

Employee Highlights

Total University Employees:

Regular Tenure-Track Faculty	973
Special Faculty	346
Temporary Faculty	149
Administrative Professionals (Excluding Research Associates)	1,258
Administrative Professionals (Research Associates)	891
State-Classified Staff	2,092
Post Doctorates	200
Other Employees	161
Graduate Assistants	1,460
Total Employees	7,530

Percent of faculty on regular, tenure-track appointments who are full professors: 44

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: 30

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: 20

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

Women	60
Men	78

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

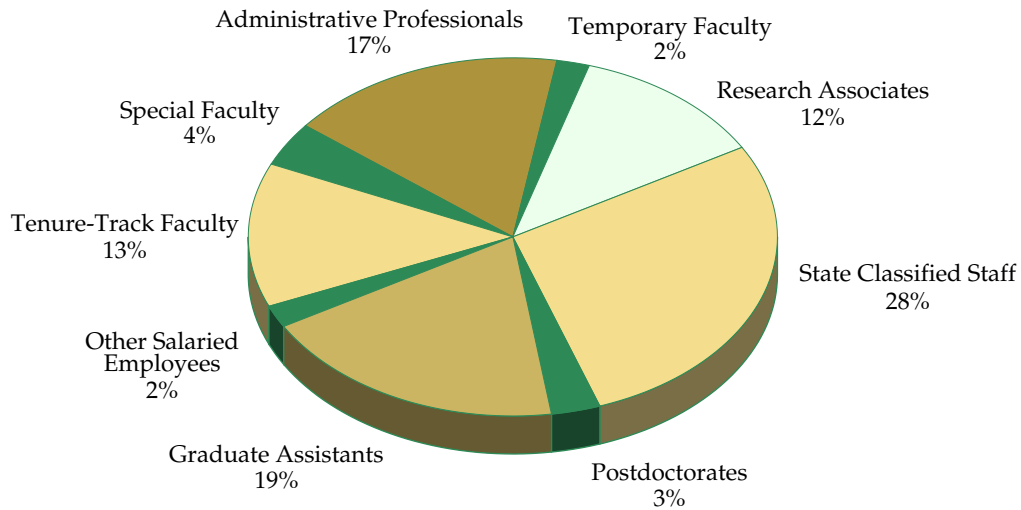
Nine-Month Appointment	\$82,312
Twelve-Month Appointment	\$112,854

Total new faculty hired on regular, tenure-track appointments in 2006-07: 78

Note: Employee highlights are for fall 2007 (unless otherwise noted).

University Employees

Total University Employees



Total Employees = 7,530

Employee Type	Total Employees	Percent of Total Employees
Tenure-Track Faculty	973	13%
Special Faculty	346	4%
Temporary Faculty	149	2%
Administrative Professionals	1,258	17%
Research Associates	891	12%
State Classified Staff	2,092	28%
Postdoctorates	200	3%
Other Salaried Employees	161	2%
Graduate Assistants	1,460	19%
Total Employees	7,530	100%

Note: The 'Other Salaried Employees' category includes Veterinary Interns, Veterinary Residents, Fellowship Grant Trainees and Clinical Psychology Interns.

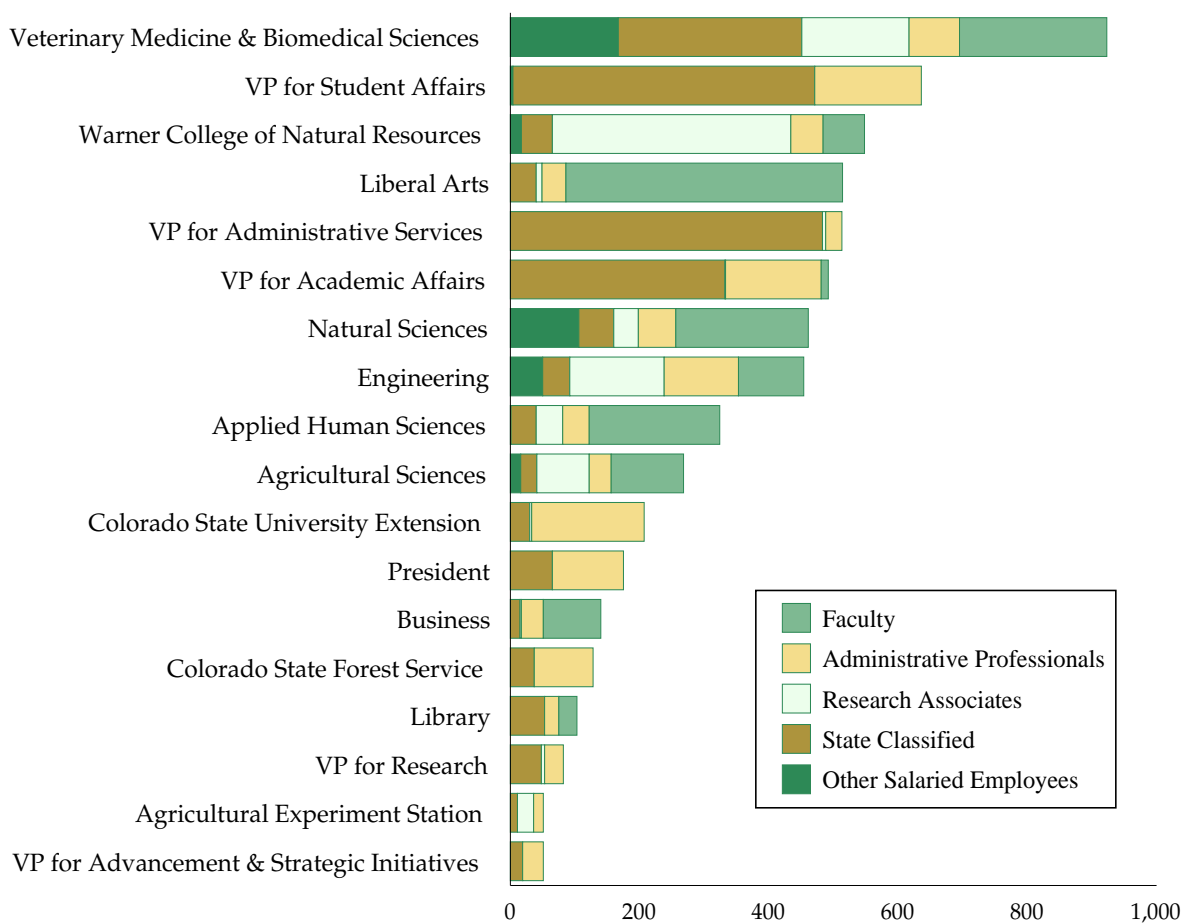
University Employees

University Employees by Type and Vice President or College

	Tenure-Track Faculty	Special Faculty	Temporary Faculty	Administrative Professionals	Research Associates	State Classified	Other Salaried Employees	Total Employees
Agricultural Experiment Station	0	0	0	15	25	11	0	51
Agricultural Sciences	95	15	2	34	81	25	16	268
Applied Human Sciences	103	29	70	41	41	39	1	324
Business	48	12	29	34	2	15	0	140
Colorado State Forest Service	0	0	0	91	0	37	0	128
Colorado State University Extension	0	0	0	174	3	30	0	207
Engineering	92	3	6	115	146	42	50	454
Liberal Arts	224	189	15	37	9	40	0	514
Library	26	2	0	22	0	53	0	103
Natural Sciences	170	17	18	58	38	54	106	461
President	0	0	0	110	0	65	0	175
Veterinary Medicine & Biomedical Sciences	155	70	3	78	166	284	167	923
VP for Academic Affairs	0	6	5	148	1	332	0	492
VP for Administrative Services	0	0	0	25	5	483	0	513
VP for Advancement & Strategic Initiatives	0	0	0	32	0	19	0	51
VP for Research	0	0	0	29	5	48	0	82
VP for Student Affairs	0	0	0	165	0	467	4	636
Warner College of Natural Resources	60	3	1	50	369	48	17	548
University Summary	973	346	149	1,258	891	2,092	361	6,070

University Employees

University Employees by Vice President or College

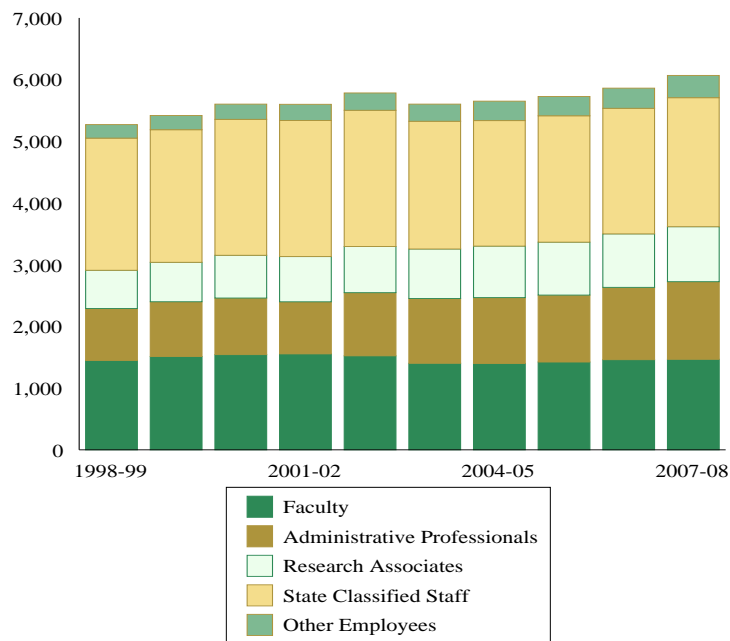


University Employees

History of University Employees

	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	Ten-Year Change
Administrative Faculty	42	43	46	37	38	0	0	0	0	0	-100%
Tenure-Track Faculty	982	979	993	995	960	945	934	930	943	973	-1%
Special Faculty	155	154	165	172	189	192	198	198	215	346	123%
Temporary Faculty	270	337	339	351	336	266	268	295	303	149	-45%
Administrative Professionals	842	887	917	944	1,024	1,050	1,067	1,085	1,172	1,258	49%
Research Associates	619	639	693	733	749	802	835	858	867	891	44%
State Classified	2,142	2,149	2,203	2,206	2,207	2,070	2,034	2,048	2,035	2,092	-2%
Other Employees	219	231	247	262	281	278	315	313	327	361	65%
Total Employees	5,271	5,419	5,603	5,700	5,784	5,603	5,651	5,727	5,862	6,070	15%

