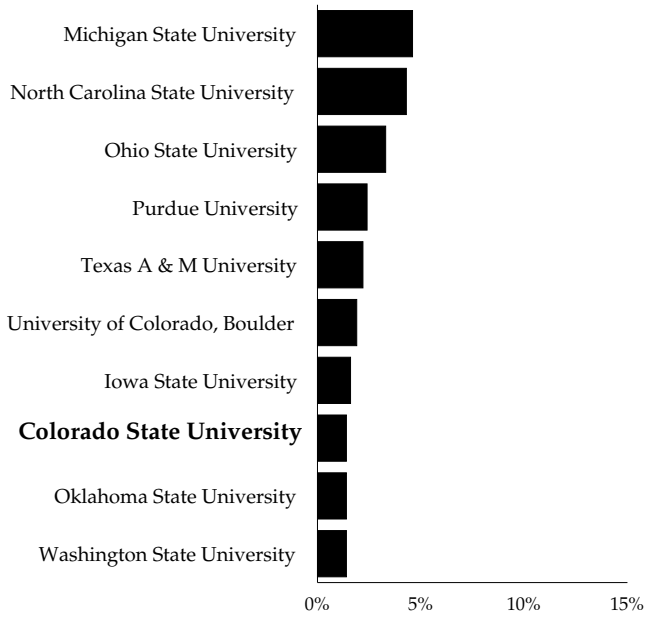
Comparison of Peer Institutions
Faculty by Ethnic Origin



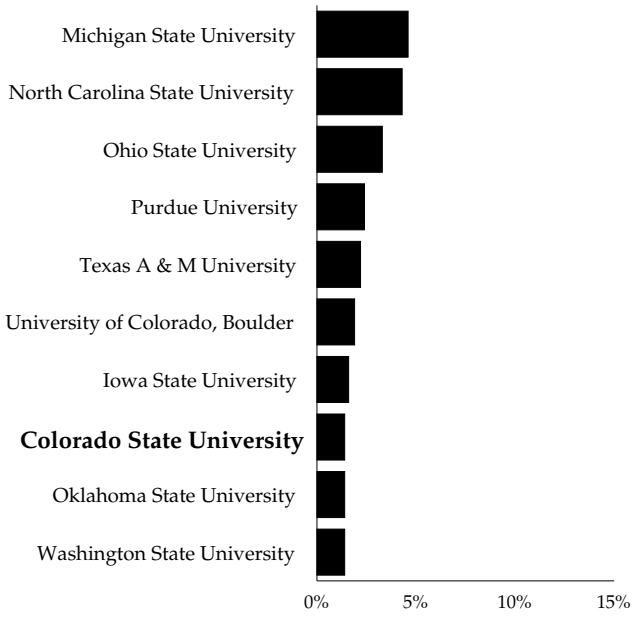
Tenure-Track Faculty by Ethnic Origin

Comparison of Peer Institutions
Percentage of Ethnic Minority Faculty by Ethnic Group

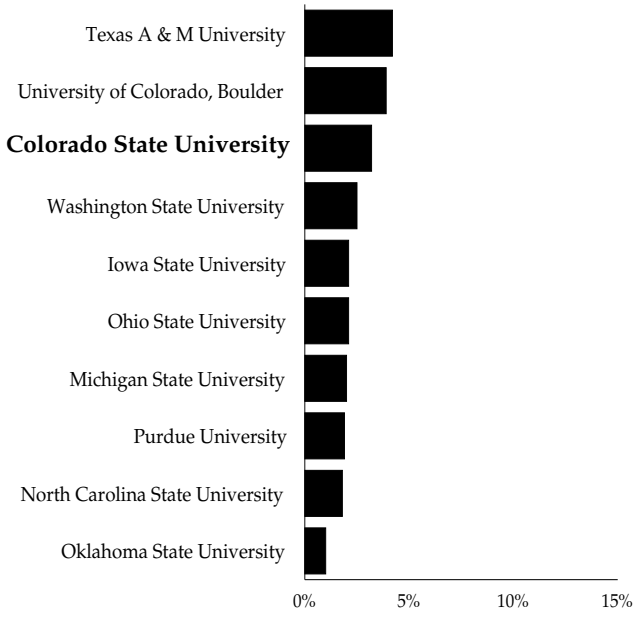
Asian American Faculty



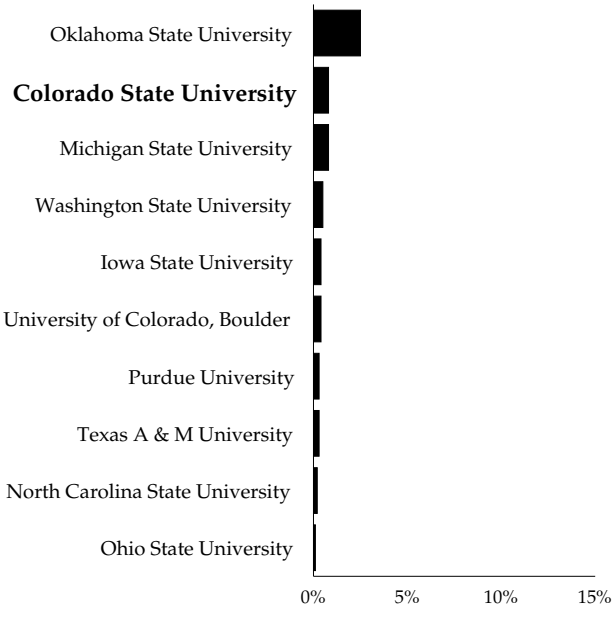
Black Faculty



Hispanic Faculty



Native American Faculty

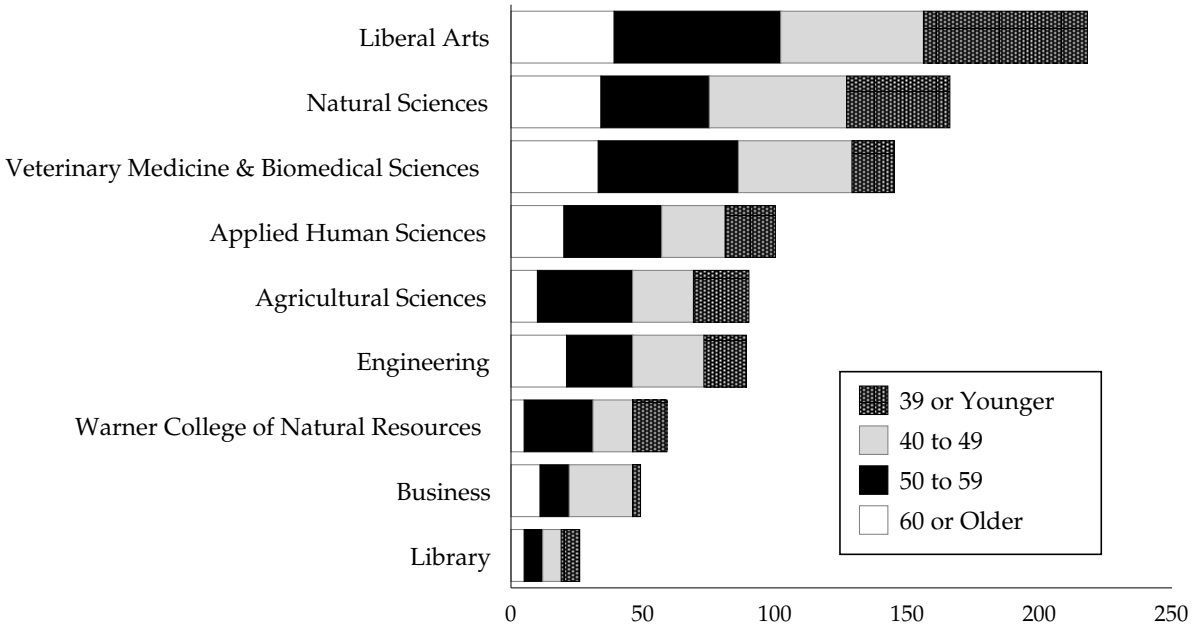


Tenure-Track Faculty by Age

Faculty by Age and College

	29 or Younger	30 to 39	40 to 49	50 to 59	60 or Older	Total Faculty
Agricultural Sciences	1	20	23	36	10	90
Applied Human Sciences	0	19	24	37	20	100
Business	0	3	24	11	11	49
Engineering	1	15	27	25	21	89
Liberal Arts	2	60	54	63	39	218
Library	1	6	7	7	5	26
Natural Sciences	2	37	52	41	34	166
Veterinary Medicine & Biomedical Sciences	0	16	43	53	33	145
Warner College of Natural Resources	0	13	15	26	5	59
University Total	7	189	269	299	178	942

Faculty by Age and College



Tenure-Track Faculty by Age

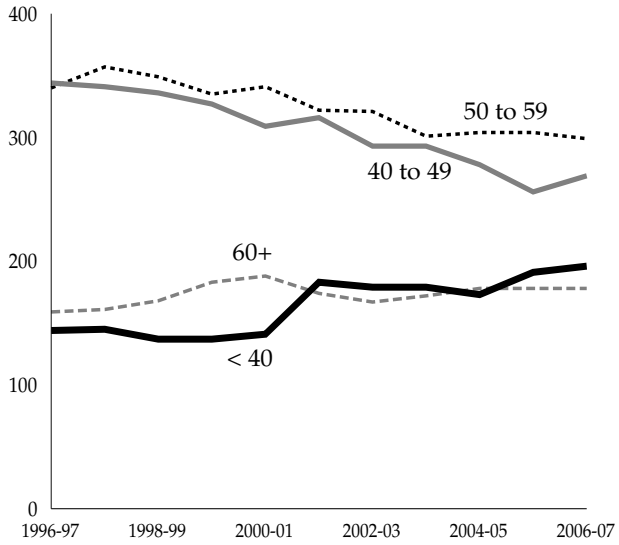
Faculty by Age and Rank

	29 or Younger	30 to 39	40 to 49	50 to 59	60 or Older	Total Faculty
Professor	0	1	75	199	152	427
Associate Professor	0	45	133	85	23	286
Assistant Professor	7	143	61	15	3	229
University Total	7	189	269	299	178	942

History of Faculty by Age

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
29 or Younger	5	12	21	15	11	14	6	7	40%
30 to 39	136	150	162	164	168	159	185	189	39%
40 to 49	309	315	316	293	293	278	256	269	-13%
50 to 59	341	320	322	321	301	304	304	299	-12%
60 or Older	185	196	174	167	172	178	178	178	-4%
University Total	979	993	995	960	945	933	929	942	-4%

Ten-Year History of Faculty by Age

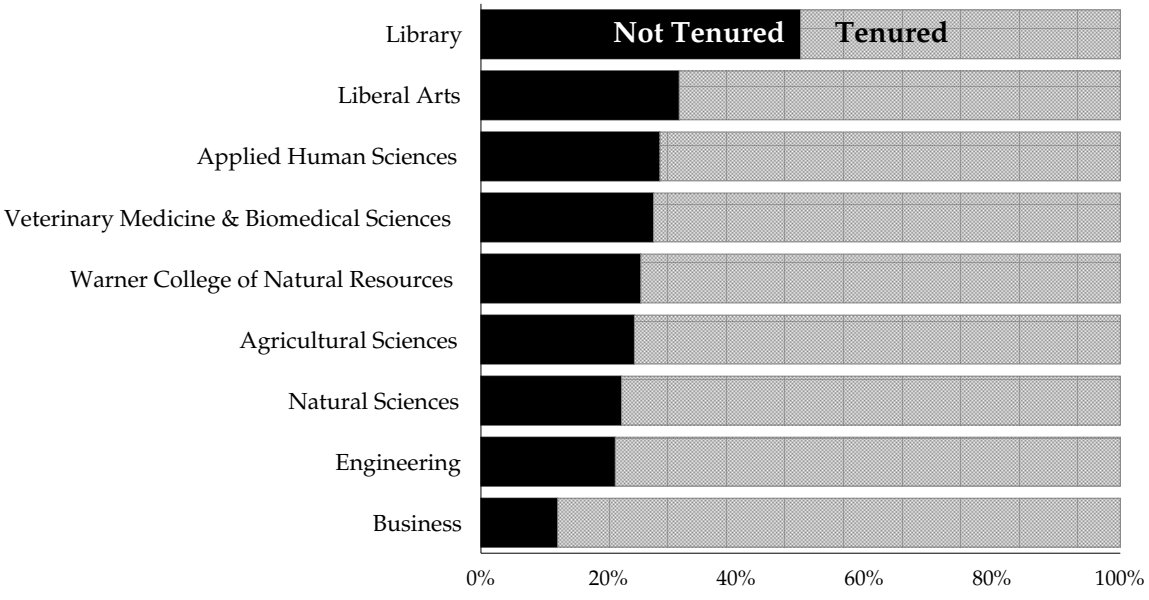


Tenure-Track Faculty by Tenure Status

Faculty by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	78	77%	12	67%	90	76%
Applied Human Sciences	52	73%	48	71%	100	72%
Business	38	89%	11	82%	49	88%
Engineering	83	80%	6	67%	89	79%
Liberal Arts	133	74%	85	61%	218	69%
Library	4	75%	22	45%	26	50%
Natural Sciences	127	81%	39	67%	166	78%
Veterinary Medicine & Biomedical Sciences	103	80%	42	57%	145	73%
Warner College of Natural Resources	47	79%	12	58%	59	75%
University Summary	665	78%	277	63%	942	74%

Faculty by Tenure Status and College



Tenure-Track Faculty by Tenure Status

Full Professors by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	45	93%	4	100%	49	94%
Applied Human Sciences	25	100%	17	100%	42	100%
Business	15	100%	3	100%	18	100%
Engineering	51	100%	3	100%	54	100%
Liberal Arts	50	100%	24	100%	74	100%
Library	1	100%	2	100%	3	100%
Natural Sciences	73	99%	14	100%	87	99%
Veterinary Medicine & Biomedical Sciences	59	98%	11	100%	70	99%
Warner College of Natural Resources	27	100%	3	100%	30	100%
University Summary	346	99%	81	100%	427	99%

Associate Professors by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	18	94%	4	100%	22	95%
Applied Human Sciences	15	80%	18	94%	33	88%
Business	18	100%	6	100%	24	100%
Engineering	17	88%	1	100%	18	89%
Liberal Arts	48	98%	29	97%	77	97%
Library	3	67%	6	100%	9	89%
Natural Sciences	32	97%	12	100%	44	98%
Veterinary Medicine & Biomedical Sciences	27	89%	18	72%	45	82%
Warner College of Natural Resources	10	100%	4	100%	14	100%
University Summary	188	94%	98	93%	286	93%