History of University Employees



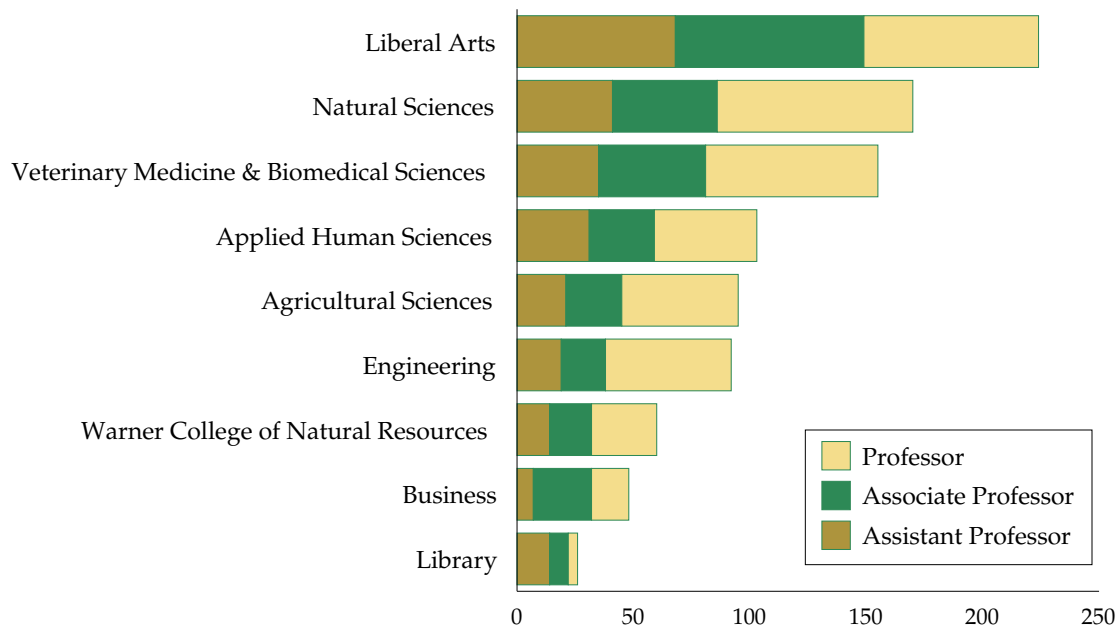
Note: Administrative faculty were reclassified as Administrative Professionals on January 1, 2003.

Tenure-Track Faculty by Rank

Tenure-Track Faculty by Rank

	Full Professor	Associate Professor	Assistant Professor	Total Faculty
Agricultural Sciences	50	24	21	95
Applied Human Sciences	44	28	31	103
Business	16	25	7	48
Engineering	54	19	19	92
Liberal Arts	75	81	68	224
Library	4	8	14	26
Natural Sciences	84	45	41	170
Veterinary Medicine & Biomedical Sciences	74	46	35	155
Warner College of Natural Resources	28	18	14	60
University Total	429	294	250	973

Tenure-Track Faculty by Rank

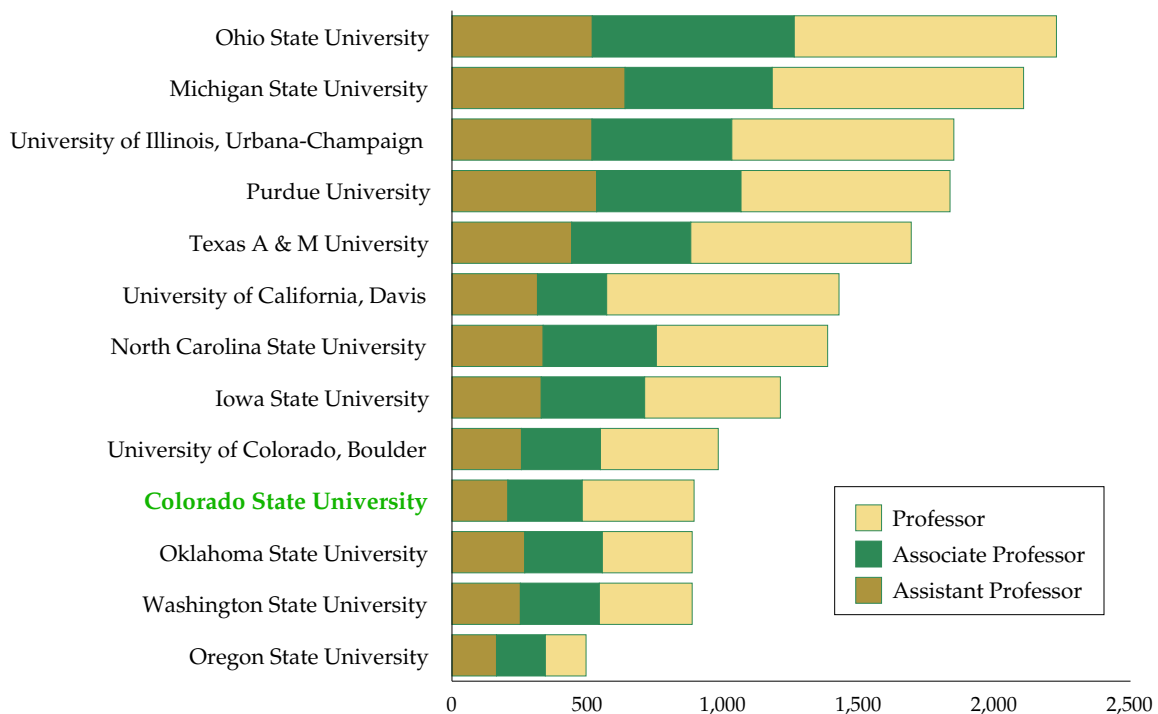


Tenure-Track Faculty by Rank

History of Full Professors as a Percent of Total Faculty

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
Agricultural Sciences	50%	52%	49%	51%	53%	51%	55%	56%	54%	53%
Applied Human Sciences	42%	42%	45%	44%	45%	44%	44%	41%	42%	43%
Business	42%	39%	35%	35%	35%	39%	41%	40%	37%	33%
Engineering	66%	66%	62%	66%	68%	69%	65%	66%	61%	59%
Liberal Arts	42%	39%	36%	37%	38%	36%	38%	35%	34%	33%
Library	21%	20%	21%	17%	15%	19%	15%	14%	12%	15%
Natural Sciences	63%	61%	58%	57%	57%	57%	58%	53%	52%	49%
Veterinary Medicine & Biomedical Sciences	50%	53%	51%	54%	54%	55%	53%	50%	48%	48%
Warner College of Natural Resources	63%	61%	63%	69%	63%	59%	60%	56%	51%	47%
University Total	51%	50%	48%	49%	49%	49%	50%	47%	45%	44%

Comparison of Peer Institutions Tenure-Track Faculty by Rank



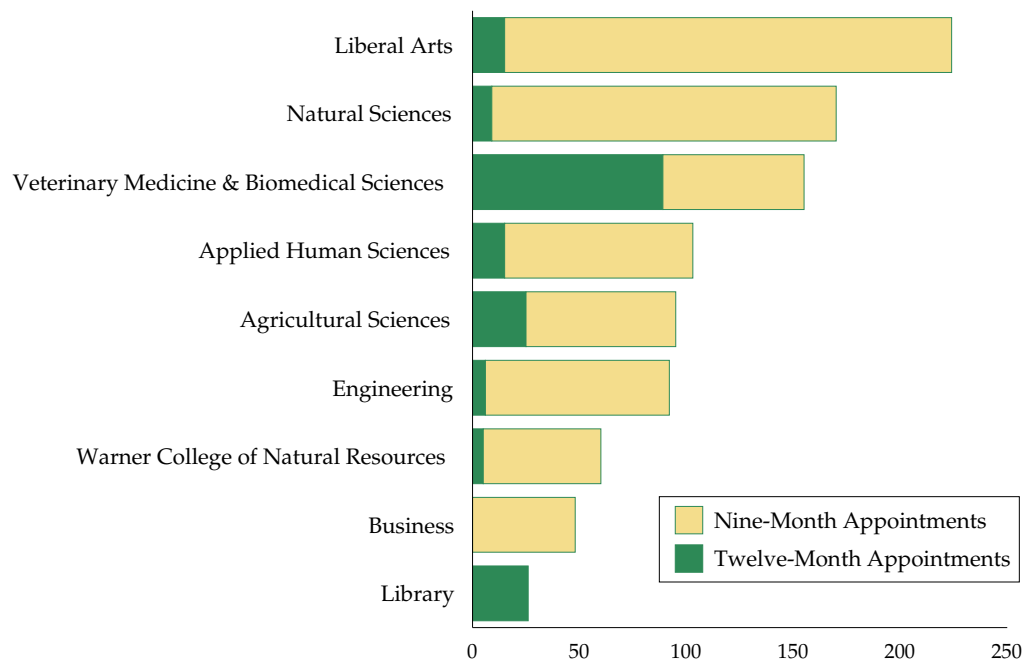
Source: Peer Comparison, AAUP, *The Annual report on the Economic Status of the Profession*, 2006-07

Tenure-Track Faculty by Appointment Length

Tenure-Track Faculty by Appointment Length

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	70	25	74%	95
Applied Human Sciences	88	15	85%	103
Business	48	0	100%	48
Engineering	86	6	93%	92
Liberal Arts	209	15	93%	224
Library	0	26	0%	26
Natural Sciences	161	9	95%	170
Veterinary Medicine & Biomedical Sciences	66	89	43%	155
Warner College of Natural Resources	55	5	92%	60
University Total	783	190	80%	973

Tenure-Track Faculty by Appointment Length

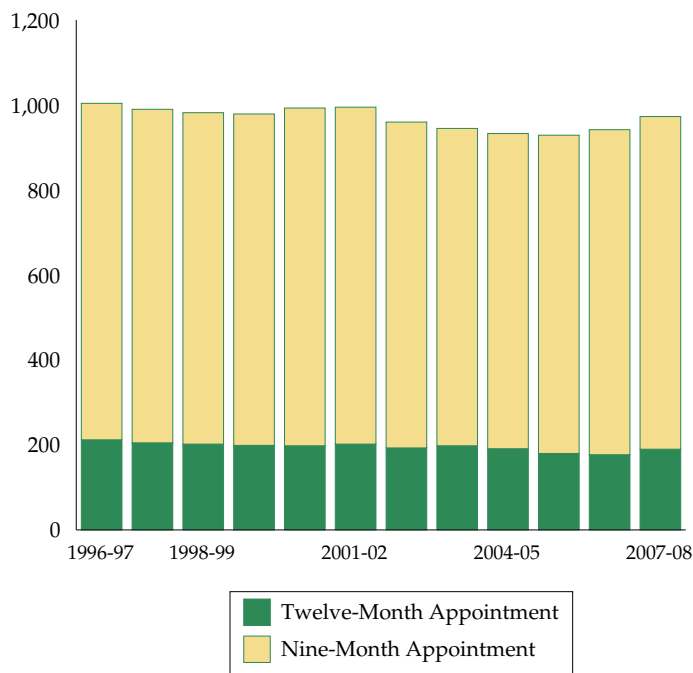


Tenure-Track Faculty by Appointment Length

History of Tenure-Track Faculty by Rank and Appointment Length

	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	Ten-Year Change
Nine-Month Appointments											
Professor	385	378	363	370	358	339	345	336	332	325	-16%
Associate Professor	248	244	248	247	225	231	224	223	236	245	-1%
Assistant Professor	147	158	184	176	184	177	173	190	197	213	45%
Total Nine-Month Appointments	780	780	795	793	767	747	742	749	765	783	0%
Twelve-Month Appointments											
Professor	111	112	114	120	116	123	119	100	95	104	-6%
Associate Professor	62	58	51	50	49	48	47	50	50	49	-21%
Assistant Professor	29	29	33	32	28	27	25	30	32	37	28%
Total Twelve-Month Appointments	202	199	198	202	193	198	191	180	177	190	-6%
Total Faculty	982	979	993	995	960	945	933	929	942	973	-1%

History of Faculty by Appointment Length

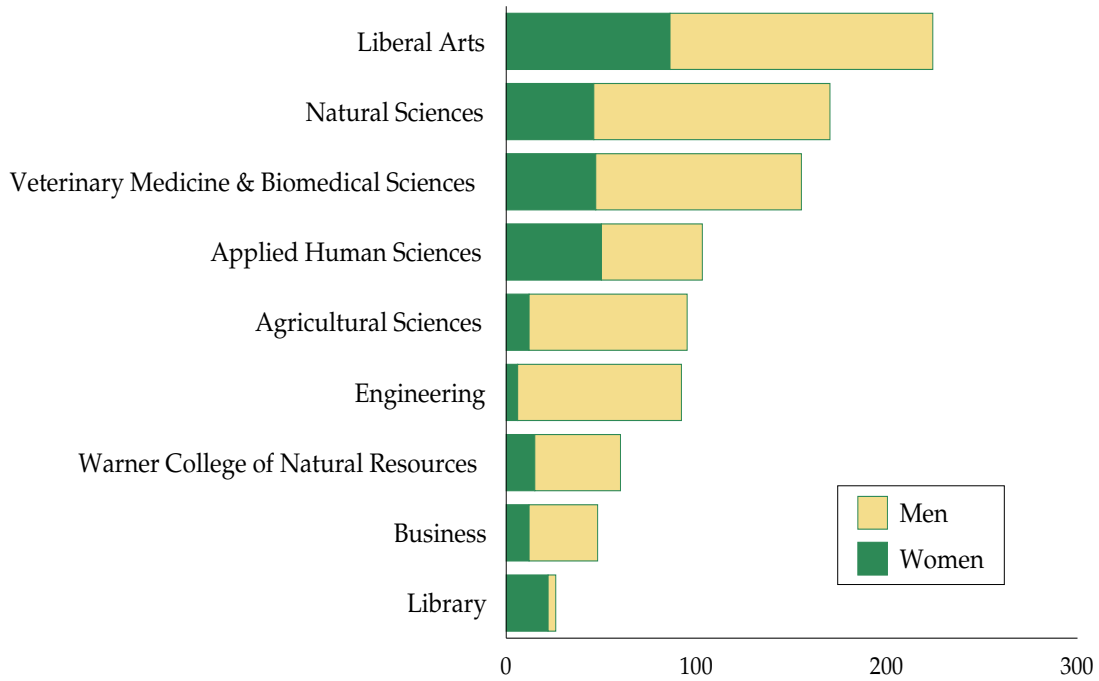


Tenure-Track Faculty by Gender

Tenure-Track Faculty by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	83	12	13%	95
Applied Human Sciences	53	50	49%	103
Business	36	12	25%	48
Engineering	86	6	7%	92
Liberal Arts	138	86	38%	224
Library	4	22	85%	26
Natural Sciences	124	46	27%	170
Veterinary Medicine & Biomedical Sciences	108	47	30%	155
Warner College of Natural Resources	45	15	25%	60
University Total	677	296	30%	973

Tenure-Track Faculty by Gender



Tenure-Track Faculty by Gender

Full Professors by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	46	4	8%	50
Applied Human Sciences	25	19	43%	44
Business	13	3	19%	16
Engineering	51	3	6%	54
Liberal Arts	51	24	32%	75
Library	1	3	75%	4
Natural Sciences	70	14	17%	84
Veterinary Medicine & Biomedical Sciences	63	11	15%	74
Warner College of Natural Resources	25	3	11%	28
University Total	345	84	20%	429

Associate Professors by Gender

	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	19	5	21%	24
Applied Human Sciences	13	15	54%	28
Business	19	6	24%	25
Engineering	19	0	0%	19
Liberal Arts	51	30	37%	81
Library	2	6	75%	8
Natural Sciences	31	14	31%	45
Veterinary Medicine & Biomedical Sciences	28	18	39%	46
Warner College of Natural Resources	11	7	39%	18
University Total	193	101	34%	294

Assistant Professors by Gender

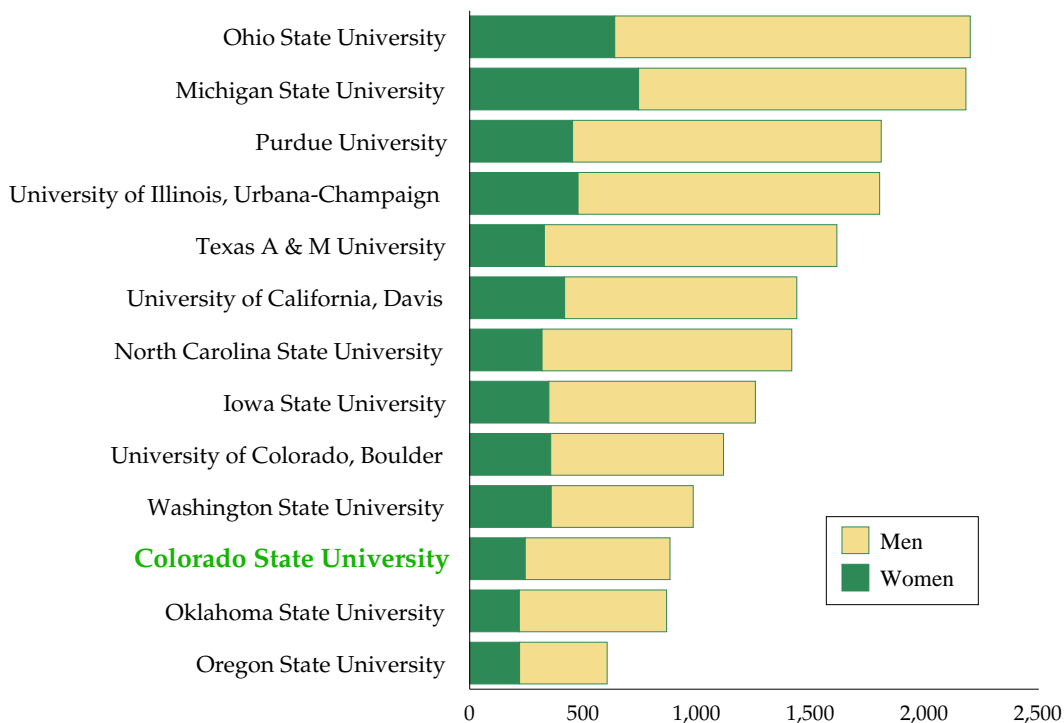
	Men	Women	Percent Women	Total Faculty
Agricultural Sciences	18	3	14%	21
Applied Human Sciences	15	16	52%	31
Business	4	3	43%	7
Engineering	16	3	16%	19
Liberal Arts	36	32	47%	68
Library	1	13	93%	14
Natural Sciences	23	18	44%	41
Veterinary Medicine & Biomedical Sciences	17	18	51%	35
Warner College of Natural Resources	9	5	36%	14
University Total	139	111	44%	250

Tenure-Track Faculty by Gender

History of Tenure-Track Faculty by Gender

	Men	Women	Percent Women	Total Faculty
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
2007-08	677	296	30.4%	973

Comparison of Peer Institutions Tenure-Track Faculty by Gender

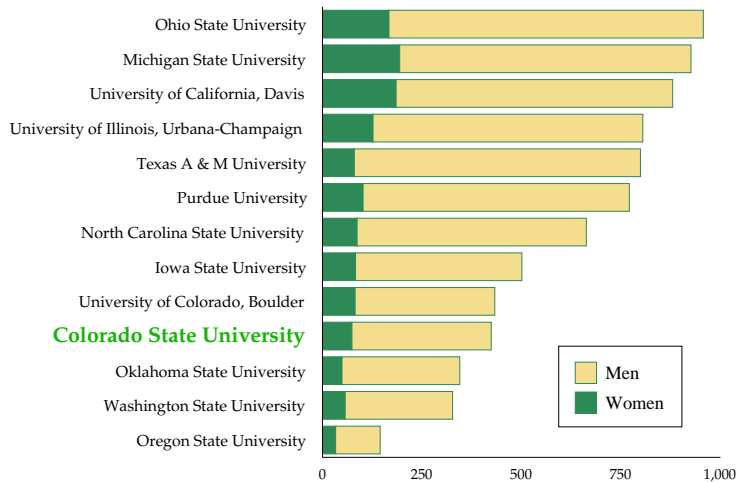


Source: Peer Comparison, AAUP, The Annual Report on the Economic Status of the Profession, 2006-07