Assistant Professors by Tenure Status, Gender and College

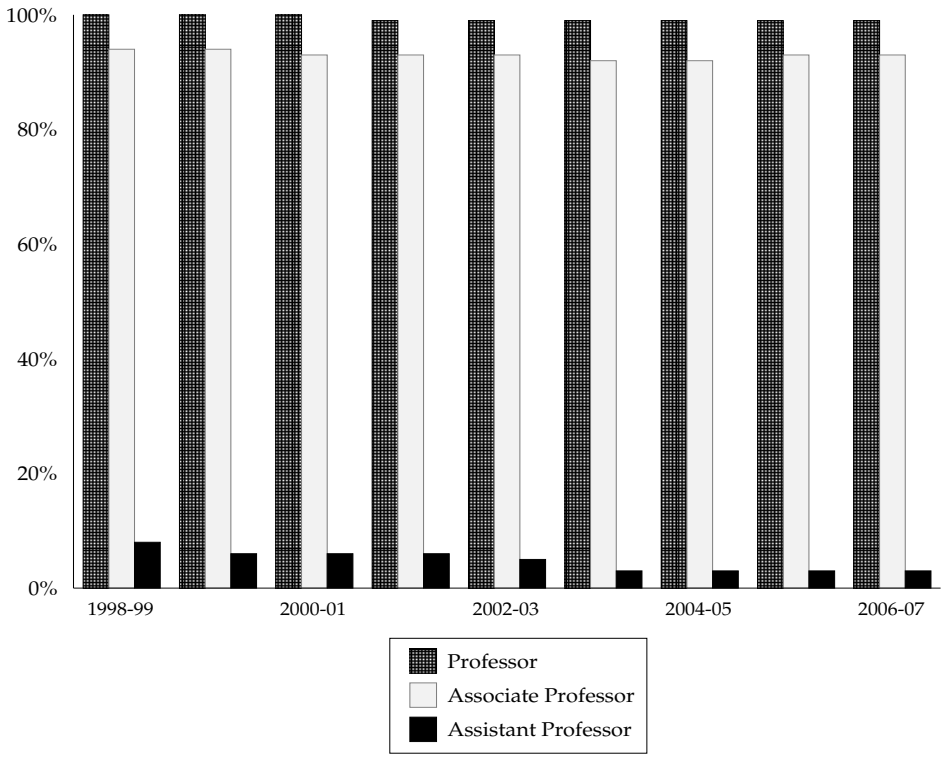
	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	15	7%	4	0%	19	5%
Applied Human Sciences	12	8%	13	0%	25	4%
Business	5	20%	2	0%	7	14%
Engineering	15	0%	2	0%	17	0%
Liberal Arts	35	3%	32	0%	67	1%
Library	0	0%	14	14%	14	14%
Natural Sciences	22	0%	13	0%	35	0%
Veterinary Medicine & Biomedical Sciences	17	0%	13	0%	30	0%
Warner College of Natural Resources	10	0%	5	0%	15	0%
University Summary	131	3%	98	2%	229	3%

Tenure-Track Faculty by Tenure Status

History of Faculty by Tenure Status and Rank

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
Full Professor	100%	100%	100%	99%	99%	99%	99%	99%	99%
Associate Professor	94%	94%	93%	93%	93%	92%	92%	93%	93%
Assistant Professor	8%	6%	6%	6%	5%	3%	3%	3%	3%
All Ranks	82%	80%	77%	78%	77%	76%	77%	75%	74%

Percentage of Faculty by Rank with Tenure



Tenure-Track Faculty by Tenure Status

Peer Comparison
Faculty by Tenure Status and Rank

	Full Professors Percent Tenured	Associate Professors Percent Tenured	Assistant Professors Percent Tenured
Colorado State University	**100%**	**93%**	**2%**
University of Colorado, Boulder	100%	94%	0%
Iowa State University	99%	94%	3%
North Carolina State University	99%	95%	1%
Ohio State University	99%	94%	3%
Texas A & M University	99%	84%	6%
Washington State University	99%	93%	0%
University of Illinois, Urbana-Champaign	98%	95%	0%
Michigan State University	98%	91%	1%
Oklahoma State University	98%	93%	2%
Purdue University	98%	91%	2%
Oregon State University	90%	84%	6%

Source: Academe, The Annual Report on the Economic Status of the Profession, 2005-06.
Note: Academe includes instructional faculty only.

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	$91,211	$70,698	$61,714	$77,261
12-Month	109,043	82,100	56,000	103,465
Applied Human Sciences				
9-Month	$81,861	$65,132	$55,640	$68,282
12-Month	126,497	--	76,800	122,674
Business				
9-Month	$114,151	$101,869	$93,999	$105,256
12-Month	--	--	--	--
Engineering				
9-Month	$113,228	$90,078	$80,844	$102,360
12-Month	--	--	--	--
Liberal Arts				
9-Month	$76,531	$57,981	$50,593	$61,374
12-Month	113,812	84,933	--	105,561
Library				
9-Month	--	--	--	--
12-Month	$69,367	$62,989	$49,454	$56,437
Natural Sciences				
9-Month	$99,544	$74,355	$64,906	$84,856
12-Month	150,163	--	--	150,163
Veterinary Medicine & Biomedical Sciences				
9-Month	$100,803	$69,054	$69,550	$86,632
12-Month	130,592	100,216	92,513	111,988
Warner College of Natural Resources				
9-Month	$85,987	$67,230	$59,539	$74,029
12-Month	140,846	109,071	--	131,768
University Summary				
9-Month	$94,904	$71,049	$60,948	$78,801
12-Month	124,026	91,559	72,042	105,456

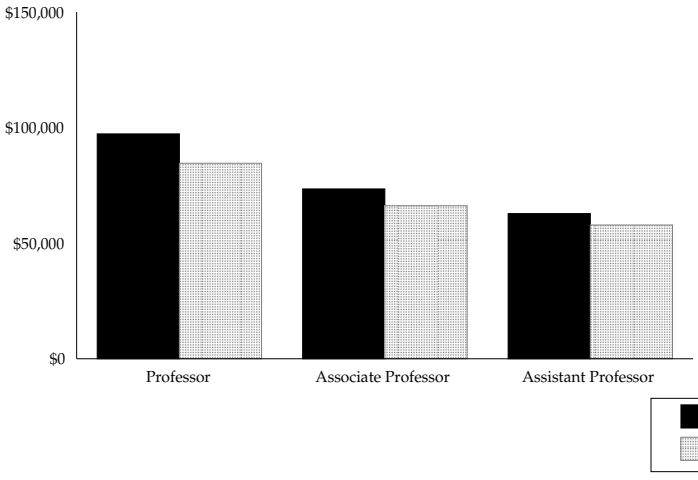
Tenure-Track Faculty Salaries and Compensation

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

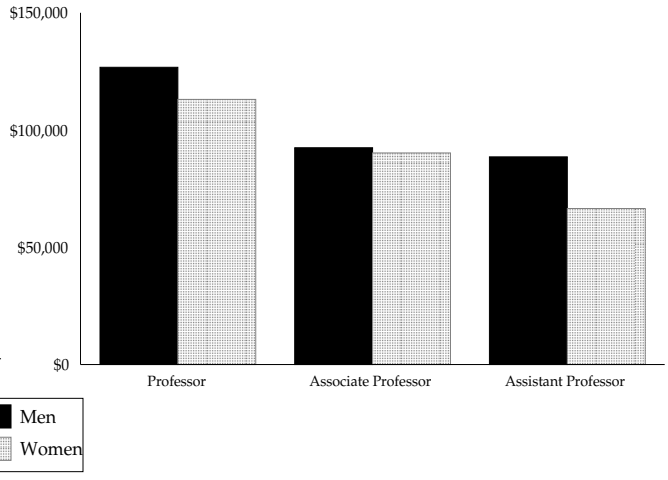
	Men	Women	All Faculty
Full Professor			
9-Month	$97,276	$84,576	$94,904
12-Month	126,766	113,065	124,026
Associate Professor			
9-Month	$73,467	$66,151	$71,049
12-Month	92,449	90,225	91,559
Assistant Professor			
9-Month	$62,805	$57,861	$60,948
12-Month	88,563	66,535	72,042
All Ranks			
9-Month	$82,753	$68,623	$78,801
12-Month	115,054	88,089	105,456

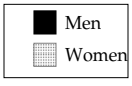
Mean Salaries by Rank and Gender

Nine-Month Faculty



Twelve-Month Faculty





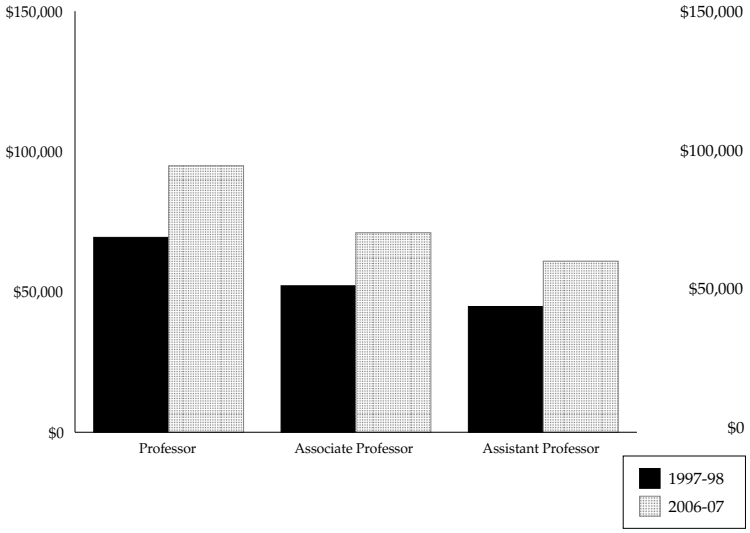
Tenure-Track Faculty Salaries and Compensation

History of Mean Faculty Salaries by Rank and Basis of Service

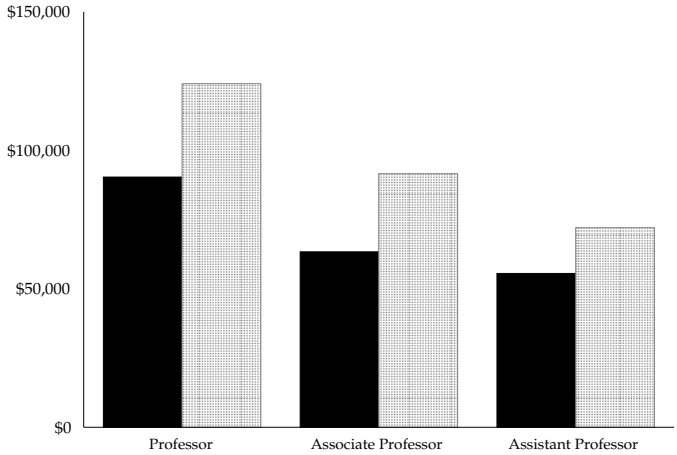
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Nine-Month									
Professor	$74,421	$77,556	$82,079	$86,269	$86,658	$88,170	$92,422	$94,904	28%
Associate Professor	55,847	59,126	62,231	64,531	64,556	66,060	69,472	71,049	27%
Assistant Professor	47,110	49,250	51,952	55,895	55,077	56,941	59,135	60,948	29%
All Ranks	63,079	65,255	69,211	72,605	72,340	74,214	77,145	78,801	25%
Twelve-Month									
Professor	$96,128	$99,577	$104,166	$108,602	$109,897	$114,593	$120,939	$124,026	29%
Associate	65,006	69,321	73,223	78,569	79,605	81,642	88,288	91,559	41%
Assistant Professor	61,065	61,898	63,042	64,084	63,828	66,603	69,317	72,042	18%
All Ranks	81,948	85,504	89,992	94,518	96,271	100,127	103,266	105,456	29%

Ten-Year Comparison of Mean Faculty Salaries

Nine-Month Faculty



Twelve-Month Faculty



Tenure-Track Faculty Salaries and Compensation

AAUP Salary Data - Institutional Peer Group Comparison

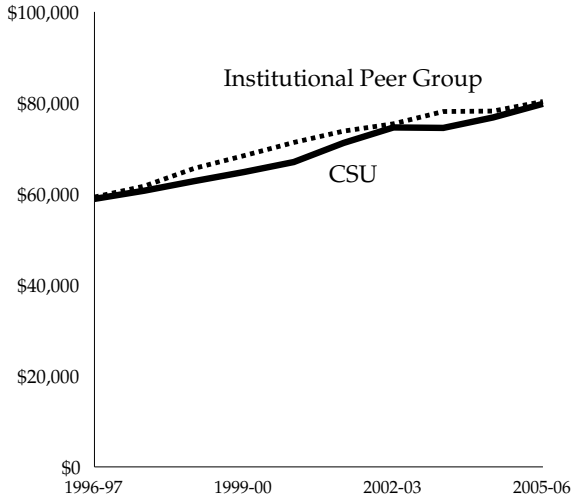
	CSU Mean Salary	All Ranks Combined Peer Group Mean Salary	CSU Salary as a Percent of Peer Salary
1990-91	$47,300	$49,300	95.9%
1991-92	49,300	50,500	97.6%
1992-93	50,800	51,700	98.3%
1993-94	52,600	53,200	98.9%
1994-95	54,200	55,000	98.5%
1995-96	56,600	57,400	98.5%
1996-97	58,900	59,300	99.3%
1997-98	60,700	61,700	98.4%
1998-99	62,800	65,600	95.8%
1999-00	64,800	68,400	94.7%
2000-01	67,000	71,300	93.9%
2001-02	71,200	73,800	96.4%
2002-03	74,600	75,400	98.9%
2003-04	74,500	78,100	95.4%
2004-05	76,800	78,200	98.2%
2005-06	79,800	80,300	99.3%

Source: Academe, The Economic Status of the Profession, 2005-06
Note: AAUP data includes only instructional faculty on tenure-track appointments.
The University of Colorado, Boulder was added to the CCHE Peer Group in 2005-06 to form the Institutional Peer Group.

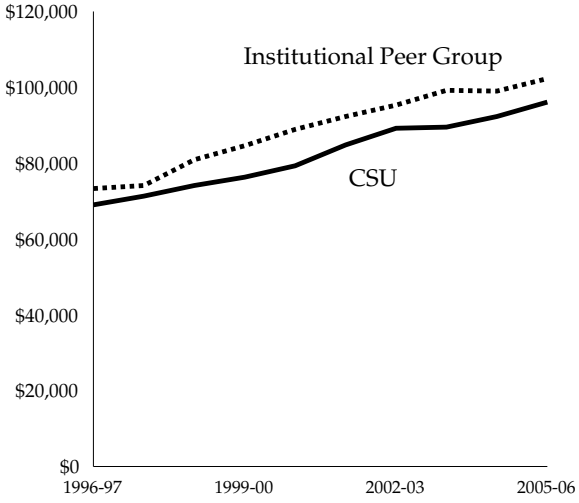
Tenure-Track Faculty Salaries and Compensation

All Ranks Combined Comparison
Institutional Peer Group

Average Salary



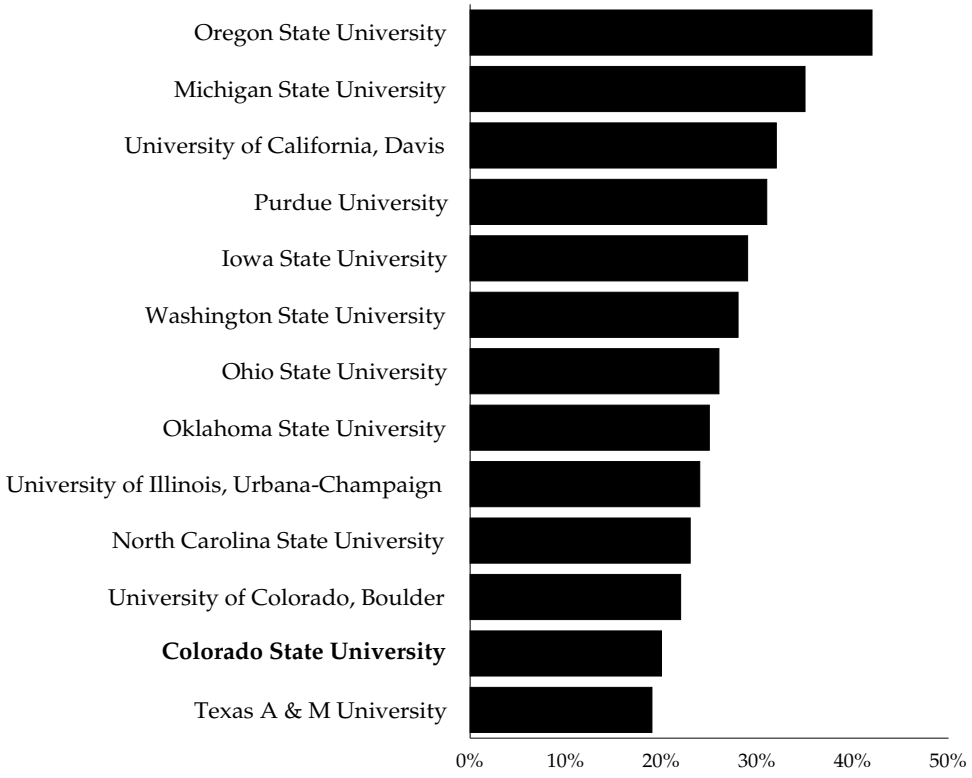
Average Compensation



Source: Academe, The Economic Status of the Profession, 2005-06
Note: The University of Colorado, Boulder was added to the CCHE Peer Group in 2005-06 to form the Institutional Peer Group.