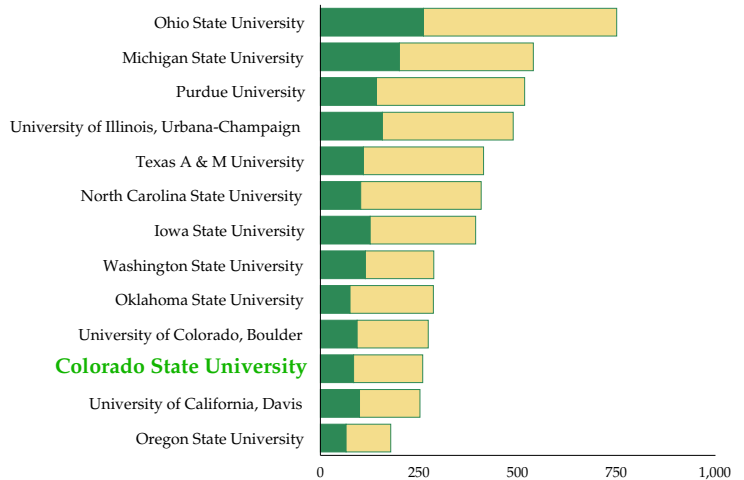
Tenure-Track Faculty by Gender

Peer Comparison Faculty by Gender and Rank

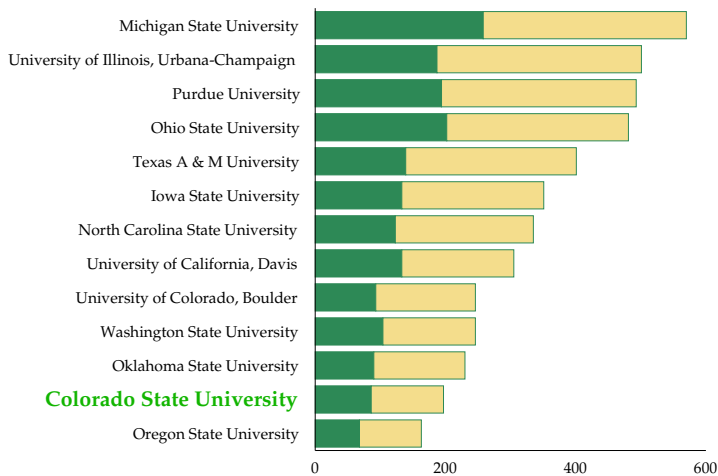
Professor



Associate Professor



Assistant Professor

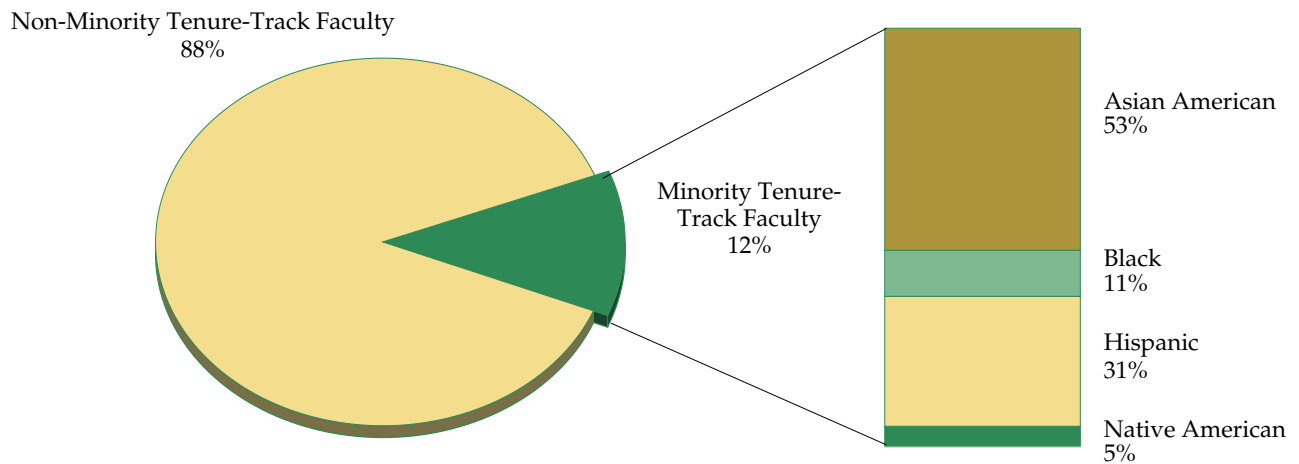


Tenure-Track Faculty by Ethnic Origin

Tenure-Track Faculty by Ethnic Origin

	Asian American	Black	Hispanic	Native American	Total Minorities	International	Non-Minorities	Total Faculty	Percent Minorities
Agricultural Sciences	5	0	2	0	7	5	83	95	8%
Applied Human Sciences	4	2	5	2	13	1	89	103	13%
Business	2	0	2	0	4	0	44	48	8%
Engineering	14	0	6	0	20	5	67	92	23%
Liberal Arts	8	5	11	2	26	7	191	224	12%
Library	0	1	0	0	1	3	22	26	4%
Natural Sciences	15	2	6	1	24	10	136	170	15%
Veterinary Medicine & Biomedical Sciences	9	0	0	0	9	4	142	155	6%
Warner College of Natural Resources	2	2	2	1	7	3	50	60	12%
University Summary	59	12	34	6	111	38	824	973	12%

Tenure-Track Faculty by Ethnic Origin



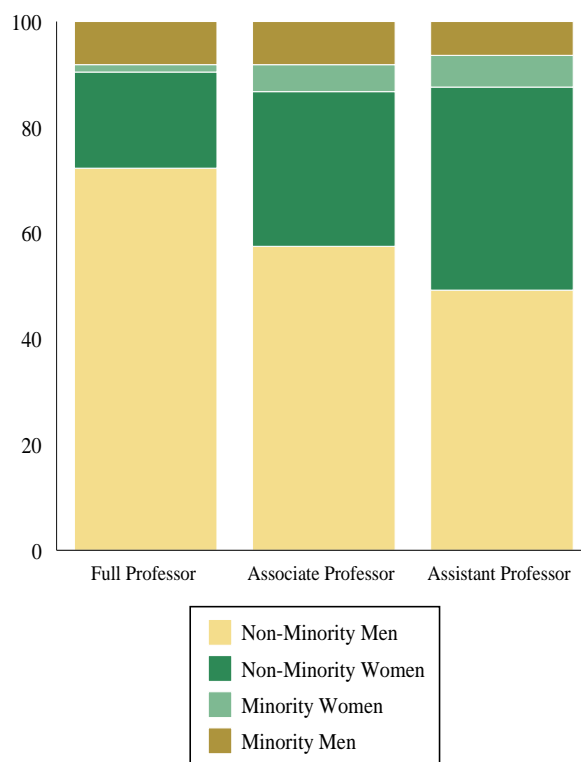
Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

Tenure-Track Faculty by Ethnic Origin

Ethnicity by Gender and Rank

	Asian American	Black	Hispanic	Native American	Total Minorities	International	Non-Minorities	Total Faculty	Percent Minorities
Men									
Full Professor	22	3	8	2	35	2	308	345	10%
Associate Professor	15	2	6	1	21	2	167	193	11%
Assistant Professor	9	4	3	0	16	24	99	139	14%
Total Men	46	9	17	3	75	28	574	677	12%
Women									
Full Professor	3	0	2	1	6	1	77	84	7%
Associate Professor	4	1	9	1	15	0	86	101	15%
Assistant Professor	6	2	6	1	15	9	87	111	15%
Total Women	13	3	17	3	36	10	250	296	13%

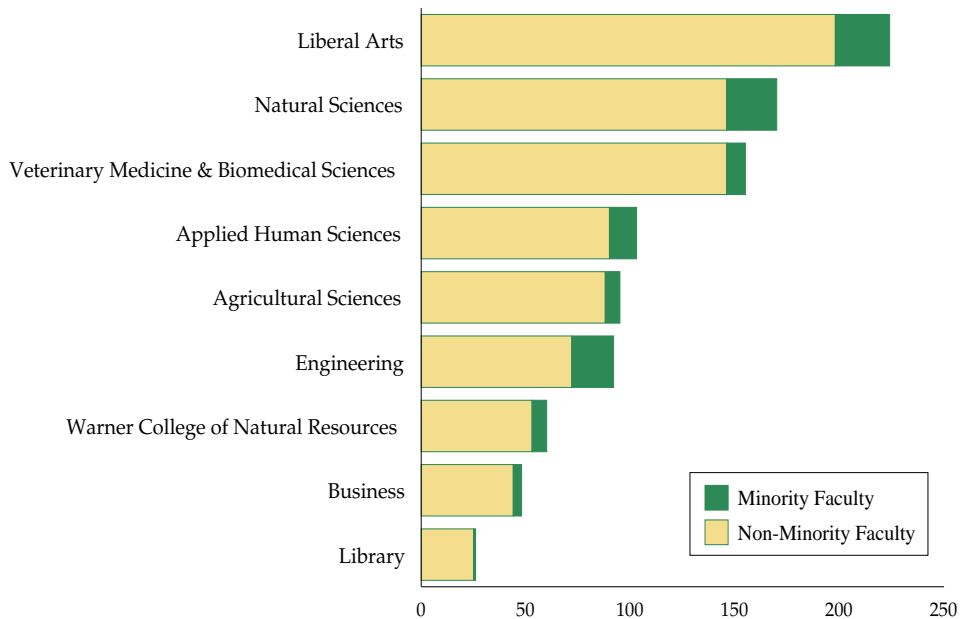
Tenure-Track Faculty Ethnicity by Gender and Rank



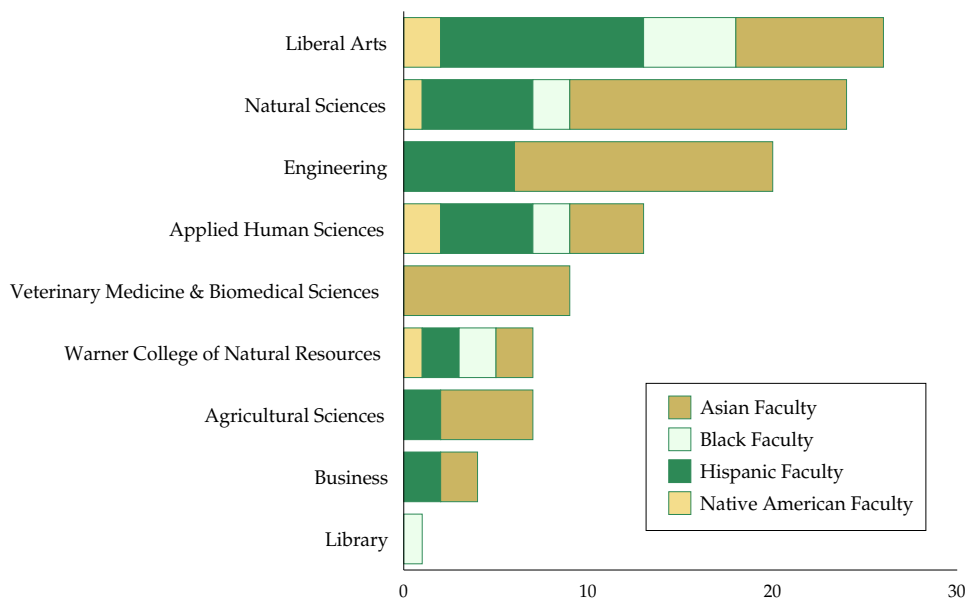
Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

Tenure-Track Faculty by Ethnic Origin

Tenure-Track Faculty by Ethnicity and College



Ethnic Minority Tenure-Track Faculty by College

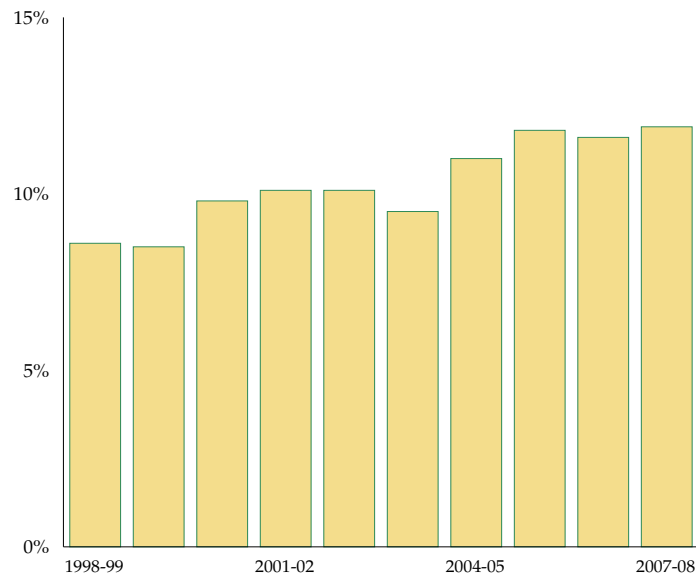


Tenure-Track Faculty by Ethnic Origin

History of Faculty by Ethnic Origin

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Asian	45	43	51	54	54	47	55	56	56	59	31%
Black	9	9	9	11	11	13	12	13	13	12	33%
Hispanic	21	22	26	27	23	24	26	30	30	34	62%
Native American	8	8	9	6	6	6	7	7	6	6	-25%
Total Minority	83	82	95	98	94	90	100	106	105	111	34%
International	15	16	25	27	25	29	21	27	36	38	153%
Non-Minority	884	881	873	870	841	826	812	796	801	824	-7%
Total	982	979	993	995	960	945	933	929	942	973	-1%
Minority Faculty as a Percent of Total Faculty	9%	9%	10%	10%	10%	10%	11%	12%	12%	12%	

Ethnic Minority Faculty as a Percent of Total Faculty



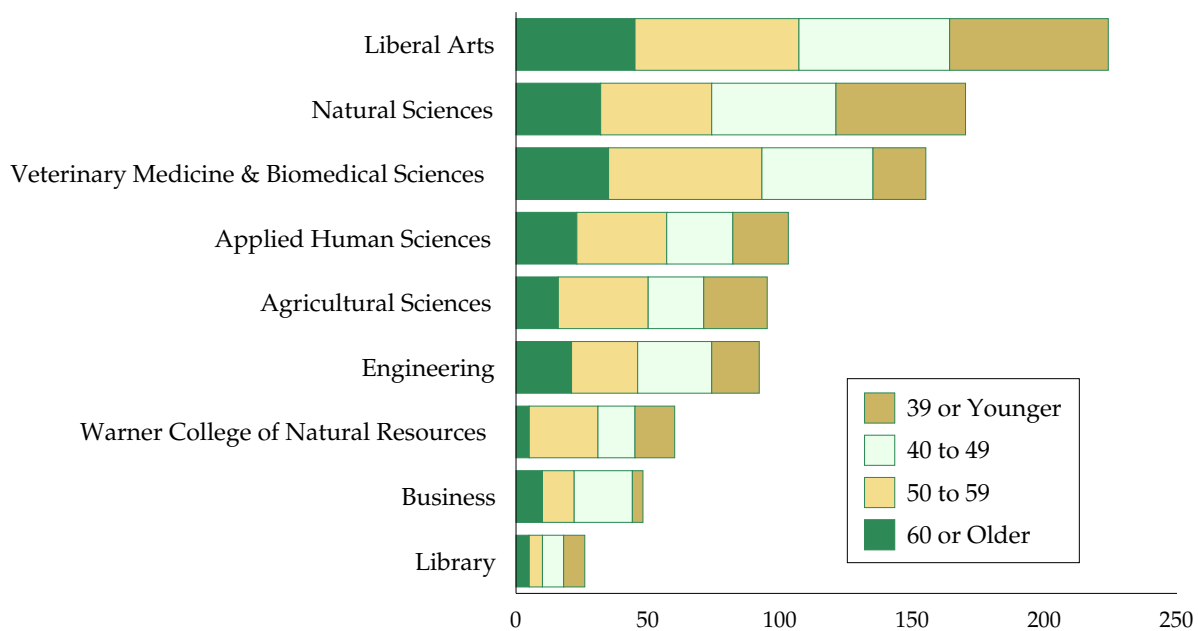
Note: International faculty are excluded from the base population when calculating percent of faculty who are minorities.

Tenure-Track Faculty by 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	23	21	34	16	95
Applied Human Sciences	0	21	25	34	23	103
Business	0	4	22	12	10	48
Engineering	1	17	28	25	21	92
Liberal Arts	4	56	57	62	45	224
Library	1	7	8	5	5	26
Natural Sciences	2	47	47	42	32	170
Veterinary Medicine & Biomedical Sciences	0	20	42	58	35	155
Warner College of Natural Resources	1	14	14	26	5	60
University Total	10	209	264	298	192	973

Faculty by Age and College

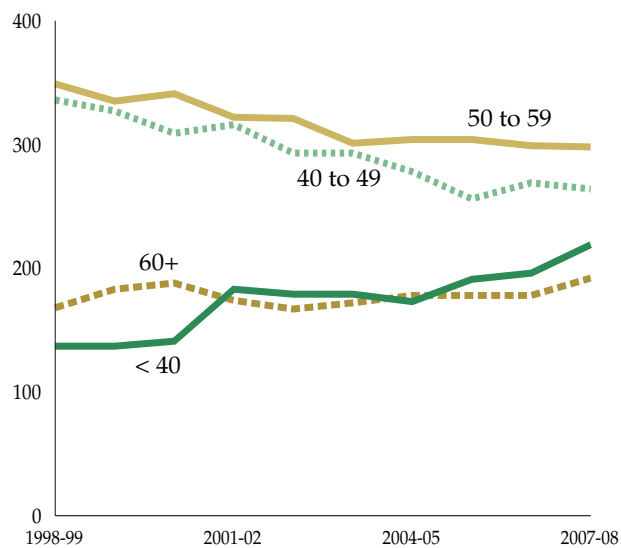


Tenure-Track Faculty by Age

History of Faculty by Age

	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	Ten-Year Change
29 or Younger	6	5	12	21	15	11	14	6	7	10	67%
30 to 39	131	136	150	162	164	168	159	185	189	209	60%
40 to 49	327	309	315	316	293	293	278	256	269	264	-19%
50 to 59	335	341	320	322	321	301	304	304	299	298	-11%
60 or Older	183	185	196	174	167	172	178	178	178	192	5%
University Total	982	979	993	995	960	945	933	929	942	973	-1%

Ten-Year History of Faculty by Age

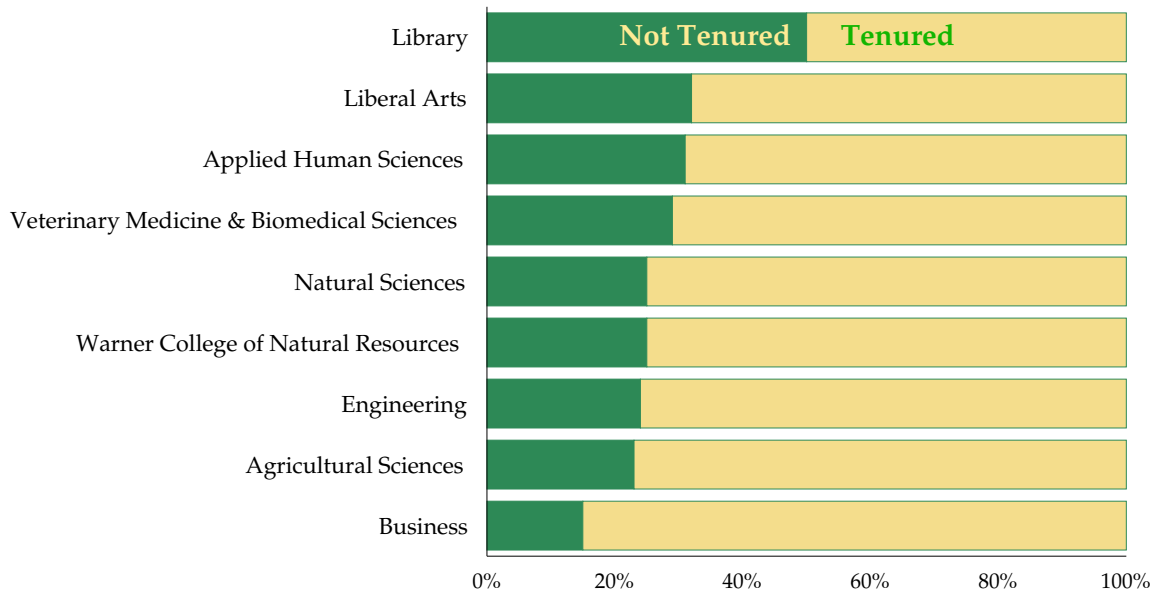


Tenure-Track Faculty by Tenure Status

Faculty by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	83	77%	12	75%	95	77%
Applied Human Sciences	53	72%	50	66%	103	69%
Business	36	89%	12	75%	48	85%
Engineering	86	78%	6	50%	92	76%
Liberal Arts	138	72%	86	62%	224	68%
Library	4	75%	22	45%	26	50%
Natural Sciences	124	80%	46	61%	170	75%
Veterinary Medicine & Biomedical Sciences	108	80%	47	51%	155	71%
Warner College of Natural Resources	45	80%	15	60%	60	75%
University Summary	677	78%	296	60%	973	72%

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	46	98%	4	100%	50	98%
Applied Human Sciences	25	100%	19	100%	44	100%
Business	13	100%	3	100%	16	100%
Engineering	51	98%	3	100%	54	98%
Liberal Arts	51	100%	24	100%	75	100%
Library	1	100%	3	100%	4	100%
Natural Sciences	70	99%	14	100%	84	99%
Veterinary Medicine & Biomedical Sciences	63	97%	11	100%	74	97%
Warner College of Natural Resources	25	100%	3	100%	28	100%
University Summary	345	99%	84	100%	429	99%

Associate Professors by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	19	95%	5	100%	24	96%
Applied Human Sciences	13	92%	15	93%	28	93%
Business	19	95%	6	100%	25	96%
Engineering	19	89%	0	0%	19	89%
Liberal Arts	51	94%	30	97%	81	95%
Library	2	100%	6	100%	8	100%
Natural Sciences	31	97%	14	100%	45	97%
Veterinary Medicine & Biomedical Sciences	28	89%	18	72%	46	83%
Warner College of Natural Resources	11	100%	7	86%	18	94%
University Summary	193	94%	101	92%	294	93%

Assistant Professors by Tenure Status, Gender and College

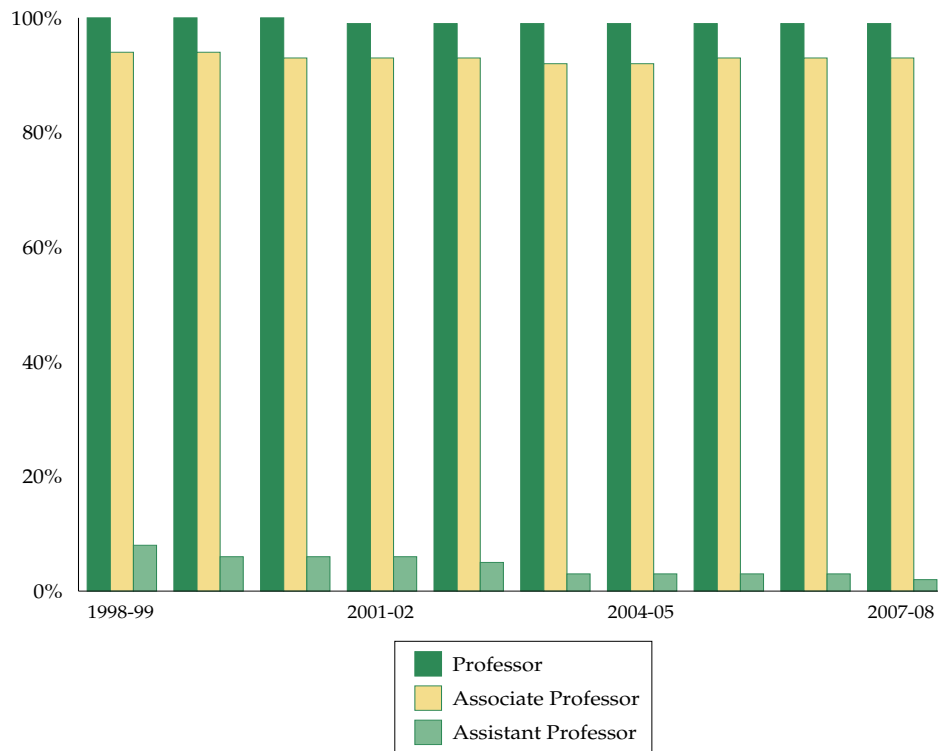
	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	18	6%	3	0%	21	5%
Applied Human Sciences	15	7%	16	0%	31	3%
Business	4	25%	3	0%	7	14%
Engineering	16	0%	3	0%	19	0%
Liberal Arts	36	3%	32	0%	68	1%
Library	1	0%	13	8%	14	7%
Natural Sciences	23	0%	18	0%	41	0%
Veterinary Medicine & Biomedical Sciences	17	0%	18	0%	35	0%
Warner College of Natural Resources	9	0%	5	0%	14	0%
University Summary	139	3%	111	1%	250	2%