Tenure-Track Faculty Salaries and Compensation

Comparison of Institutional Peer Institutions
Benefits as a Percent of Faculty Salaries



Source: Academe, Annual Report on the Economic Status of the Profession, 2005-06

Tenure-Track Faculty Salaries and Compensation

Comparison of Institutional Peer Group

Average Salary by Rank for 2005-06 (Ranked by All Ranks Combined Salary)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
University of Illinois, Urbana-Champaign	$116,623	$77,565	$69,631	$91,189
University of California, Davis	106,971	70,156	63,099	87,789
Purdue University	104,319	72,923	65,259	82,292
Michigan State University	105,890	76,449	60,205	82,001
Texas A & M University	104,146	73,034	65,815	80,160
Colorado State University	**94,483**	**70,642**	**60,287**	**79,811**
University of Colorado, Boulder	102,764	74,513	65,199	79,051
North Carolina State University	97,598	71,891	63,326	76,044
Iowa State University	97,202	72,314	61,717	74,636
Washington State University	87,873	65,909	60,461	67,613
Oklahoma State University	82,371	63,975	56,614	64,540
Oregon State University	79,824	62,839	59,185	61,148

Average Compensation by Rank (Ranked by All Ranks Combined Compensation)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
University of California, Davis	$139,555	$93,781	$85,006	$115,704
University of Illinois, Urbana-Champaign	140,986	97,408	88,598	112,608
Ohio State University	139,296	94,540	84,535	111,726
Michigan State University	138,426	104,807	85,665	110,893
Purdue University	135,391	97,184	86,491	107,986
University of Colorado, Boulder	124,279	91,688	80,654	96,751
Iowa State University	122,556	93,706	81,134	96,202
Colorado State University	**113,757**	**85,053**	**72,586**	**96,092**
Texas A & M University	123,137	87,259	78,222	95,319
Oregon State University	110,715	89,829	83,853	87,083
Washington State University	110,530	84,778	77,430	86,477
Oklahoma State University	102,115	80,538	71,641	80,672

Source: Academe, The Economic Status of the Profession, 2005-06

Tenure-Track Faculty Salaries and Compensation

Comparison of Colorado Institutions

Average Salary by Rank for 2005-06 (Ranked by All Ranks Combined Salary)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
Colorado School of Mines	$107,800	$75,500	$66,000	$82,600
Colorado State University	**94,500**	**70,600**	**60,300**	**79,800**
University of Colorado, Boulder	102,800	74,500	65,200	79,100
Colorado College	99,400	67,500	55,800	76,000
University of Denver	97,700	71,300	59,900	72,400
University of Colorado, Denver	97,900	72,200	60,600	67,100
University of Northern Colorado	71,800	54,000	46,600	55,900
Colorado State University, Pueblo	65,900	54,000	49,000	53,600
Metropolitan State College of Denver	69,900	56,300	44,200	50,100
Western State College	59,400	58,300	41,700	49,700
Fort Lewis College	61,300	50,500	44,700	47,600

Average Compensation by Rank (Ranked by All Ranks Combined Compensation)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
Colorado School of Mines	$134,300	$94,100	$82,200	$102,900
Colorado College	127,300	88,500	70,200	97,300
University of Colorado, Boulder	124,300	91,700	80,700	96,800
Colorado State University	**113,800**	**85,100**	**72,600**	**96,100**
University of Denver	118,600	89,600	73,100	89,100
University of Colorado, Denver	116,300	87,100	73,700	81,000
University of Northern Colorado	85,300	64,500	56,000	66,800
Colorado State University, Pueblo	78,800	64,600	58,500	64,000
Western State College	73,200	71,200	52,700	61,400
Metropolitan State College of Denver	82,400	66,400	52,600	59,300
Fort Lewis College	74,500	61,300	54,300	57,800

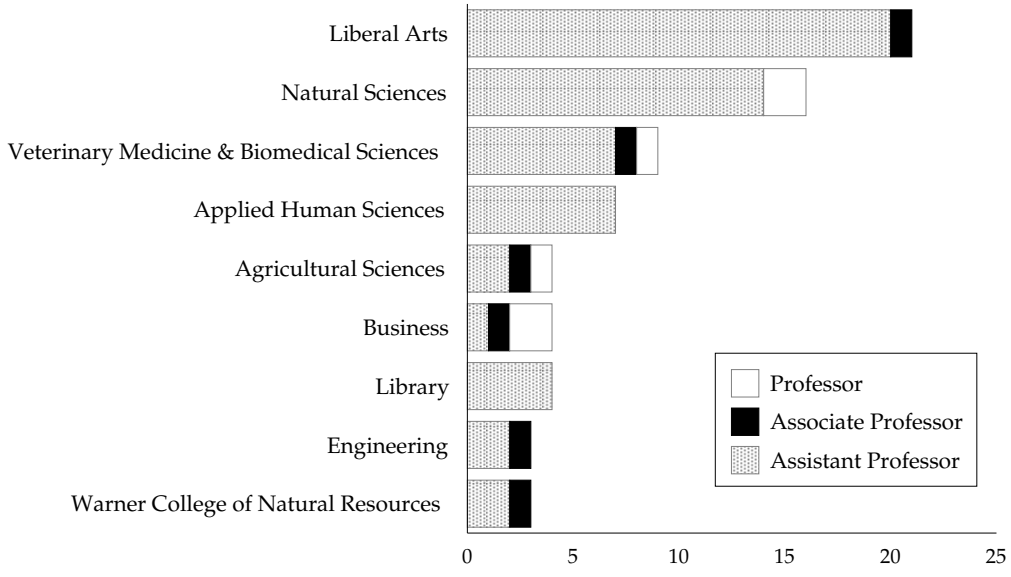
Source: Academe, The Economic Status of the Profession, 2005-06

Tenure-Track Faculty Hires and Attrition - 2005-06

Faculty Hires by Rank and Gender

	Professor		Associate Professor		Assistant Professor		
	Men	Women	Men	Women	Men	Women	Total
Agricultural Sciences	1	0	1	0	2	0	4
Applied Human Sciences	0	0	0	0	2	5	7
Business	1	0	2	0	1	0	4
Engineering	1	0	0	0	2	0	3
Liberal Arts	1	0	0	0	7	13	21
Library	0	0	0	0	0	4	4
Natural Sciences	0	0	2	0	8	6	16
Veterinary Medicine & Biomedical Sciences	1	0	1	0	4	3	9
Warner College of Natural Resources	1	0	0	0	1	1	3
University Total	6	0	6	0	27	32	71

Faculty Hires by College



Note: The time period used is October 1, 2004 to September 30, 2005. Faculty hires include those who were employed at CSU in 2004-05 in a non-tenure-track position and were hired as tenure-track faculty in 2005-06. 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 non-minorities.

Tenure-Track Faculty Hires and Attrition

Faculty Hires by Rank and Ethnicity

	Professor		Associate Professor		Assistant Professor		
	Minority	Non-Minority	Minority	Non-Minority	Minority	Non-Minority	Total
Agricultural Sciences	0	1	0	1	0	2	4
Applied Human Sciences	0	0	0	0	3	4	7
Business	0	1	0	2	0	1	4
Engineering	0	1	0	0	0	2	3
Liberal Arts	0	1	0	0	2	18	21
Library	0	0	0	0	1	3	4
Natural Sciences	0	0	0	2	3	11	16
Veterinary Medicine & Biomedical Sciences	0	1	0	1	1	6	9
Warner College of Natural Resources	0	1	0	0	0	2	3
University Total	0	6	0	6	10	49	71

Faculty Hires by Rank and Average Salary

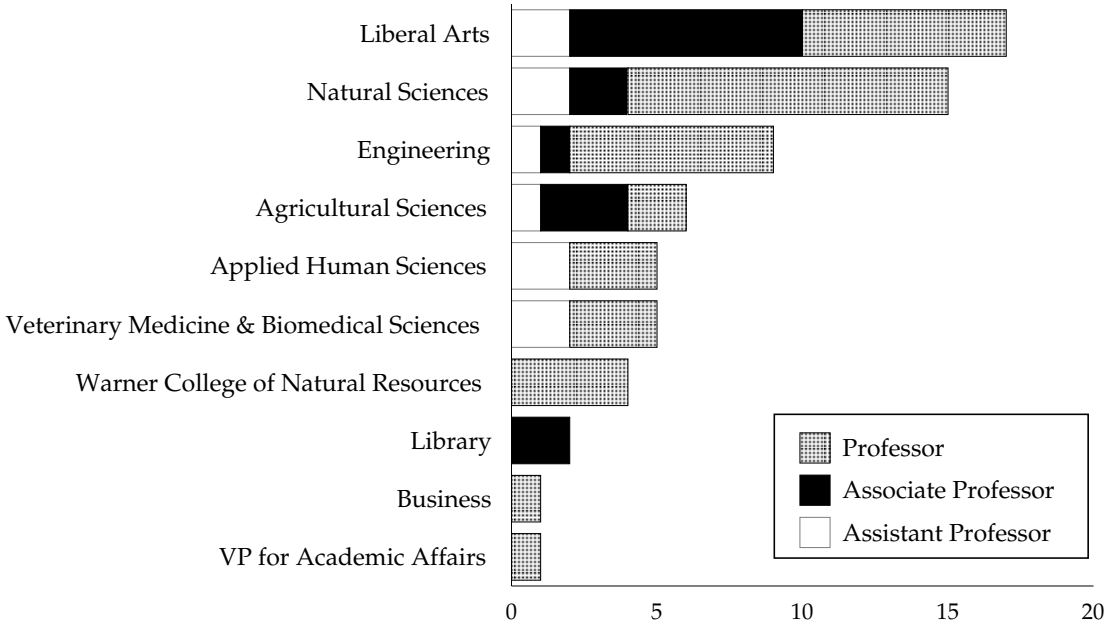
	Appointment Length	Minimum Salary	Maximum Salary	Average Salary	Total
Professor	9	$75,545	$132,750	$107,399	4
	12	85,000	130,000	107,500	2
Associate Professor	9	66,000	120,000	84,600	5
	12	105,000	105,000	105,000	1
Assistant Professor	9	43,500	92,000	56,401	50
	12	39,500	93,000	71,817	9

Tenure-Track Faculty Hires and Attrition

Faculty Attrition by Rank and Gender

	Professor		Associate Professor		Assistant Professor		
	Men	Women	Men	Women	Men	Women	Total
Agricultural Sciences	1	1	2	1	1	0	6
Applied Human Sciences	2	1	0	0	0	2	5
Business	1	0	0	0	0	0	1
Engineering	6	1	0	1	0	1	9
Liberal Arts	6	1	7	1	1	1	17
Library	0	0	0	2	0	0	2
Natural Sciences	11	0	2	0	1	1	15
Veterinary Medicine & Biomedical Sciences	3	0	0	0	2	0	5
VP for Academic Affairs	1	0	0	0	0	0	1
Warner College of Natural Resources	4	0	0	0	0	0	4
University Total	35	4	11	5	5	5	65

Faculty Attrition by College



Tenure-Track Faculty Hires and Attrition

Faculty Attrition by Rank and Ethnicity

	Professor		Associate Professor		Assistant Professor		
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	Total
Agricultural Sciences	0	2	0	3	0	1	6
Applied Human Sciences	0	3	0	0	1	1	5
Business	0	1	0	0	0	0	1
Engineering	0	7	0	1	0	1	9
Liberal Arts	0	7	0	8	0	2	17
Library	0	0	0	2	0	0	2
Natural Sciences	1	10	0	2	0	2	15
Veterinary Medicine & Biomedical Sciences	0	3	0	0	0	2	5
VP for Academic Affairs	1	0	0	0	0	0	1
Warner College of Natural Resources	0	4	0	0	0	0	4
University Total	2	37	0	16	1	9	65

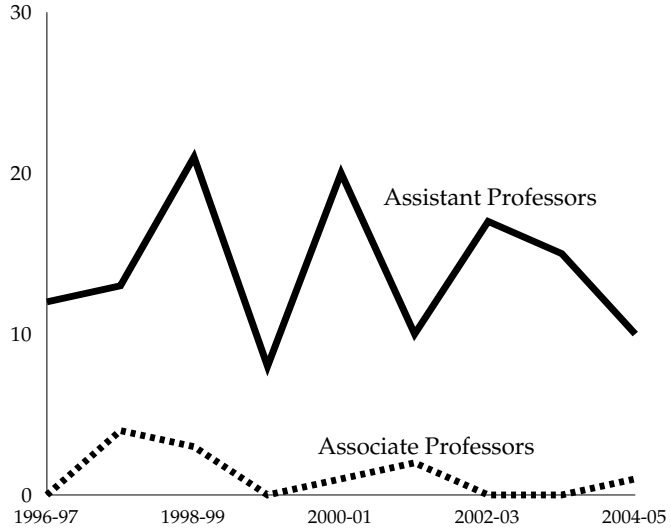
Faculty Attrition by Rank and Separation Reason

	Professor			Associate Professor			Assistant Professor		
	Retire-ment	Admin Position	Other	Retire-ment	Admin Position	Other	Retire-ment	Admin Position	Other
Agricultural Sciences	1	0	1	1	1	1	0	0	1
Applied Human Sciences	2	0	1	0	0	0	0	0	2
Business	1	0	0	0	0	0	0	0	0
Engineering	4	2	1	0	0	1	0	0	1
Liberal Arts	5	1	1	5	1	2	0	0	2
Library	0	0	0	1	0	1	0	0	0
Natural Sciences	9	2	0	1	0	1	0	0	2
Veterinary Medicine & Biomedical Sciences	2	0	1	0	0	0	0	0	2
VP for Academic Affairs	1	0	0	0	0	0	0	0	0
Warner College of Natural Resources	4	0	0	0	0	0	0	0	0
University Total	29	5	5	8	2	6	0	0	10

Note: The "Other" separation reason inclues faculty who leave CSU or enter a non-administrative position at CSU, e.g., temporary or special faculty appointment.

Tenure-Track Faculty Hires and Attrition

Number of Faculty by Rank Who Leave Prior to Receiving Tenure



Faculty Attrition by Rank and Tenure Status

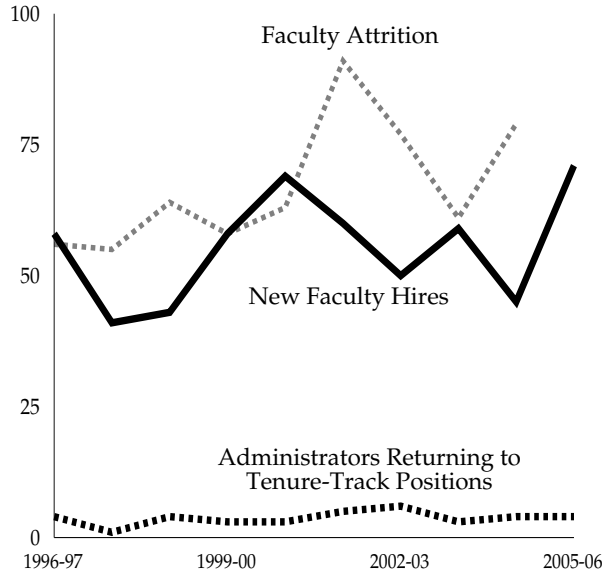
	Professor		Associate Professor		Assistant Professor		
	Tenured	Not Tenured	Tenured	Not Tenured	Tenured	Not Tenured	Total Faculty
Agricultural Sciences	2	0	3	0	0	1	6
Applied Human Sciences	3	0	0	0	0	2	5
Business	1	0	0	0	0	0	1
Engineering	7	0	1	0	0	1	9
Liberal Arts	7	0	8	0	0	2	17
Library	0	0	2	0	0	0	2
Natural Sciences	11	0	1	1	0	2	15
Veterinary Medicine & Biomedical Sciences	3	0	0	0	0	2	5
VP for Academic Affairs	1	0	0	0	0	0	1
Warner College of Natural Resources	4	0	0	0	0	0	4
University Total	39	0	15	1	0	10	65

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	61
2004-05	933	45	4	79
2005-06	929	71	4	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 non-minorities. Faculty not returning in 2005-06 will be available in November 2006.

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	8%	40	6	15%
1996-97	1,004	82	8%	58	6	10%
1997-98	990	82	8%	41	6	15%
1998-99	982	83	9%	43	7	16%
1999-00	979	82	8%	58	5	9%
2000-01	993	92	9%	69	15	22%
2001-02	995	98	10%	60	14	23%
2002-03	960	94	10%	50	3	6%
2003-04	945	90	10%	59	6	10%
2004-05	933	100	11%	45	5	11%
2005-06	929	106	11%	71	10	14%

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	21%	40	11	28%
1996-97	1,004	219	22%	58	23	40%
1997-98	990	221	22%	41	14	34%
1998-99	982	230	23%	43	25	58%
1999-00	979	237	24%	58	25	43%
2000-01	993	249	25%	69	28	41%
2001-02	995	251	25%	60	23	38%
2002-03	960	247	26%	50	18	36%
2003-04	945	248	26%	59	20	34%
2004-05	933	251	27%	45	16	36%
2005-06	929	268	29%	71	32	45%

Tenure-Track Faculty Hires and Attrition

History of Faculty Attrition by Rank and Separation Reason

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Six-Year Change
Professor								
Retirement	17	21	16	24	34	28	29	71%
Administrative Position (Dean, etc.)	2	4	3	9	0	0	5	150%
Other	9	9	8	10	13	3	5	-44%
Total	28	34	27	43	47	31	39	39%
Associate Professor								
Retirement	9	13	6	8	8	6	8	-11%
Administrative Position (Dean, etc.)	0	1	0	3	0	0	2	0%
Other	5	2	10	22	4	9	6	20%
Total	14	16	16	33	12	15	16	14%
Assistant Professor								
Retirement	1	0	1	4	1	0	0	-100%
Administrative Position (Dean, etc.)	1	1	0	0	0	0	0	-100%
Other	20	7	19	11	17	15	10	-50%
Total	22	8	20	15	18	15	10	-55%
All Ranks Combined								
Retirement	27	34	23	36	43	34	37	37%
Administrative Position (Dean, etc.)	3	6	3	12	0	0	7	133%
Other	34	17	37	43	34	27	21	-38%
Total	64	58	63	91	77	61	65	2%

Tenure-Track Faculty Hires and Attrition

History of Faculty Leaving Regular, Tenure-Track Positions

	Faculty Not Returning for Following Year	Total Non-Minority Faculty	Non-Minority Faculty Not Returning	Percent of Non-Minority 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%
2003-04	61	833	55	7%	100	6	6%
2004-05	65	823	62	8%	106	3	3%

History of Faculty Leaving Regular, Tenure-Track Positions
Excludes Retirements

	Faculty Not Returning for Following Year	Total Non-Minority Faculty	Non-Minority Faculty Not Returning	Percent of Non-Minority 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%
2003-04	27	833	23	3%	100	4	4%
2004-05	28	823	28	3%	106	0	0%

Tenure-Track Faculty Hires and Attrition

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

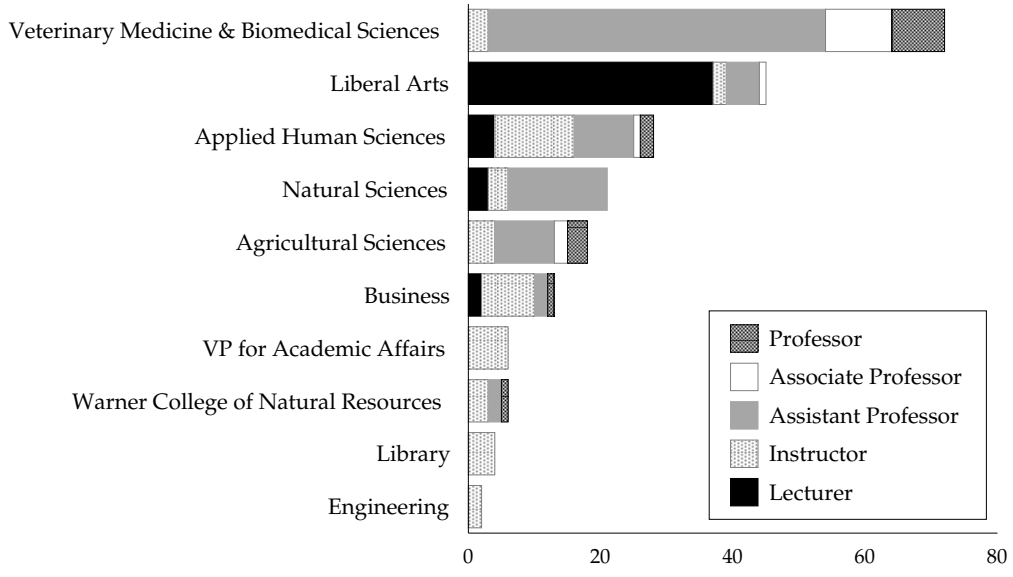
	Faculty Not Returning for Following Year	Total Non-Minority Faculty	Non-Minority Faculty Not Returning	Percent of Non-Minority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
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%
2003-04	27	833	23	3%	100	4	4%
2004-05	21	823	21	3%	106	0	0%

Faculty on Special Appointments

Faculty by College and Rank

	Full Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Total Faculty
Agricultural Sciences	3	2	9	4	0	18
Applied Human Sciences	2	1	9	12	4	28
Business	1	0	2	8	2	13
Engineering	0	0	0	2	0	2
Liberal Arts	0	1	5	2	37	45
Library	0	0	0	4	0	4
Natural Sciences	0	0	15	3	3	21
Veterinary Medicine & Biomedical Sciences	8	10	51	3	0	72
VP for Academic Affairs	0	0	0	6	0	6
Warner College of Natural Resources	1	0	2	3	0	6
University Total	15	14	93	47	46	215

Faculty on Special Appointments by College and Rank

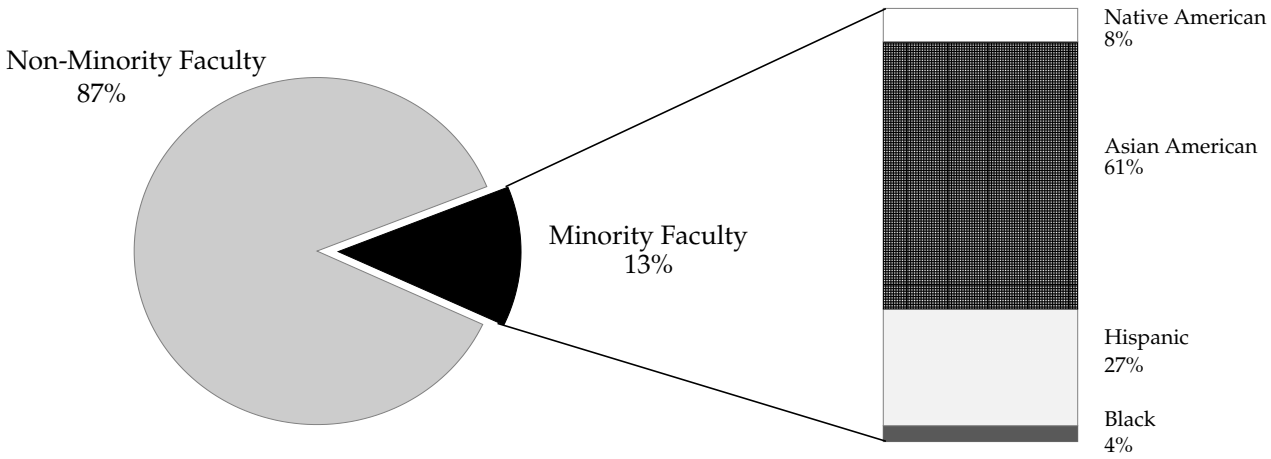


Faculty on Special Appointments

Faculty on Special Appointments by Ethnicity

	Minority Faculty	Minority Faculty as a Percent of Total Faculty	International Faculty	Non-Minority Faculty	Total Faculty
Agricultural Sciences	2	11%	2	14	18
Applied Human Sciences	2	11%	0	26	28
Business	1	8%	0	12	13
Engineering	0	0%	0	2	2
Liberal Arts	7	16%	0	38	45
Library	0	0%	0	4	4
Natural Sciences	3	14%	1	17	21
Veterinary Medicine & Biomedical Sciences	10	14%	7	55	72
VP for Academic Affairs	0	0%	0	6	6
Warner College of Natural Resources	1	17%	0	5	6
University Total	26	13%	10	179	215

Faculty on Special Appointments by Ethnicity



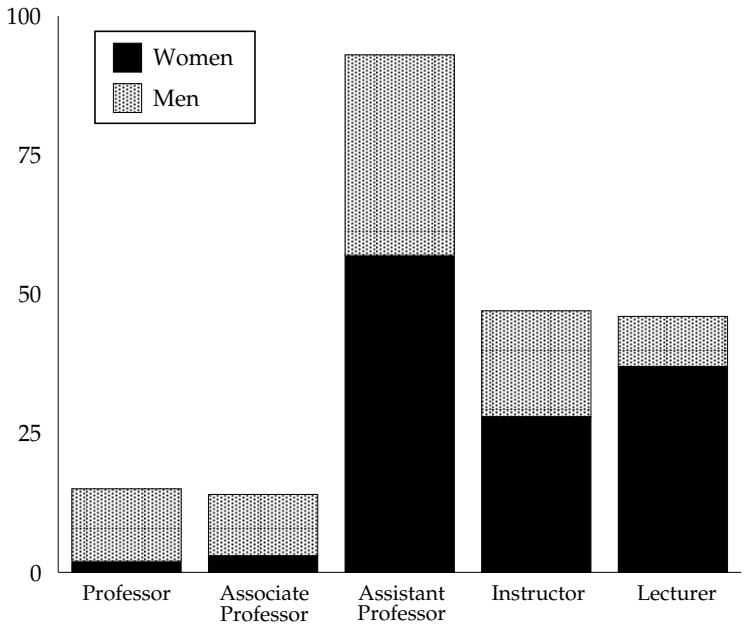
Note: International faculty are excluded from the base population when determining the percentage of ethnic minority faculty.

Faculty on Special Appointments

Faculty on Special Appointments by Gender

	Women	Percent of Women	Men	Total Faculty
Professor	2	13%	13	15
Associate Professor	3	21%	11	14
Assistant Professor	57	61%	36	93
Instructor	28	60%	19	47
Lecturer	37	80%	9	46
University Total	127	59%	88	215

Faculty on Special Appointments by Gender and Rank

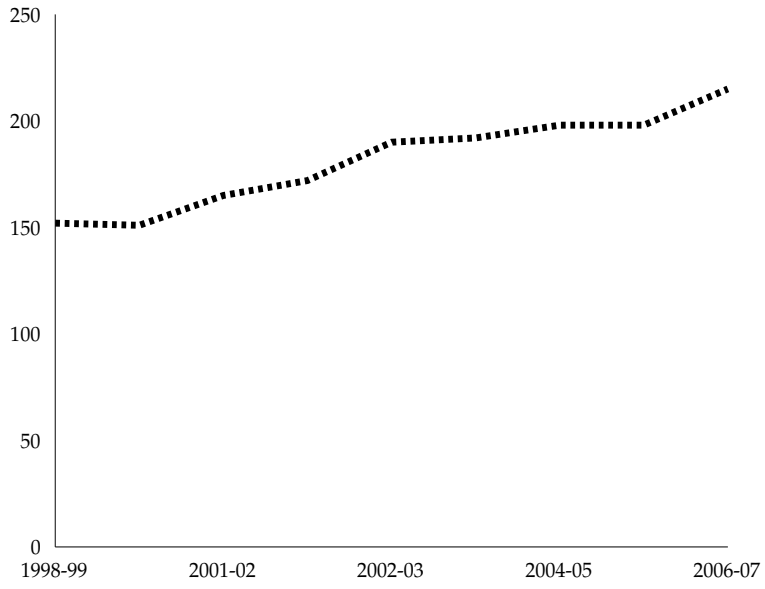


Faculty on Special Appointments

History of Faculty on Special Appointments by College

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Agricultural Sciences	7	8	7	17	17	15	15	18	157%
Applied Human Sciences	22	27	23	24	27	31	24	28	27%
Business	8	8	4	3	4	4	7	13	63%
Engineering	5	3	4	4	2	1	2	2	-60%
Liberal Arts	45	44	49	51	50	48	47	45	0%
Library	0	2	1	3	4	7	4	4	N/A
Natural Sciences	15	16	17	14	14	15	15	21	40%
Veterinary Medicine & Biomedical Sciences	44	52	61	67	71	70	73	72	64%
VP for Academic Affairs	0	0	0	1	0	0	3	6	N/A
Warner College of Natural Resources	5	5	6	6	3	7	8	6	20%
University Total	151	165	172	190	192	198	198	215	42%

History of Faculty on Special Appointments

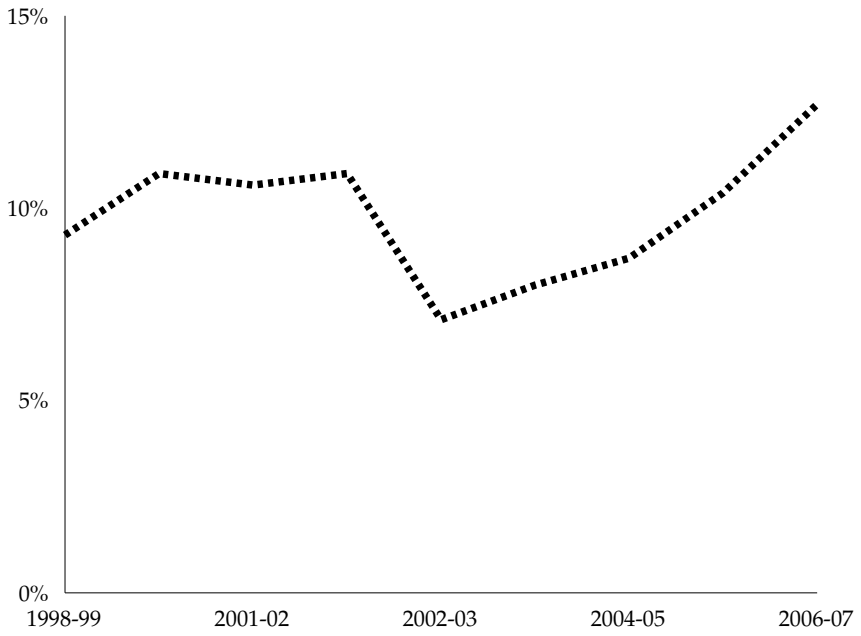


Faculty on Special Appointments

History of Faculty on Special Appointments by Ethnicity

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Asian American	9	12	10	10	8	9	11	14	16	78%
Black	2	3	4	3	2	1	3	1	1	-50%
Hispanic	2	0	1	3	2	5	3	4	7	250%
Native American	1	1	2	2	1	0	0	1	2	100%
International	2	4	5	7	6	4	3	6	10	400%
Non-Minority	136	131	143	147	171	173	178	172	179	32%
Total	152	151	165	172	190	192	198	198	215	41%

History of Minority Faculty as a Percentage of Total Faculty on Special Appointments



Note: International faculty are not included in the base population when determining the percentage of ethnic minority faculty.