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	2007-08
Full Professor	100%	100%	100%	99%	99%	99%	99%	99%	99%	99%
Associate Professor	94%	94%	93%	93%	93%	92%	92%	93%	93%	93%
Assistant Professor	8%	6%	6%	6%	5%	3%	3%	3%	3%	2%
All Ranks	82%	80%	77%	78%	77%	76%	77%	75%	74%	72%

Percentage of Faculty by Rank with Tenure

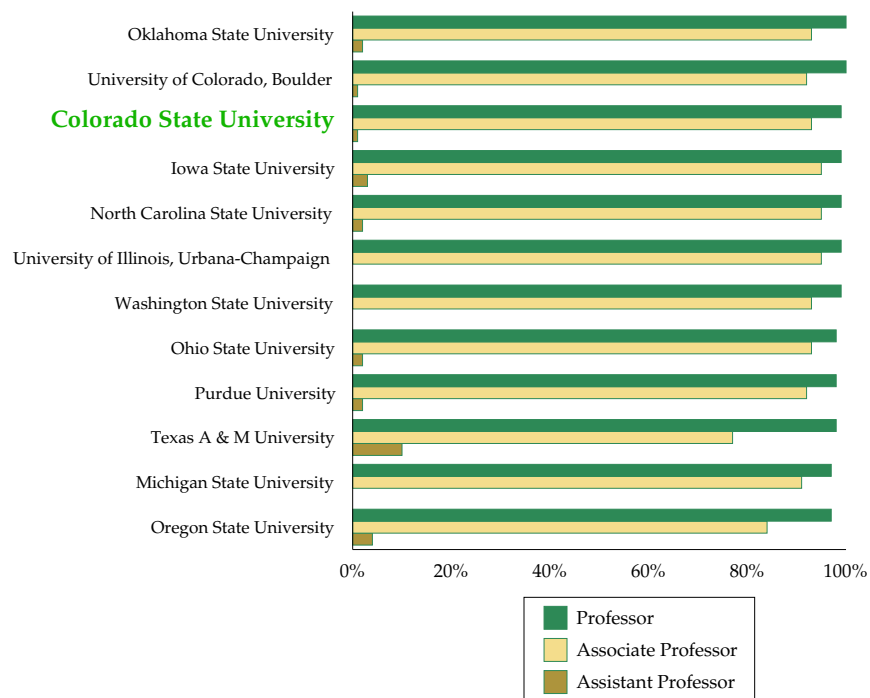


Tenure-Track Faculty by Tenure Status

Peer Comparison Faculty by Tenure Status and Rank

	Full Professors Percent Tenured	Associate Professors Percent Tenured	Assistant Professors Percent Tenured
Oklahoma State University	100%	93%	2%
University of Colorado, Boulder	100%	92%	1%
Colorado State University	99%	93%	1%
Iowa State University	99%	95%	3%
North Carolina State University	99%	95%	2%
University of Illinois, Urbana-Champaign	99%	95%	0%
Washington State University	99%	93%	0%
Ohio State University	98%	93%	2%
Purdue University	98%	92%	2%
Texas A & M University	98%	77%	10%
Michigan State University	97%	91%	0%
Oregon State University	97%	84%	4%

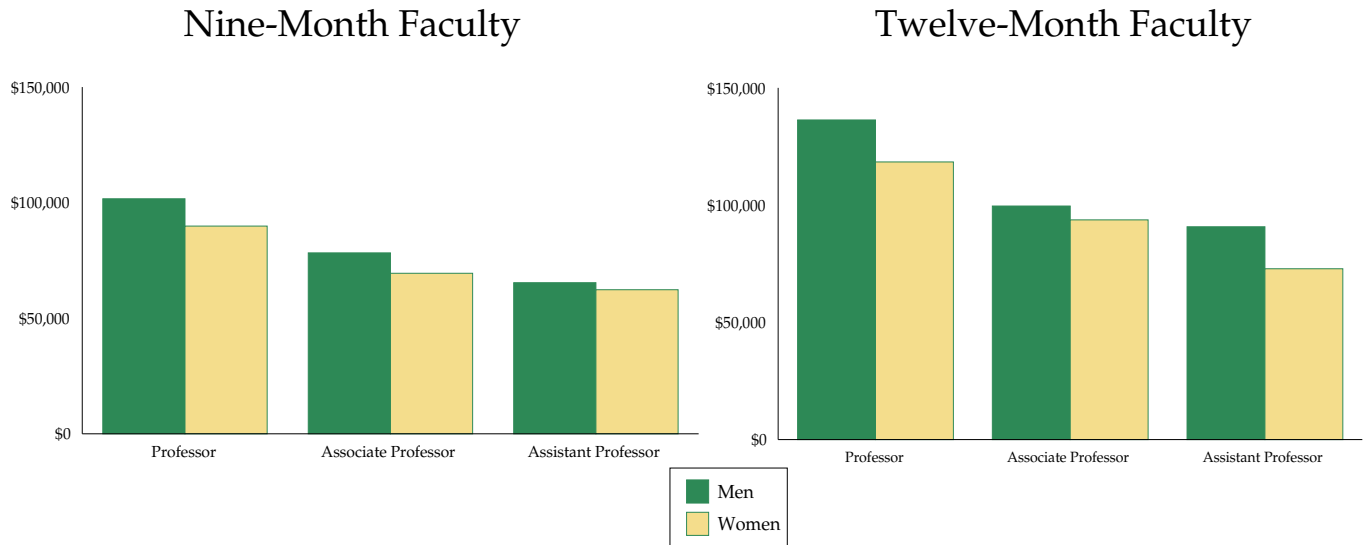
Peer Faculty Percent of Tenured Faculty by Rank



Source: *Academe, The Annual Report on the Economic Status of the Profession, 2006-07*

Tenure-Track Faculty Salaries and Compensation

Mean Salaries by Rank and Gender



Mean Faculty Salaries by Rank, Basis of Service and Gender

	Men	Women	All Faculty
Full Professor			
9-Month	\$101,668	\$89,863	\$99,416
12-Month	136,303	118,404	132,516
Associate Professor			
9-Month	\$78,266	\$69,445	\$75,421
12-Month	99,596	93,695	96,946
Assistant Professor			
9-Month	\$65,363	\$62,331	\$64,139
12-Month	90,749	72,850	78,655
All Ranks			
9-Month	\$86,388	\$72,326	\$82,312
12-Month	123,594	94,021	112,854

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	\$97,267	\$75,028	\$65,624	\$81,689
12-Month	118,373	85,500	70,393	111,905
Applied Human Sciences				
9-Month	\$83,578	\$68,164	\$58,203	\$70,373
12-Month	133,455	99,017	82,200	125,447
Business				
9-Month	\$123,026	\$111,247	\$104,692	\$114,217
12-Month	--	--	--	--
Engineering				
9-Month	\$119,425	\$94,619	\$84,514	\$106,232
12-Month	178,240	--	--	178,240
Liberal Arts				
9-Month	\$81,400	\$60,993	\$53,421	\$64,779
12-Month	113,087	88,973	--	106,657
Library				
9-Month	--	--	--	--
12-Month	\$74,088	\$64,994	\$52,325	\$59,571
Natural Sciences				
9-Month	\$104,817	\$78,516	\$67,705	\$88,015
12-Month	157,667	--	--	157,667
Veterinary Medicine & Biomedical Sciences				
9-Month	\$105,628	\$76,153	\$70,850	\$91,025
12-Month	137,305	105,658	97,735	117,390
Warner College of Natural Resources				
9-Month	\$89,626	\$69,028	\$61,332	\$76,432
12-Month	149,350	115,048	--	135,629
University Summary				
9-Month	\$99,416	\$75,421	\$64,139	\$82,312
12-Month	132,516	96,946	78,655	112,854

Tenure-Track Faculty Salaries and Compensation

History of Mean Faculty Salaries by Rank and Basis of Service

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Nine-Month											
Professor	\$72,051	\$74,421	\$77,556	\$82,079	\$86,269	\$86,658	\$88,170	\$92,422	\$94,904	\$99,416	38%
Associate Professor	53,902	55,847	59,126	62,231	64,531	64,556	66,060	69,472	71,049	75,421	40%
Assistant Professor	45,539	47,110	49,250	51,952	55,895	55,077	56,941	59,135	60,948	64,139	41%
All Ranks	61,284	63,079	65,255	69,211	72,605	72,340	74,214	77,145	78,801	82,312	34%
Twelve-Month											
Professor	\$93,475	\$96,128	\$99,577	\$104,166	\$108,602	\$109,897	\$114,593	\$120,939	\$124,026	\$132,516	42%
Associate Professor	62,839	65,006	69,321	73,223	78,569	79,605	81,642	88,288	91,559	96,946	54%
Assistant Professor	56,365	61,065	61,898	63,042	64,084	63,828	66,603	69,317	72,042	78,655	40%
All Ranks	78,743	81,948	85,504	89,992	94,518	96,271	100,127	103,266	105,456	112,854	43%

Ten-Year Comparison of Mean Faculty Salaries



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%
2006-07	81,300	83,100	97.9%

Source: *Academe, The Economic Status of the Profession, 2006-07*

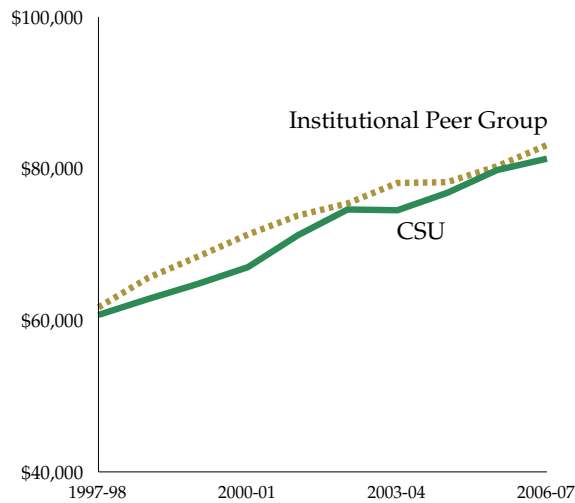
Note: AAUP data includes only instructional faculty on tenure-track appointments.