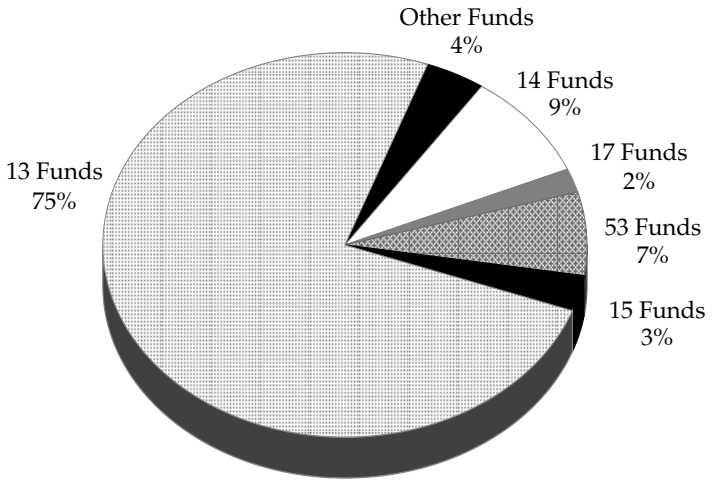
Faculty on Special Appointments

History of Faculty on Special Appointments by Rank and Gender

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Nine-Year Change
Professor										
Men	11	9	10	9	11	14	12	15	13	18%
Women	0	0	0	0	2	1	1	1	2	N/A
Associate Professor										
Men	10	10	12	11	17	14	15	10	11	10%
Women	3	4	5	9	9	7	7	6	3	0%
Assistant Professor										
Men	32	27	29	33	30	33	30	35	36	13%
Women	31	36	41	39	38	45	48	48	57	84%
Instructor										
Men	11	18	13	16	14	11	13	16	19	73%
Women	21	18	19	18	25	22	26	23	28	33%
Lecturer										
Men	7	10	11	9	13	14	13	10	9	29%
Women	26	19	25	28	31	31	33	34	37	42%
Total										
Men	71	74	75	78	85	86	83	86	88	24%
Women	81	77	90	94	105	106	115	112	127	57%

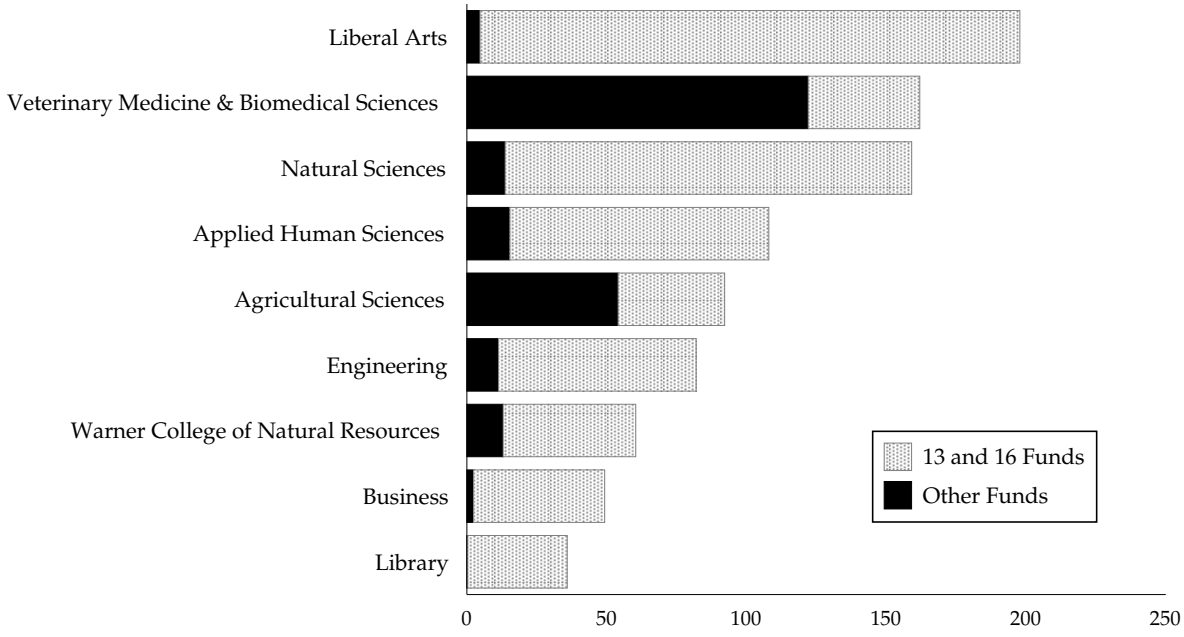
Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE by Fund Group - 2005-06



Total FTE = 946.8

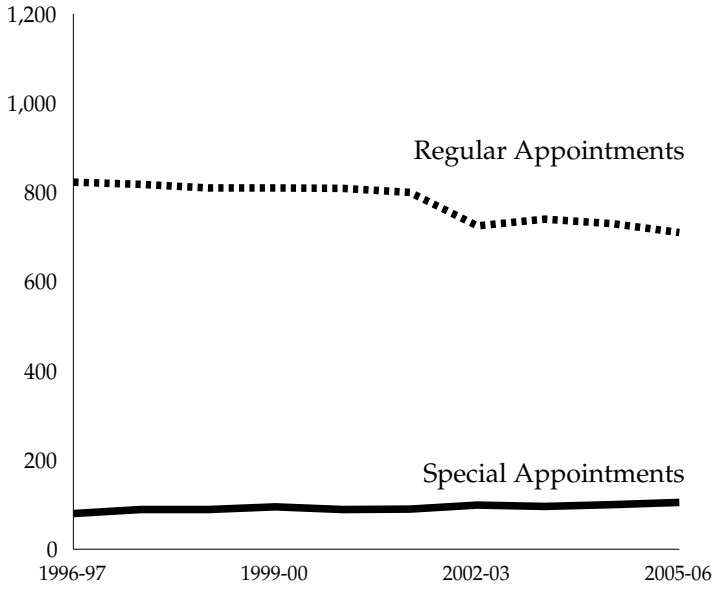
Tenure-Track Faculty FTE by College



Note: 9 months = 1 FTE. Summer months for faculty on 9-month appointments are excluded.

Faculty Full-Time Equivalents (FTE)

Education & General Faculty FTE

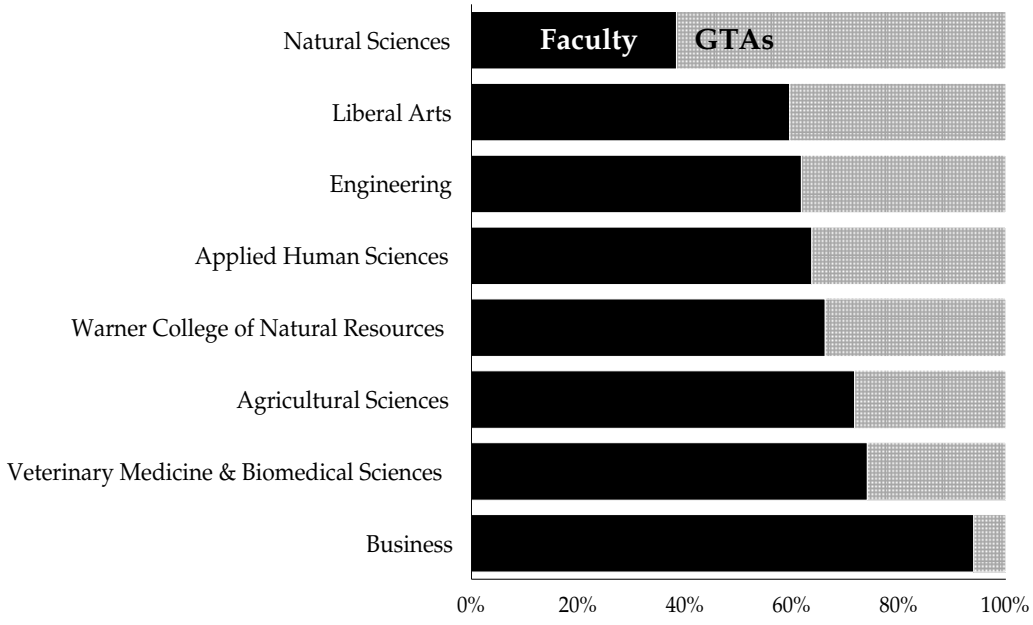


Fiscal Year	Regular Appointments	Special Appointments	Total E & G Faculty FTE
1997	823	80	990
1998	818	89	989
1999	810	89	994
2000	810	95	1,010
2001	809	89	898
2002	800	90	890
2003	725	99	824
2004	740	96	836
2005	730	100	830
2006	710	105	815

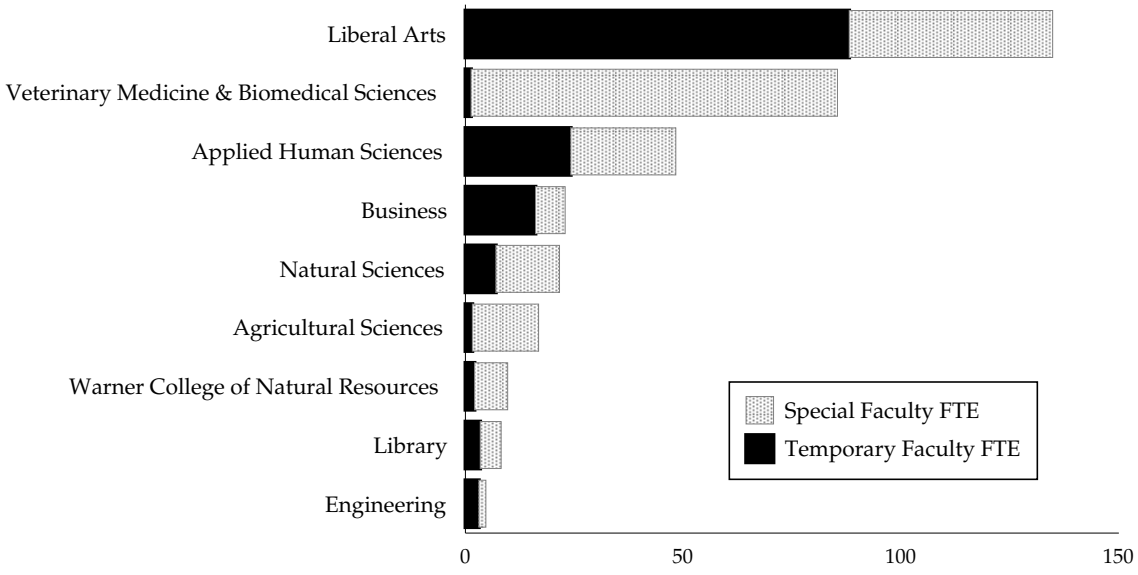
Note: Education and general faculty include faculty paid from 13 and 16 funds. Library faculty are included. Summer months for faculty on 9-month appointments are excluded.

Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE to GTA FTE Comparison



Special and Temporary Faculty Appointments FTE by College

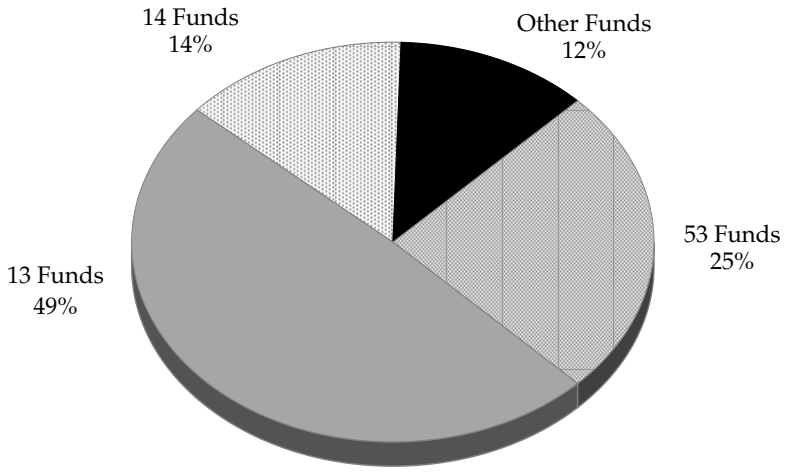


Note: Tenure-Track Faculty to GTA comparison includes 13 and 16 funds only.

Faculty Full-Time Equivalents (FTE)

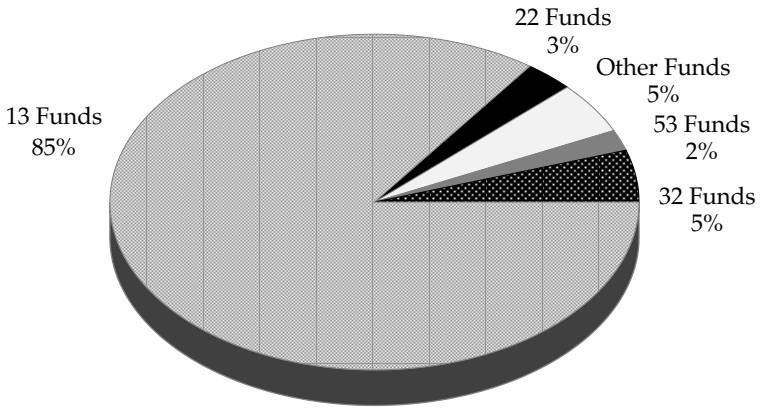
FTE by Fund Group - 2005-06

Faculty on Special Appointments



Total FTE = 205.1

Faculty on Temporary Appointments

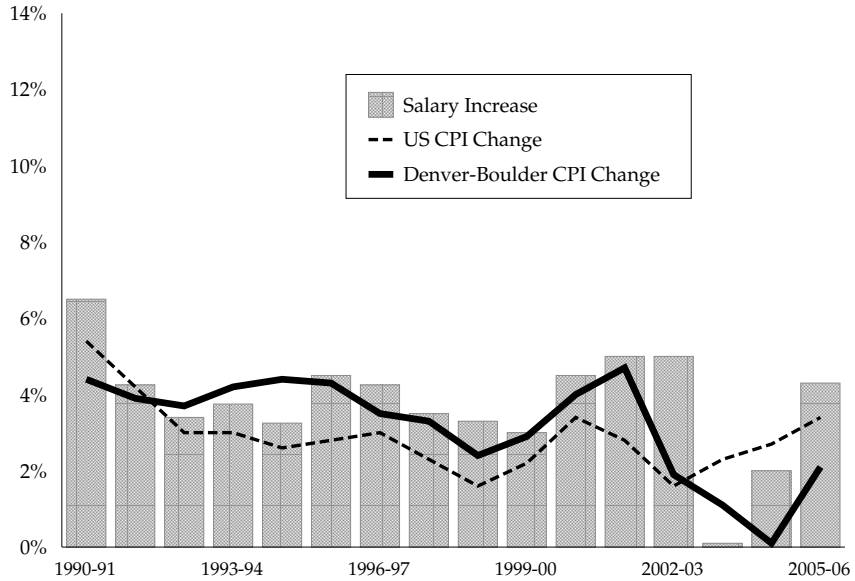


Total FTE = 146.9

Faculty Salary Increases Compared to Changes in the Consumer Price Index

Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
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%
2004-05	2.00%	2.7%	0.1%
2005-06	4.30%	3.4%	2.1%