The University of Colorado, Boulder was added to the CCHE Peer Group in 2005-06 to form the Institutional Peer Group.

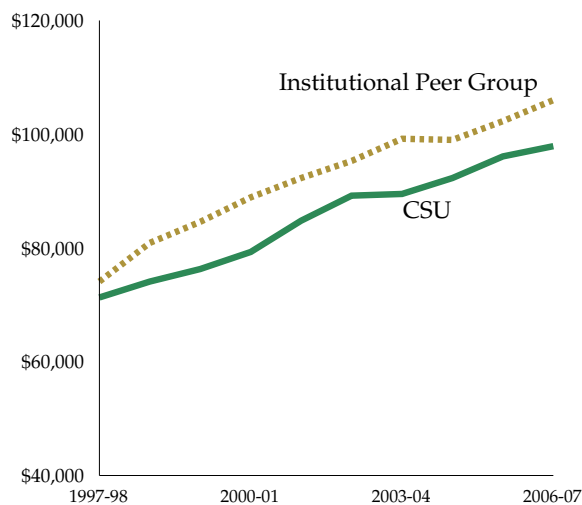
Tenure-Track Faculty Salaries and Compensation

All Ranks Combined Comparison Institutional Peer Group

Average Salary



Average Compensation

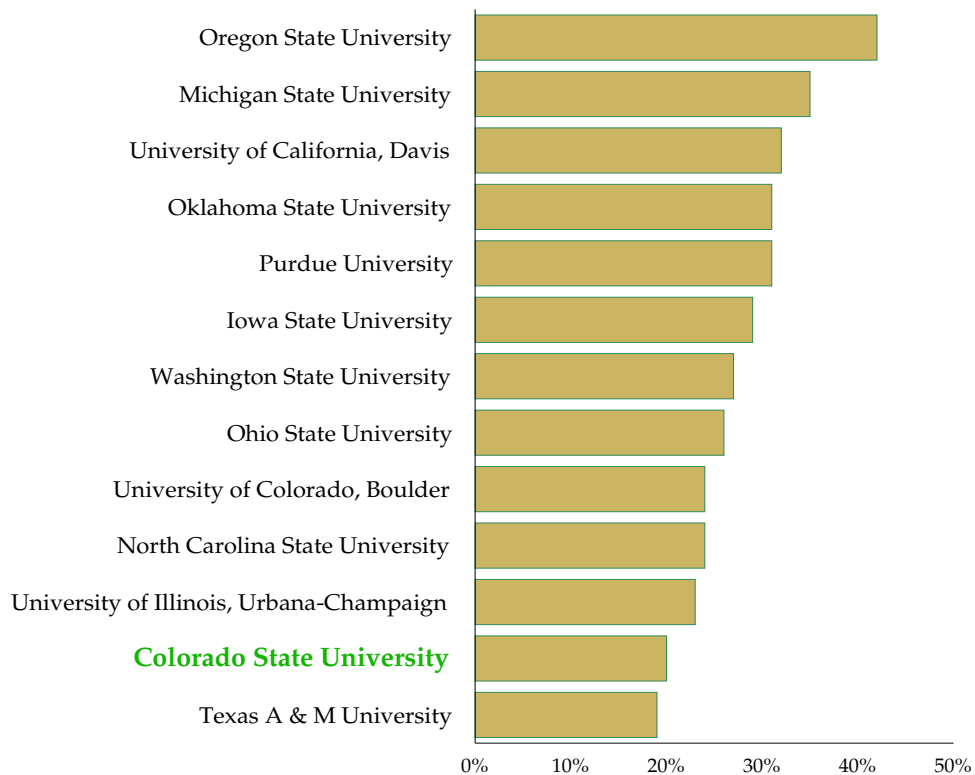


Source: *Academe, The Economic Status of the Profession, 2006-07*

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, 2006-07*

Tenure-Track Faculty Salaries and Compensation

Comparison of Institutional Peer Group

Average Salary by Rank for 2006-07 (Ranked by All Ranks Combined Salary)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
University of Illinois, Urbana-Champaign	\$120,925	\$79,546	\$71,686	\$94,135
University of California, Davis	113,981	76,463	67,858	93,453
Purdue University	107,564	74,820	66,802	83,989
Michigan State University	110,233	79,158	61,834	83,941
Peer Average	108,478	75,532	66,077	83,057
Colorado State University	96,814	72,331	62,145	81,287
North Carolina State University	103,885	77,432	66,263	80,648
Texas A & M University	107,397	76,027	67,319	80,102
University of Colorado, Boulder	106,752	78,029	67,504	79,356
Iowa State University	100,550	73,651	64,517	77,171
Washington State University	92,041	69,165	60,335	70,676
Oklahoma State University	88,673	67,970	61,883	68,785
Oregon State University	84,823	64,761	61,598	64,449

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

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
University of California, Davis	\$148,832	\$102,061	\$91,333	\$123,240
Ohio State University	145,378	98,496	89,473	116,601
University of Illinois, Urbana-Champaign	145,744	99,509	90,726	115,811
Michigan State University	143,659	108,195	87,781	113,360
Purdue University	139,535	99,257	88,498	110,109
Peer Average	136,070	97,446	86,094	105,977
Iowa State University	126,562	95,326	84,477	99,233
University of Colorado, Boulder	130,138	96,979	84,552	98,301
Colorado State University	116,564	87,087	74,822	97,869
Texas A & M University	126,917	90,696	80,154	95,259
Oregon State University	117,709	92,960	86,974	91,788
Oklahoma State University	115,606	90,923	81,002	90,327
Washington State University	114,871	88,020	76,762	89,561

Source: *Academe, The Economic Status of the Profession, 2006-07*

Tenure-Track Faculty Salaries and Compensation

Comparison of Colorado Institutions

Average Salary by Rank for 2006-07 (Ranked by All Ranks Combined Salary)

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
Colorado School of Mines	\$112,100	\$77,200	\$69,400	\$84,600
Colorado College	104,800	70,200	59,200	82,200
Colorado State University	96,800	72,300	62,100	81,300
University of Colorado, Boulder	106,800	78,000	67,500	79,400
University of Denver	101,800	74,900	60,100	73,300
University of Colorado, Denver & Health Sciences Center	102,100	76,800	63,100	68,600
University of Northern Colorado	73,200	53,700	47,700	55,200
Metropolitan State College of Denver	74,400	58,300	46,600	54,500
Colorado State University, Pueblo	69,000	54,900	49,300	52,100
Western State College	62,900	50,400	43,300	51,100
Fort Lewis College	64,100	51,600	47,100	50,300
Adams State College	58,600	46,700	42,500	46,900

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

	Full Professor	Associate Professor	Assistant Professor	All Ranks Combined
Colorado School of Mines	\$141,200	\$97,300	\$87,500	\$106,600
Colorado College	135,600	92,600	76,200	106,500
University of Colorado, Boulder	130,100	97,000	84,600	98,300
Colorado State University	116,600	87,100	74,800	97,900
University of Denver	122,800	91,700	73,600	89,200
University of Colorado, Denver & Health Sciences Center	121,900	93,200	77,500	83,600
University of Northern Colorado	86,500	64,000	56,900	65,500
Metropolitan State College of Denver	86,500	67,700	54,600	63,600
Western State College	77,300	63,400	54,200	63,100
Colorado State University, Pueblo	83,100	66,100	59,200	62,800
Fort Lewis College	78,200	62,700	57,300	61,200
Adams State College	70,300	58,600	50,400	56,400

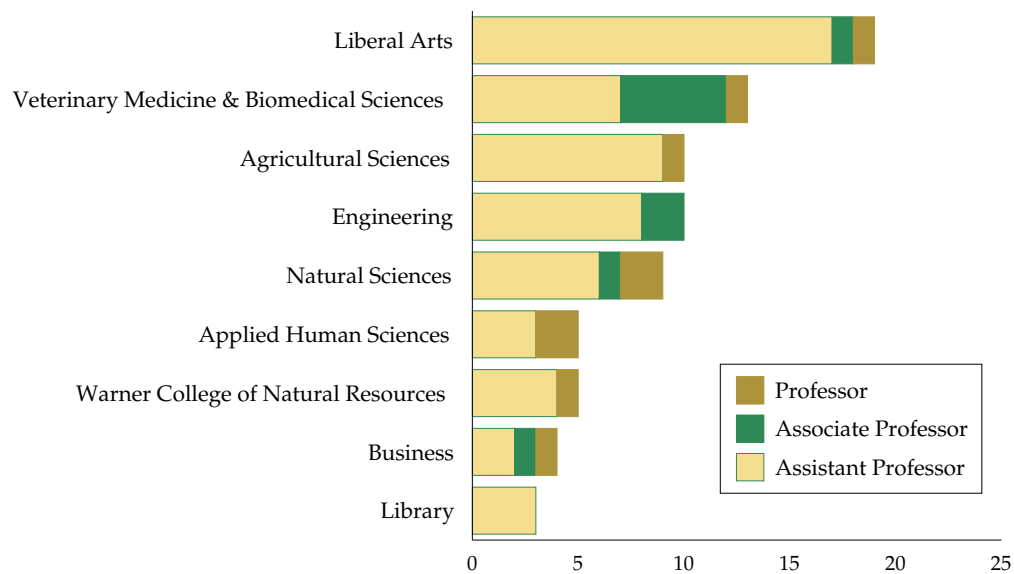
Source: *Academe, The Economic Status of the Profession, 2006-07*

Tenure-Track Faculty Hires and Attrition - 2006-07

Faculty Hires by Rank and Gender

	Professor		Associate Professor		Assistant Professor		Total
	Men	Women	Men	Women	Men	Women	
Agricultural Sciences	1	0	0	0	8	1	10
Applied Human Sciences	1	1	0	0	3	0	5
Business	0	1	1	0	1	1	4
Engineering	0	0	2	0	7	1	10
Liberal Arts	1	0	1	0	9	8	19
Library	0	0	0	0	0	3	3
Natural Sciences	2	0	1	0	4	2	9
Veterinary Medicine & Biomedical Sciences	1	0	0	5	4	3	13
Warner College of Natural Resources	1	0	0	0	3	1	5
University Total	7	2	5	5	39	20	78

Faculty Hires by College



Note: The time period used is October 1, 2005 to September 30, 2006. Faculty hires include those who were employed at CSU in 2005-06 in a non-tenure-track position and were hired as tenure-track faculty in 2006-07. 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 Minority Status