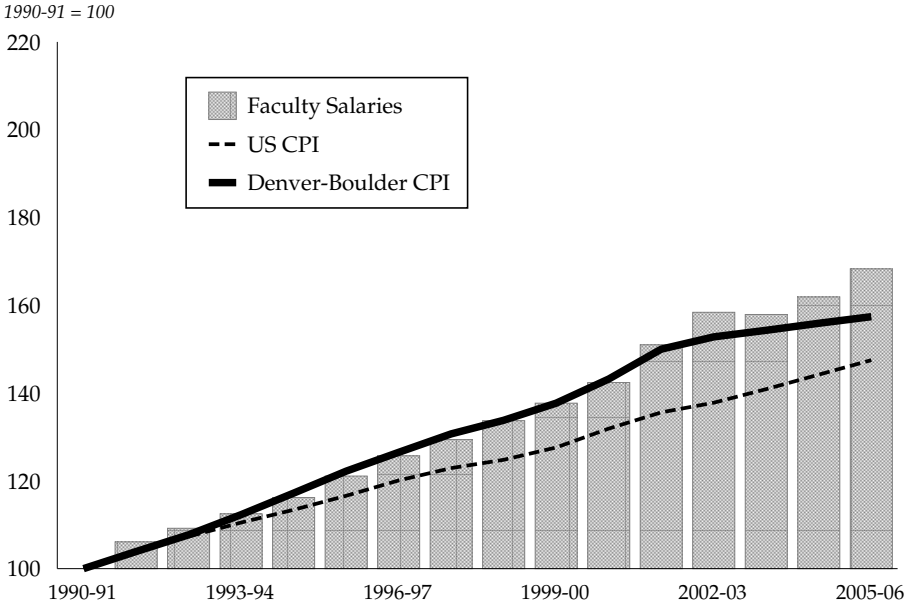
Comparison of Faculty Salary and CPI Changes



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

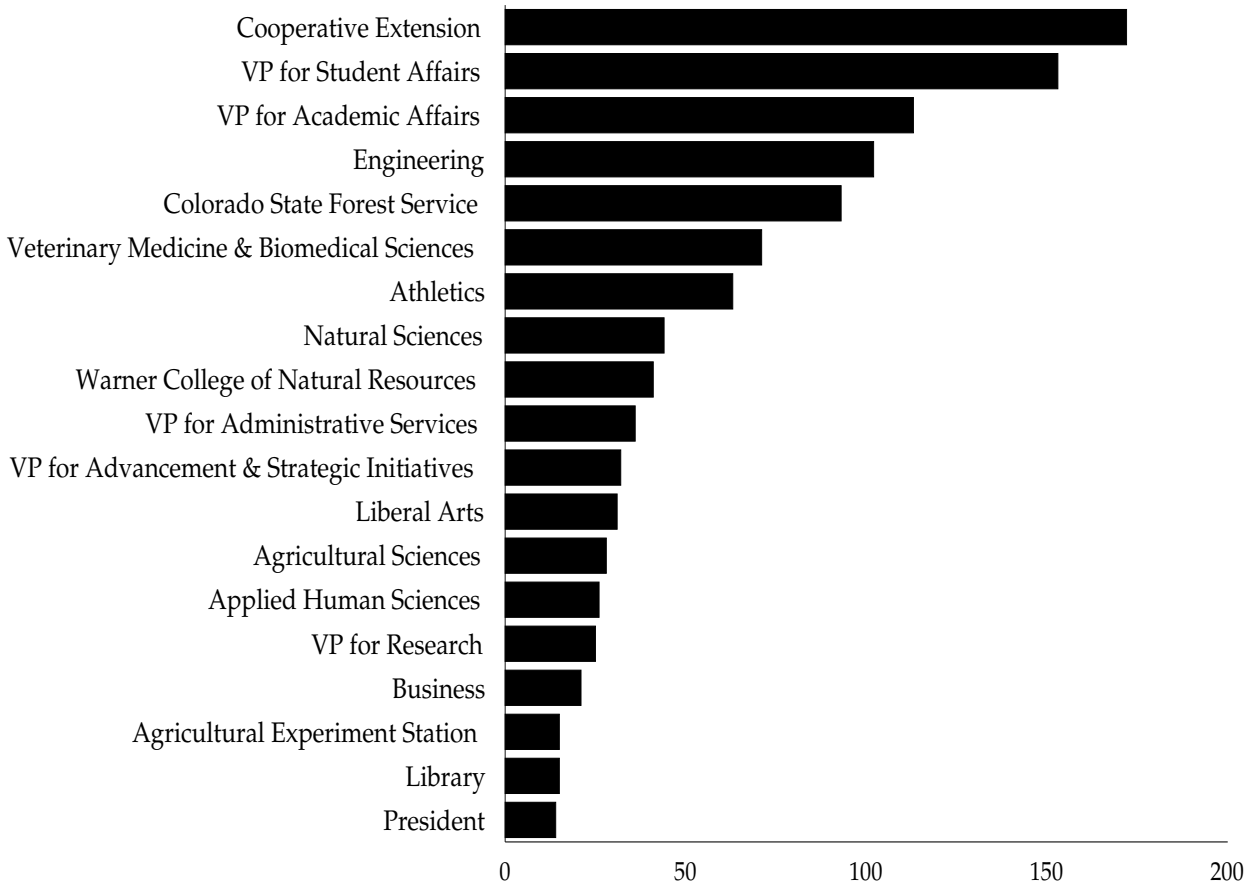


Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1991-92	106.1	104.2	103.9
1992-93	109.2	107.3	107.7
1993-94	112.5	110.5	112.3
1994-95	116.2	113.4	117.2
1995-96	121.1	116.6	122.2
1996-97	125.7	120.1	126.5
1997-98	129.4	122.9	130.7
1998-99	133.7	124.8	133.8
1999-00	137.7	127.6	137.7
2000-01	142.4	131.9	143.2
2001-02	151.0	135.6	150.0
2002-03	158.4	137.8	152.8
2003-04	157.9	140.9	154.3
2004-05	161.9	144.2	155.9
2005-06	168.3	147.5	157.4

Note: Faculty salary increases are based on salaries for tenure-track faculty on nine-month appointments.

Administrative Professionals
(Excludes Research Associates)

Administrative Professionals by College or Area



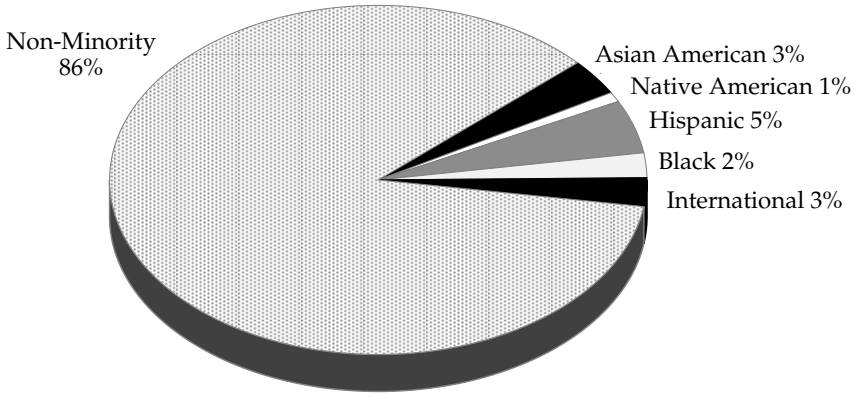
Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in the next section. Administrative Professionals on regular or special appointments are included in this section.

Administrative Professionals
(Excludes 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	50%	14	50%	28
Applied Human Sciences	7	27%	19	73%	26
Athletics	44	70%	19	30%	63
Business	13	62%	8	38%	21
Colorado State Forest Service	62	67%	31	33%	93
Cooperative Extension	73	42%	99	58%	172
Engineering	55	54%	47	46%	102
Liberal Arts	7	23%	24	67%	31
Library	7	47%	8	53%	15
Natural Sciences	22	50%	22	50%	44
President	5	36%	9	64%	14
Veterinary Medicine & Biomedical Sciences	26	37%	45	63%	71
VP for Academic Affairs	44	39%	69	61%	113
VP for Administrative Services	22	61%	14	39%	36
VP for Advancement & Strategic Initiatives	11	34%	21	66%	32
VP for Research	6	24%	19	76%	25
VP for Student Affairs	65	42%	88	58%	153
Warner College of Natural Resources	28	68%	13	32%	41
University Total	525	48%	570	52%	1,095

Administrative Professionals by Ethnic Origin



Administrative Professionals
(Excludes Research Associates)

Administrative Professionals by Gender and Job Title

	Men	Percent Men	Women	Percent Women	Total
Administrator	2	22%	7	78%	9
Assistant Coach	18	75%	6	25%	24
Assistant Coordinator	5	36%	9	64%	14
Assistant Dean	4	50%	4	50%	8
Assistant Director	30	38%	50	62%	80
Assistant to Dean	4	31%	9	69%	13
Associate Dean	11	79%	3	21%	14
Associate Director	18	62%	11	38%	29
Coach	7	70%	3	30%	10
Coordinator	64	35%	119	65%	183
Counselor	9	28%	23	72%	32
County Extension Director	19	54%	16	46%	35
Dean	5	56%	4	44%	9
Director	46	37%	79	63%	125
Executive Director	5	63%	3	37%	8
Extension Agent	39	39%	62	61%	101
Extension Specialist	10	32%	21	68%	31
Forester	61	69%	28	31%	89
Manager	21	54%	18	46%	39
Physician	3	38%	5	62%	8
Psychologist	4	36%	7	64%	11
Research Coordinator	0	0%	8	100%	8
Research Scientist/Scholar I	23	61%	15	39%	38
Research Scientist/Scholar II	31	67%	15	33%	46
Research Scientist/Scholar III	22	79%	6	21%	28
Senior Research Scientist/Scholar	18	82%	4	18%	22
Job Titles with 7 or Fewer Employees	46	57%	35	43%	81
University Total	525	48%	570	52%	1,095

Administrative Professionals
(Excludes Research Associates)

History of Administrative Professionals by Job Title

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Administrator	2	3	3	3	5	8	8	9	350%
Assistant Coach	22	22	23	24	24	24	23	24	9%
Assistant Coordinator	8	15	15	14	12	13	15	14	75%
Assistant Dean	--	--	--	--	7	8	9	8	N/A
Assistant Director	36	35	36	51	52	53	68	80	122%
Assistant to Dean	11	9	8	9	10	10	11	13	18%
Associate Dean	--	--	--	--	15	8	11	14	N/A
Associate Director	22	22	19	22	19	17	23	29	32%
Coach	10	10	10	10	10	10	10	10	0%
Coordinator	157	172	186	138	148	163	169	183	17%
Counselor	45	54	52	45	44	41	35	32	-29%
County Extension Director	34	35	33	34	32	33	32	35	3%
Dean	--	--	--	--	9	8	8	9	N/A
Director	105	106	102	110	107	102	115	125	19%
Executive Director	4	5	11	11	10	10	9	8	100%
Extension Agent	118	115	114	117	115	109	91	101	-14%
Extension Specialist	40	38	35	39	32	31	30	31	-23%
Forester	67	72	74	89	94	96	88	89	33%
Manager	31	34	35	31	34	34	35	39	26%
Physician	7	7	7	7	7	7	8	8	14%
Psychologist	9	10	10	11	10	10	10	11	22%
Research Scientist	43	44	46	--	--	--	--	--	N/A
Research Scientist/Scholar I	--	--	--	31	38	41	36	38	N/A
Research Scientist/Scholar II	--	--	--	44	44	49	53	46	N/A
Research Scientist/Scholar III	--	--	--	32	33	35	32	28	N/A
Sr Research Scientist/Scholar	16	15	15	28	25	27	20	22	38%
All Other Job Titles	50	49	55	58	58	62	73	89	78%
University Total	837	872	889	958	994	1,009	1,022	1,095	31%

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
(Excludes Research Associates)

History of Administrative Professionals by College or Area

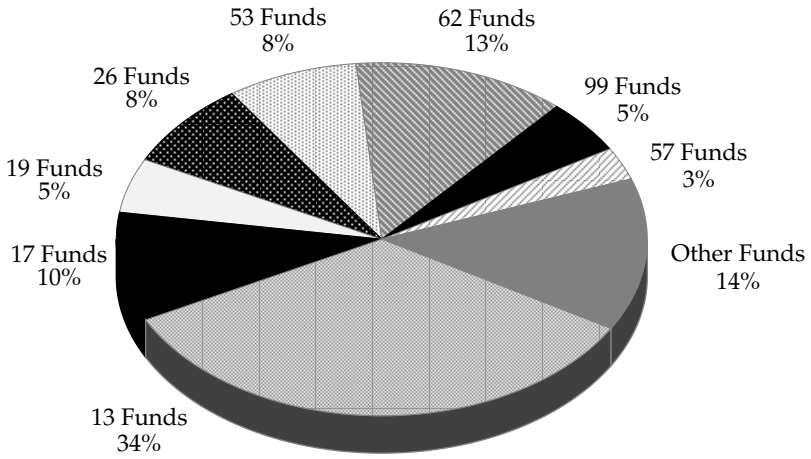
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Agricultural Experiment Station	3	13	14	15	15	15	13	15	400%
Agricultural Sciences	24	18	18	19	22	22	19	28	17%
Applied Human Sciences	19	19	26	26	28	26	24	26	37%
Athletics	55	57	59	59	57	62	63	63	15%
Business	12	12	13	16	17	18	15	21	75%
Colorado State Forest Service	71	75	78	94	101	101	92	93	31%
Cooperative Extension	206	203	194	200	186	179	158	172	-17%
Engineering	94	97	91	87	96	108	106	102	9%
Liberal Arts	18	22	22	19	21	23	26	31	72%
Library	2	3	3	6	11	13	13	15	650%
Natural Sciences	29	39	31	45	46	47	45	44	52%
President	3	3	3	3	2	6	9	14	367%
Veterinary Medicine & Biomedical Sciences	38	42	43	55	57	61	61	71	87%
VP for Academic Affairs	55	69	65	62	83	55	75	113	105%
VP for Administrative Services	15	14	14	15	17	16	23	36	140%
VP for Advancement & Strategic Initiatives	18	14	25	24	23	23	46	32	78%
VP for Research	16	17	14	31	33	35	21	25	56%
VP for Student Affairs	137	141	147	143	135	155	171	153	12%
Warner College of Natural Resources	22	23	29	39	44	44	42	41	86%
University Total	837	872	889	958	994	1,009	1,022	1,095	31%

History of Administrative Professionals by Ethnic Origin

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Asian American	28	24	27	29	27	34	30	29	4%
Black	24	25	27	26	27	27	25	25	4%
Hispanic	53	53	50	57	55	53	51	54	2%
Native American	9	10	13	14	11	7	10	10	11%
Total Minority	114	112	117	126	120	121	116	118	4%
Non-Minority (Includes International Employees)	723	760	772	832	874	888	906	977	35%
University Total	837	872	889	958	994	1,009	1,022	1,095	31%

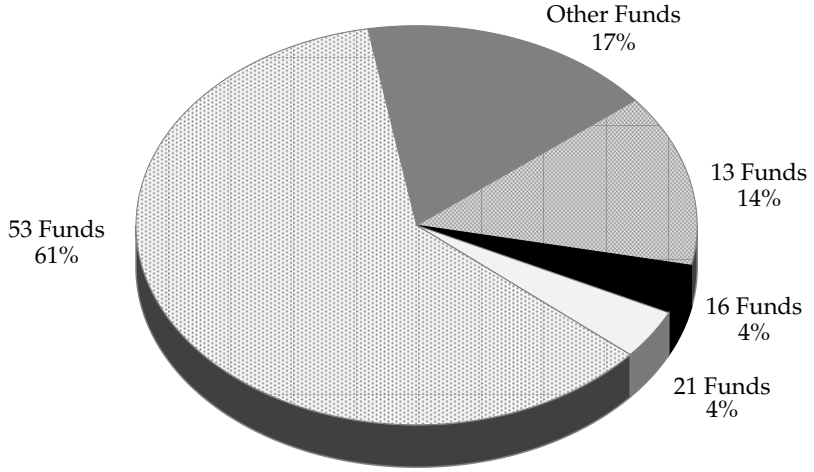
Administrative Professionals
(Excludes Research Associates)

Administrative Professional FTE - 2005-6
Regular Appointments



Total FTE = 728.4

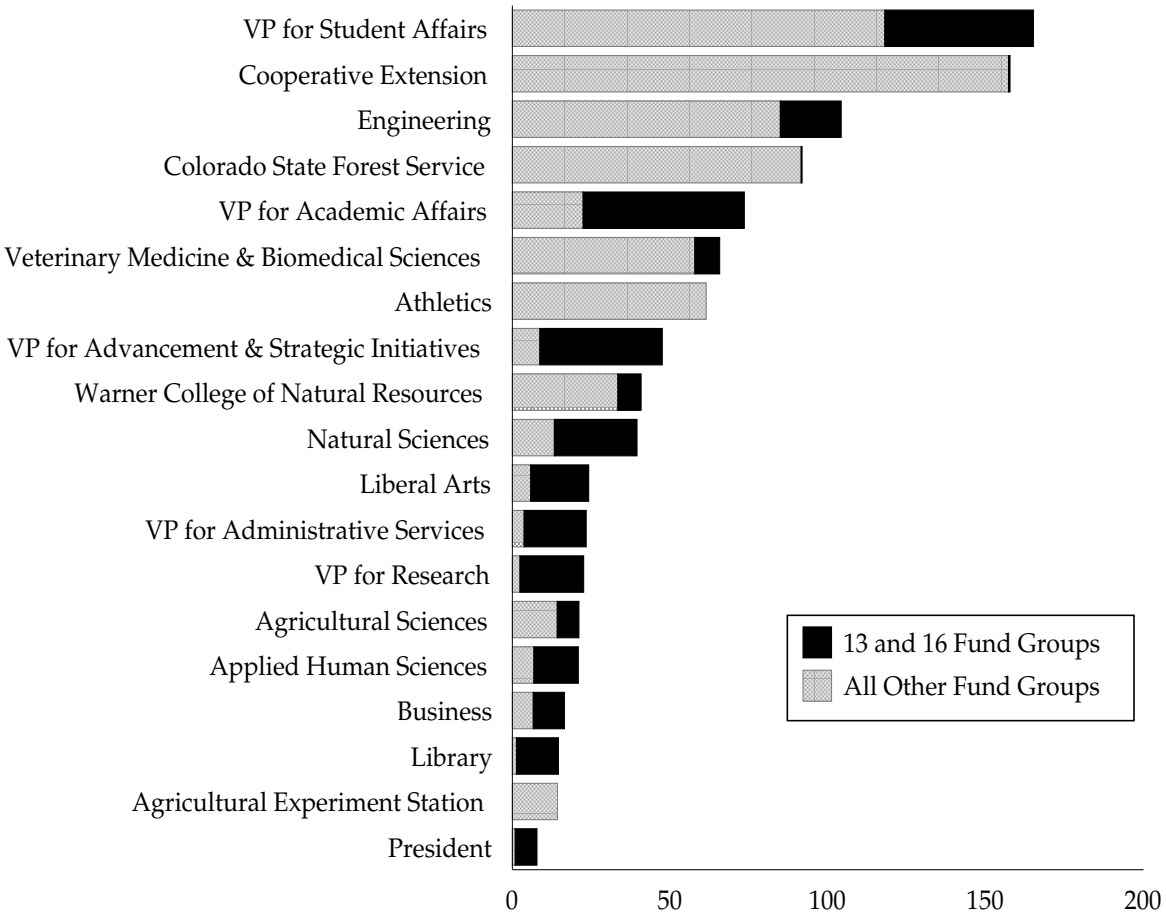
Special Appointments



Total FTE = 296.3

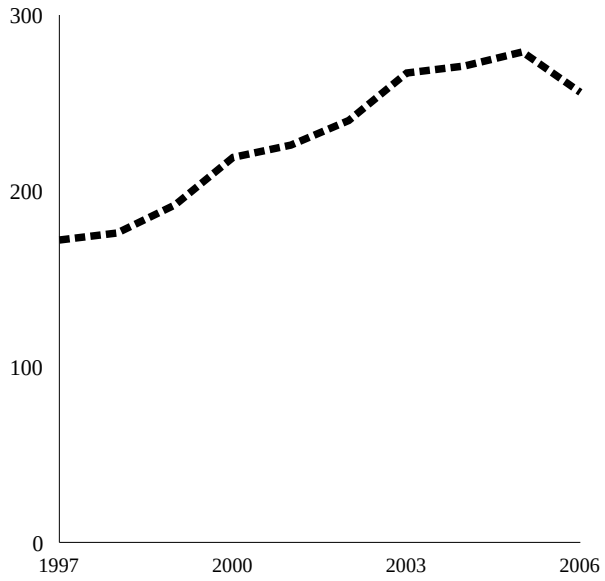
Administrative Professionals
(Excludes Research Associates)

FTE By College or Area



Administrative Professionals
(Excludes Research Associates)

Education & General Administrative Professional FTE



Fiscal Year	Total Education & General Administrative Professional FTE
1997	172
1998	176
1999	192
2000	219
2001	226
2002	240
2003	267
2004	271
2005	279
2006	256

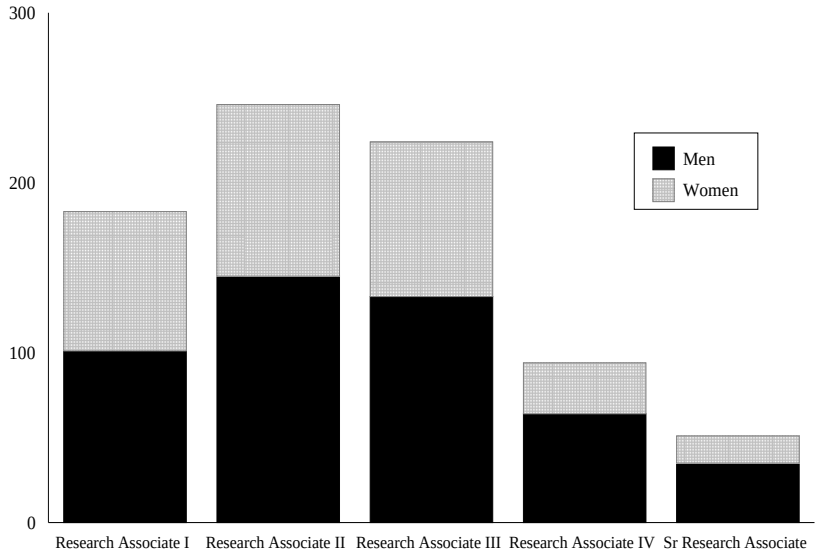
Note: Research Associates are excluded. Only 13 and 16 funds are included. Vice presidents and deans were reclassified from faculty to administrative professionals on January 1, 2003.

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	5	9	2	0	0	16
Agricultural Sciences	16	7	16	14	4	57
Applied Human Sciences	1	9	13	4	2	29
Business	0	0	0	0	1	1
Cooperative Extension	1	1	1	0	0	3
Engineering	22	50	64	20	11	167
Liberal Arts	0	0	2	0	1	3
Natural Sciences	8	4	4	2	5	23
Veterinary Medicine & Biomedical Sciences	52	55	31	17	6	161
VP for Administrative Services	0	1	1	2	1	5
VP for Research	2	1	1	1	0	5
Warner College of Natural Resources	76	88	89	34	20	307
University Total	183	225	224	94	51	777

Research Associates by Job Title and Gender



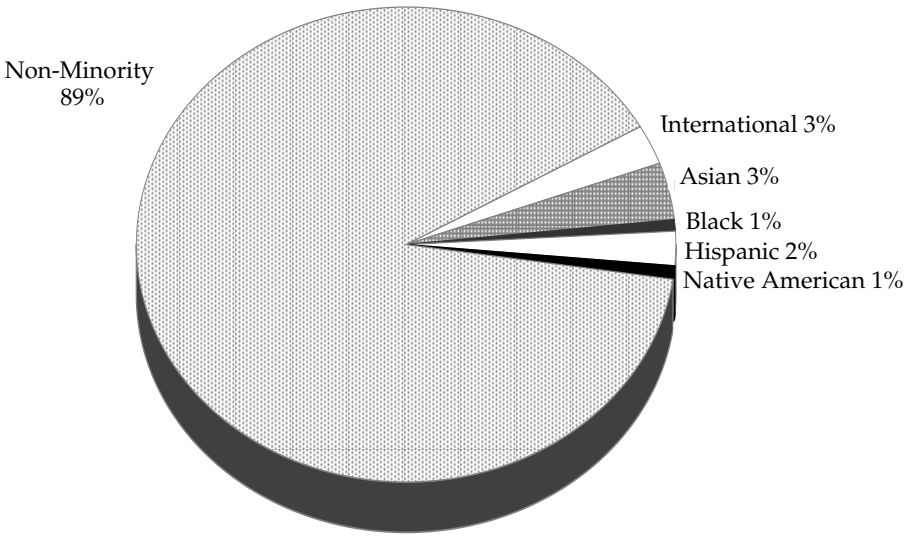
Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section. Research Associates on regular or special appointments are included in this section.

Research Associates

History of Research Associates

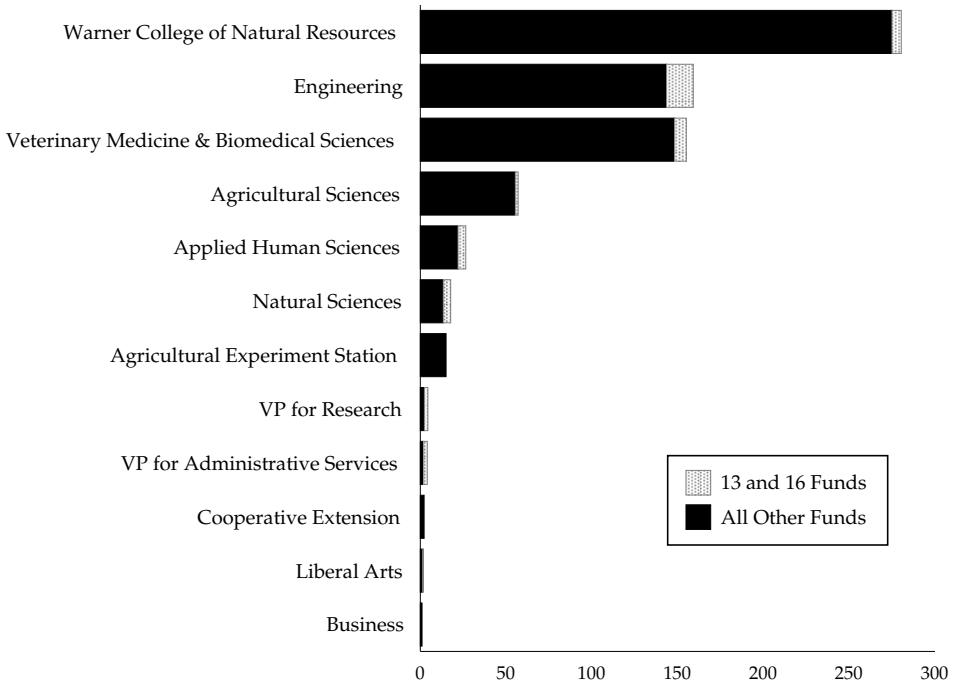
	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Agricultural Experiment Station	2	18	20	16	15	15	15	16	700%
Agricultural Sciences	56	48	50	50	56	57	62	57	2%
Applied Human Sciences	29	26	29	24	25	25	27	29	0%
Business	1	2	3	3	5	2	1	1	0%
Cooperative Extension	2	3	3	2	2	1	2	3	50%
Engineering	102	108	124	158	152	162	165	167	64%
Liberal Arts	0	1	1	0	0	1	1	3	N/A
Library	4	5	5	4	4	3	1	0	-100%
Natural Sciences	33	33	38	30	31	31	24	23	-30%
Veterinary Medicine & Biomedical Sciences	99	110	107	109	132	149	159	161	63%
VP for Academic Affairs	2	0	0	0	0	0	0	0	-100%
VP for Administrative Services	6	5	5	4	4	3	4	5	-17%
VP for Research	2	1	2	2	2	3	4	5	150%
Warner College of Natural Resources	225	240	269	267	285	279	284	307	36%
University Total	563	600	656	669	713	731	749	777	38%

Research Associates by Ethnicity

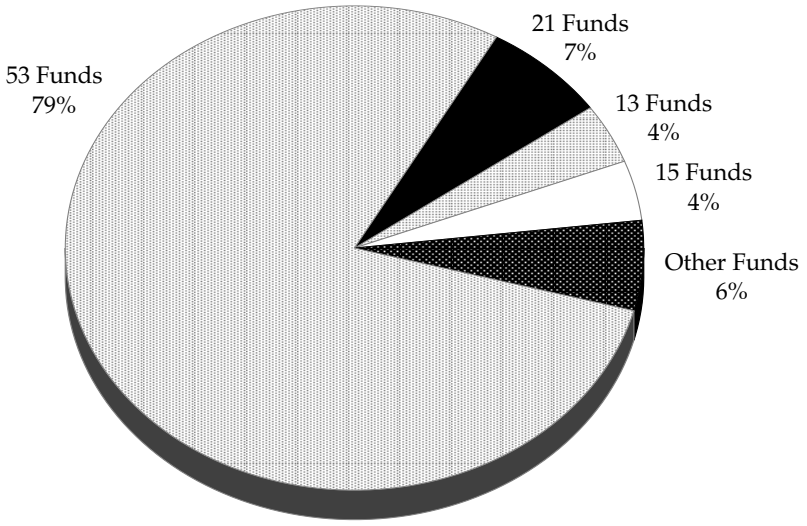


Research Associates

Research Associate FTE by College or Area - 2005-06



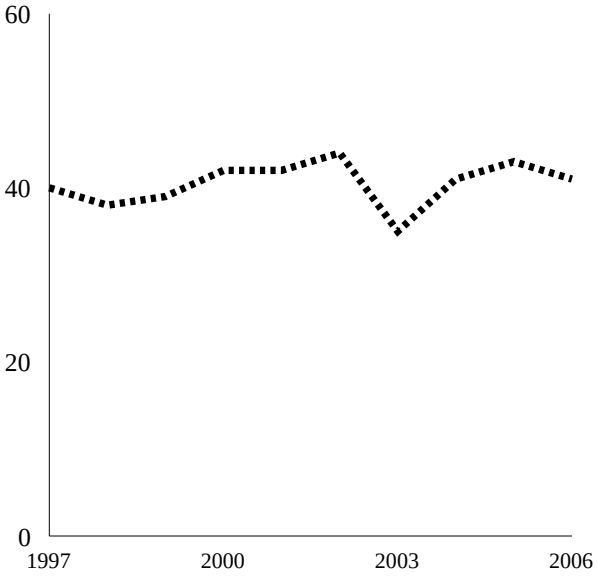
Research Associate FTE by Fund Group



Total FTE = 724.1

Research Associates

Education & General Research Associate FTE



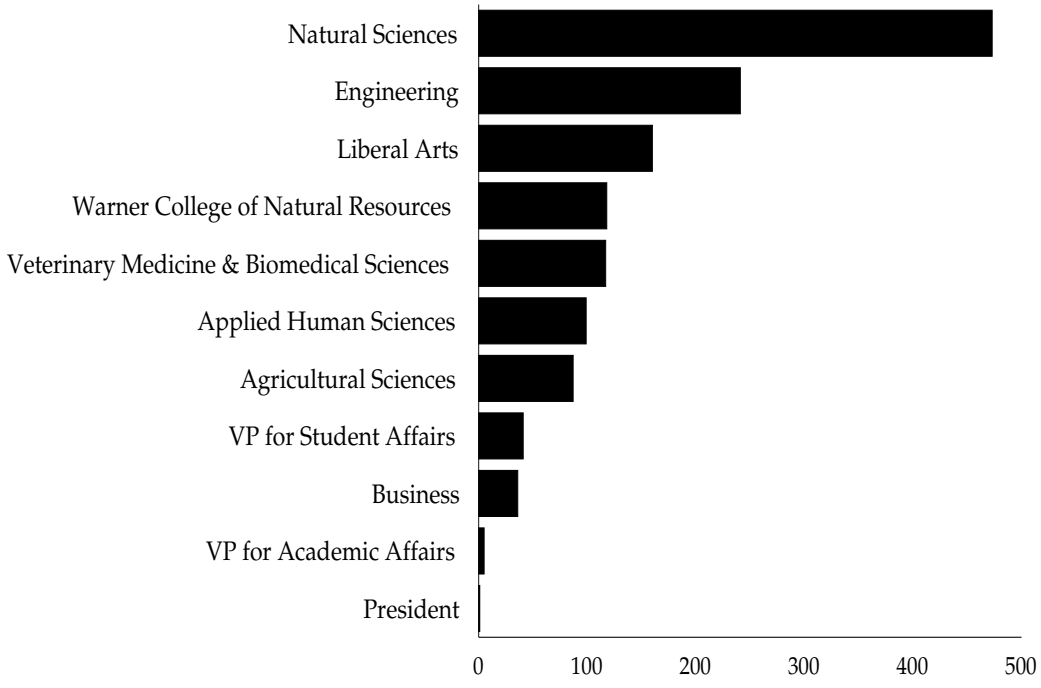
Fiscal Year	Total Education & General Research Associate FTE
1997	40
1998	38
1999	39
2000	42
2001	42
2002	44
2003	35
2004	41
2005	43
2006	41

Graduate Assistants

Graduate Assistants by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Sciences	37	43%	50	57%	87
Applied Human Sciences	26	26%	73	74%	99
Business	23	64%	13	36%	36
Engineering	167	69%	74	31%	241
Liberal Arts	63	39%	97	61%	160
Natural Sciences	264	56%	209	44%	473
President	0	0%	1	100%	1
Veterinary Medicine & Biomedical Sciences	49	42%	68	58%	117
VP for Academic Affairs	2	40%	3	60%	5
VP for Student Affairs	18	44%	23	56%	41
Warner College of Natural Resources	61	52%	57	48%	118
University Total	710	52%	668	48%	1,378

Graduate Assistants by College or Area

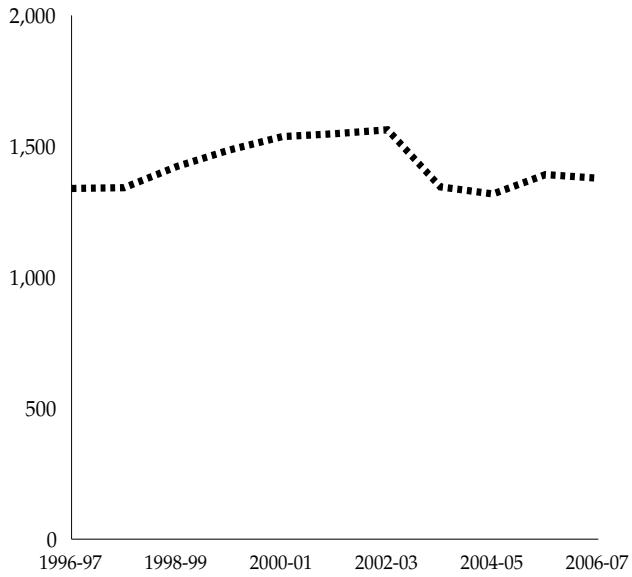


Graduate Assistants

History of Graduate Assistants by College or Area

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Eight-Year Change
Agricultural Sciences	97	104	108	110	97	84	88	87	-10%
Applied Human Sciences	119	134	144	144	114	107	105	99	-17%
Business	90	71	63	54	33	32	29	36	-60%
Colorado State Forest Service	0	0	0	1	0	0	0	0	0%
Cooperative Extension	2	1	3	4	0	0	0	0	-100%
Engineering	201	220	226	239	219	213	241	241	20%
Liberal Arts	205	214	197	205	156	150	161	160	-22%
Natural Sciences	416	436	441	422	413	423	470	473	14%
President	0	0	0	0	0	1	0	1	N/A
Veterinary Medicine & Biomedical Sciences	133	140	130	139	127	123	131	117	-12%
VP for Academic Affairs	4	2	1	2	3	3	2	5	25%
VP for Administrative Services	1	0	0	0	0	0	0	0	-100%
VP for Research	3	2	3	1	0	1	0	0	-100%
VP for Student Affairs	65	58	57	63	46	41	42	41	-37%
Warner College of Natural Resources	150	155	175	179	137	140	123	118	-21%
University Total	1,486	1,537	1,548	1,563	1,345	1,318	1,392	1,378	-7%

History of Graduate Assistants



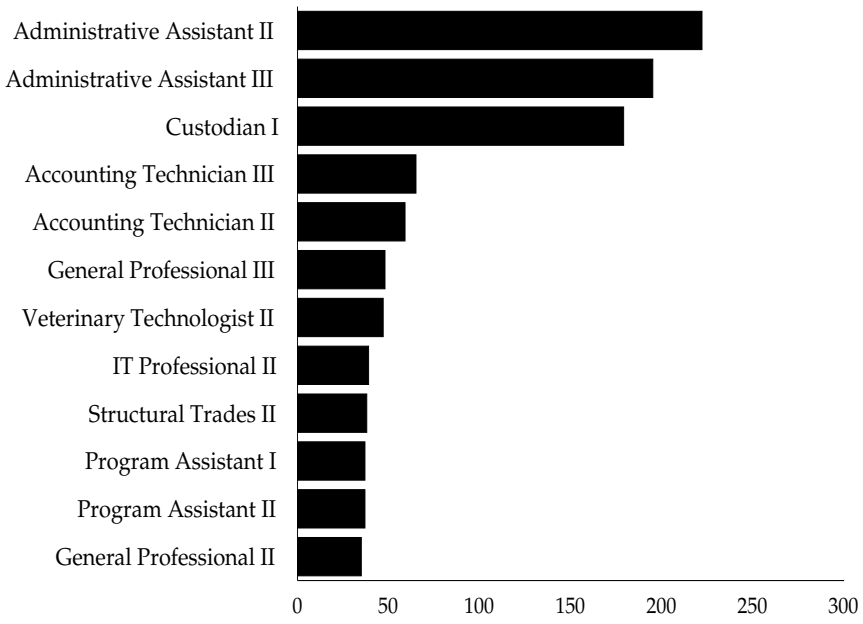
State Classified Employees

State Classified Employees by Gender and College or Area

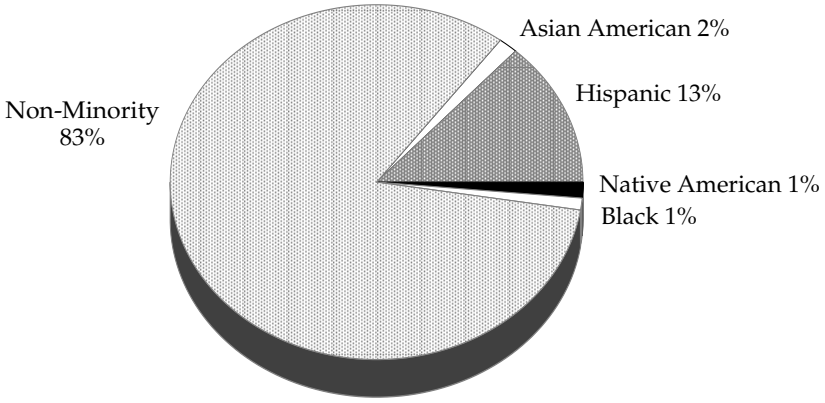
	Men	Percent Men	Women	Percent Women	Total State Classified Employees
Agricultural Experiment Station	5	50%	5	50%	10
Agricultural Sciences	3	10%	28	90%	31
Applied Human Sciences	2	6%	33	94%	35
Athletics	0	0%	10	100%	10
Business	1	7%	13	93%	14
Colorado State Forest Service	7	26%	20	74%	27
Cooperative Extension	0	0%	28	100%	28
Engineering	6	15%	34	85%	40
Liberal Arts	0	0%	37	100%	37
Library	11	20%	43	80%	54
Natural Sciences	8	14%	49	86%	57
President	0	0%	5	100%	5
Veterinary Medicine & Biomedical Sciences	52	19%	222	81%	274
VP for Academic Affairs	97	39%	151	61%	248
VP for Administrative Services	344	61%	223	39%	567
VP for Advancement & Strategic Initiatives	6	29%	15	71%	21
VP for Research	19	33%	39	67%	58
VP for Student Affairs	154	33%	315	67%	469
Warner College of Natural Resources	23	46%	27	54%	50
University Total	738	36%	1,297	64%	2,035

State Classified Employees

State Classified Positions with the Largest Number of Employees



State Classified Employees by Ethnicity



Total Employees = 2,035

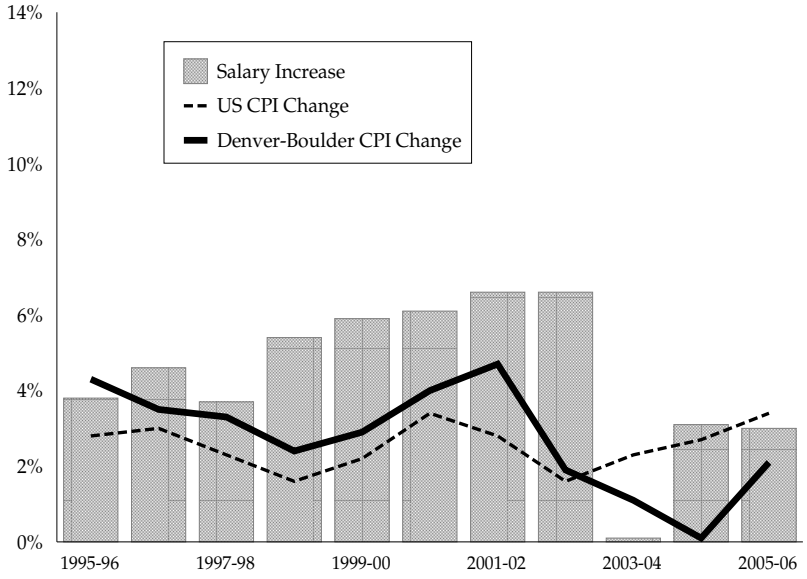
State Classified Employees

History of State Classified Employees by College or Area

	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	Seven-Year Change
Agricultural Experiment Station	21	21	19	10	11	11	10	-52%
Agricultural Sciences	38	38	38	32	36	30	31	-18%
Applied Human Sciences	45	47	43	39	37	36	35	-22%
Athletics	10	10	9	9	10	10	10	0%
Business	14	14	14	14	13	13	14	0%
Colorado State Forest Service	35	30	29	30	30	29	27	-23%
Cooperative Extension	34	29	33	28	24	23	28	-18%
Engineering	63	62	57	51	48	42	40	-37%
Liberal Arts	39	39	38	38	36	34	37	-5%
Library	80	74	73	65	60	58	54	-33%
Natural Sciences	66	64	64	65	63	60	57	-14%
President	6	5	5	5	4	5	5	-17%
Veterinary Medicine & Biomedical Sciences	240	265	269	256	251	264	274	14%
VP for Academic Affairs	103	105	76	80	41	142	248	141%
VP for Administrative Services	517	521	541	499	491	511	567	10%
VP for Advancement & Strategic Initiatives	67	70	73	69	70	65	21	-69%
VP for Research	151	154	170	152	148	57	58	-62%
VP for Student Affairs	629	609	602	578	612	604	469	-25%
Warner College of Natural Resources	45	49	54	50	49	54	50	11%
University Total	2,203	2,206	2,207	2,070	2,034	2,048	2,035	-8%

State Classified Employees

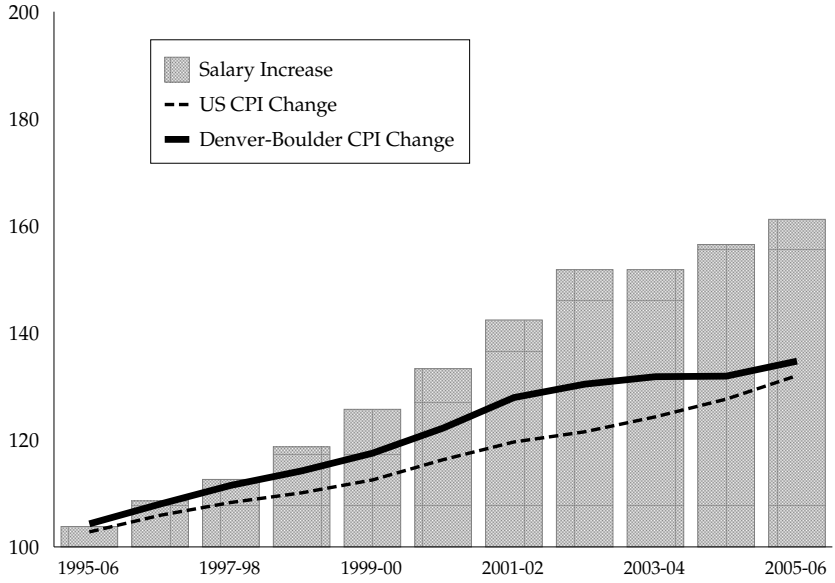
Comparison of State Classified Employee Salary and CPI Changes



Fiscal Year	Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
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	6.80%	2.8%	4.7%
2002-03	6.60%	1.6%	1.9%
2003-04	0.00%	2.3%	1.1%
2004-05	3.10%	2.7%	0.1%
2005-06	3.00%	3.4%	2.1%

State Classified Employees

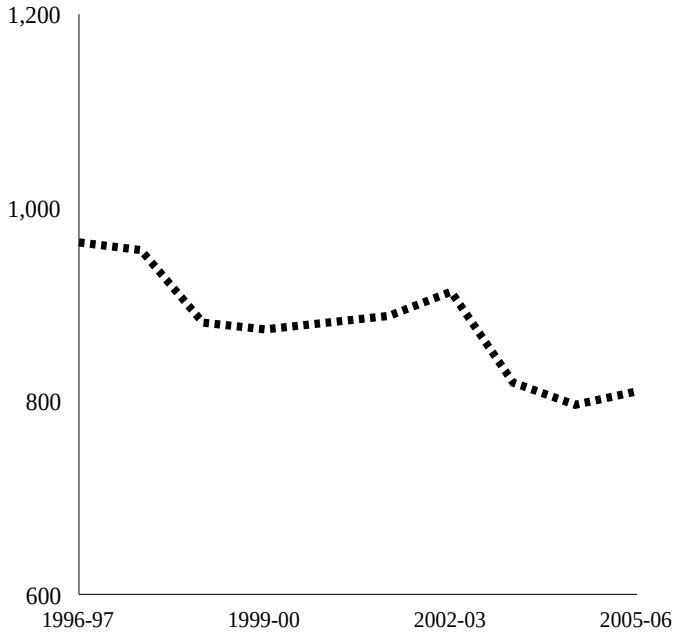
Cumulative History of State Classified Employee Salaries Compared to the Consumer Price Index



Fiscal Year	Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1995-96	103.8	102.8	104.3
1996-97	108.6	105.9	108.0
1997-98	112.6	108.3	111.5
1998-99	118.7	110.1	114.2
1999-00	125.7	112.5	117.5
2000-01	133.3	116.3	122.2
2001-02	142.4	119.6	127.9
2002-03	151.8	121.5	130.4
2003-04	151.8	124.3	131.8
2004-05	156.5	127.6	131.9
2005-06	161.2	132.0	134.7

State Classified Employees

Education & General State Classified Employee FTE



Fiscal Year	E & G State Classified Employee FTE
1997	964
1998	956
1999	881
200	874
2001	881
2002	888
2003	913
2004	819
2005	796
2006	810

Note: Education and General State Classified FTE includes 13 and 16 funds only.