	Professor		Associate Professor		Assistant Professor		Total
	Minority	Non-Minority	Minority	Non-Minority	Minority	Non-Minority	
Agricultural Sciences	0	1	0	0	1	8	10
Applied Human Sciences	0	2	0	0	0	3	5
Business	0	1	0	1	0	2	4
Engineering	0	0	1	1	1	7	10
Liberal Arts	0	1	0	1	2	15	19
Library	0	0	0	0	0	3	3
Natural Sciences	0	2	0	1	0	6	9
Veterinary Medicine & Biomedical Sciences	0	1	0	5	0	7	13
Warner College of Natural Resources	0	1	0	0	0	4	5
University Total	0	9	1	9	4	55	78

Faculty Hires by Rank and Average Salary

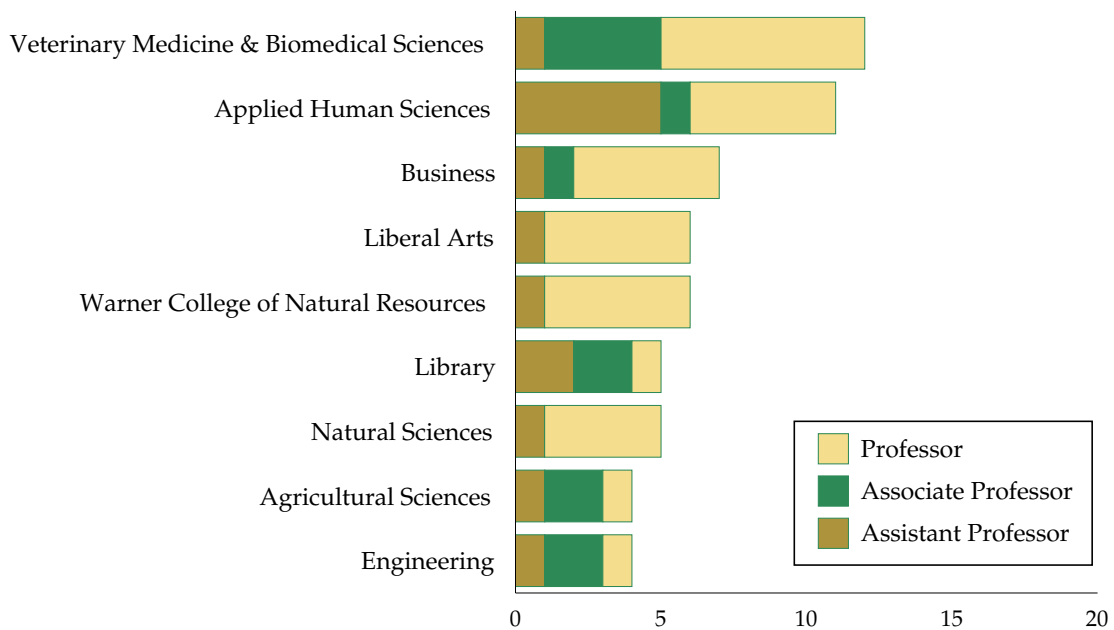
	Appointment Length	Minimum Salary	Maximum Salary	Average Salary	Total
Professor	9	\$75,150	\$160,000	\$115,625	6
	12	86,400	120,000	103,033	3
Associate Professor	9	56,400	123,600	90,043	7
	12	93,800	96,000	95,233	3
Assistant Professor	9	46,000	100,000	61,784	52
	12	41,000	96,900	68,429	7

Tenure-Track Faculty Hires and Attrition

Faculty Attrition by Rank and Gender

	Professor		Associate Professor		Assistant Professor		Total
	Men	Women	Men	Women	Men	Women	
Agricultural Sciences	1	0	1	1	1	0	4
Applied Human Sciences	2	3	1	0	1	4	11
Business	4	1	1	0	1	0	7
Engineering	1	0	2	0	1	0	4
Liberal Arts	5	0	0	0	0	1	6
Library	0	1	1	1	0	2	5
Natural Sciences	4	0	0	0	1	0	5
Veterinary Medicine & Biomedical Sciences	7	0	4	0	0	1	12
Warner College of Natural Resources	5	0	0	0	0	1	6
University Total	29	5	10	2	5	9	60

Faculty Attrition by College



Tenure-Track Faculty Hires and Attrition

Faculty Attrition by Rank and Minority Status

	Professor		Associate Professor		Assistant Professor		Total
	Minority	Non-minority	Minority	Non-minority	Minority	Non-minority	
Agricultural Sciences	0	1	0	2	0	1	4
Applied Human Sciences	0	5	0	1	3	2	11
Business	0	5	0	1	1	0	7
Engineering	0	1	0	2	1	0	4
Liberal Arts	1	4	0	0	0	1	6
Library	0	1	0	2	0	2	5
Natural Sciences	0	4	0	0	0	1	5
Veterinary Medicine & Biomedical Sciences	0	7	0	4	0	1	12
Warner College of Natural Resources	0	5	0	0	1	0	6
University Total	1	33	0	12	6	8	60

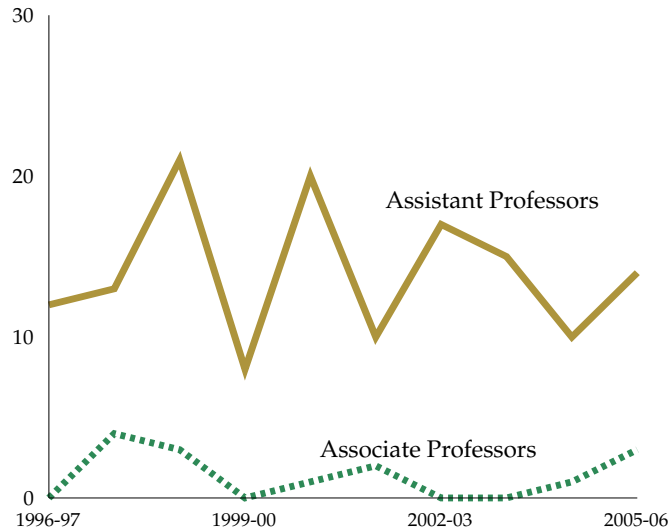
Faculty Attrition by Rank and Separation Reason

	Professor			Associate Professor			Assistant Professor		
	Retirement	Admin Position	Other	Retirement	Admin Position	Other	Retirement	Admin Position	Other
Agricultural Sciences	1	0	0	0	0	2	0	0	1
Applied Human Sciences	3	1	1	0	0	1	0	0	5
Business	2	1	2	0	0	1	0	0	1
Engineering	0	0	1	1	1	0	0	0	1
Liberal Arts	3	2	0	0	0	0	0	0	1
Library	1	0	0	1	0	1	0	0	2
Natural Sciences	3	0	1	0	0	0	0	0	1
Veterinary Medicine & Biomedical Sciences	3	1	3	2	0	2	0	0	1
Warner College of Natural Resources	5	0	0	0	0	0	0	0	1
University Total	21	5	8	4	1	7	0	0	14

Note: The "Other" separation reason includes 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

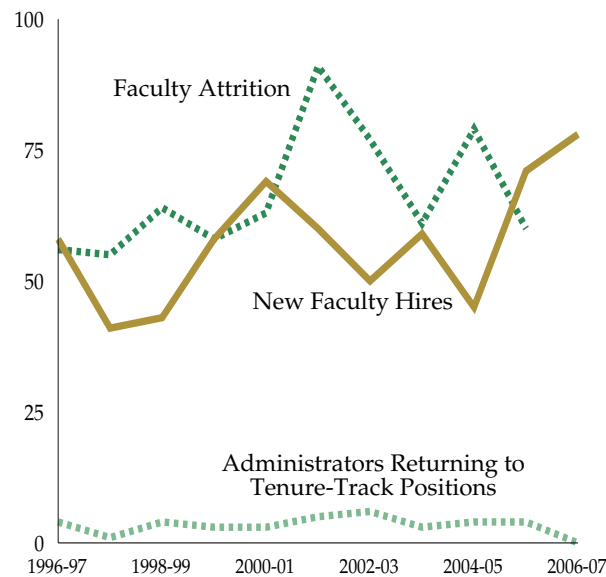
	Professor		Associate Professor		Assistant Professor		Total Faculty
	Tenured	Not Tenured	Tenured	Not Tenured	Tenured	Not Tenured	
Agricultural Sciences	1	0	2	0	0	1	4
Applied Human Sciences	5	0	1	0	0	5	11
Business	5	0	0	1	0	1	7
Engineering	1	0	2	0	0	1	4
Liberal Arts	5	0	0	0	0	1	6
Library	1	0	2	0	0	2	5
Natural Sciences	4	0	0	0	0	1	5
Veterinary Medicine & Biomedical Sciences	7	0	2	2	0	1	12
Warner College of Natural Resources	5	0	0	0	0	1	6
University Total	34	0	9	3	0	14	60

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
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	60
2006-07	942	78	0	N/A

History of Faculty Hires and Attrition



Note: The total number of faculty may not track with the number of faculty hires and attrition due to faculty on leave without pay and inactive transitional appointments who return to an active appointment the following year and are not counted in the hires and attrition categories. Faculty not returning for the following year (2006-07) will be available in fall 2007.

Tenure-Track Faculty Hires and Attrition

History of Faculty Hires by Minority Status

	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
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%
2006-07	942	105	11%	78	5	6%

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
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%
2006-07	942	227	29%	78	27	35%

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	2005-06	Eight-Year Change
Professor									
Retirement	17	21	16	24	34	28	29	21	24%
Administrative Position (Dean, etc.)	2	4	3	9	0	0	5	5	150%
Other	9	9	8	10	13	3	5	8	-11%
Total	28	34	27	43	47	31	39	34	21%
Associate Professor									
Retirement	9	13	6	8	8	6	8	4	-56%
Administrative Position (Dean, etc.)	0	1	0	3	0	0	2	1	N/A
Other	5	2	10	22	4	9	6	7	40%
Total	14	16	16	33	12	15	16	12	-14%
Assistant Professor									
Retirement	1	0	1	4	1	0	0	0	-100%
Administrative Position (Dean, etc.)	1	1	0	0	0	0	0	0	-100%
Other	20	7	19	11	17	15	10	14	-30%
Total	22	8	20	15	18	15	10	14	-36%
All Ranks Combined									
Retirement	27	34	23	36	43	34	37	25	-7%
Administrative Position (Dean, etc.)	3	6	3	12	0	0	7	6	100%
Other	34	18	37	43	34	27	21	29	-15%
Total	64	58	63	91	77	61	65	60	-6%

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	62	899	56	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	62	833	56	7%	100	6	6%
2004-05	79	823	75	9%	106	4	4%
2005-06	60	837	53	6%	105	7	7%

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	32	899	27	3%	83	5	6%
1999-00	24	897	22	2%	82	2	2%
2000-01	36	898	26	3%	95	10	11%
2001-02	50	897	43	5%	98	7	7%
2002-03	31	866	25	3%	94	6	6%
2003-04	27	833	25	3%	100	2	2%
2004-05	36	833	34	4%	106	2	2%
2005-06	35	837	29	3%	105	6	6%

Tenure-Track Faculty Hires and Attrition

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

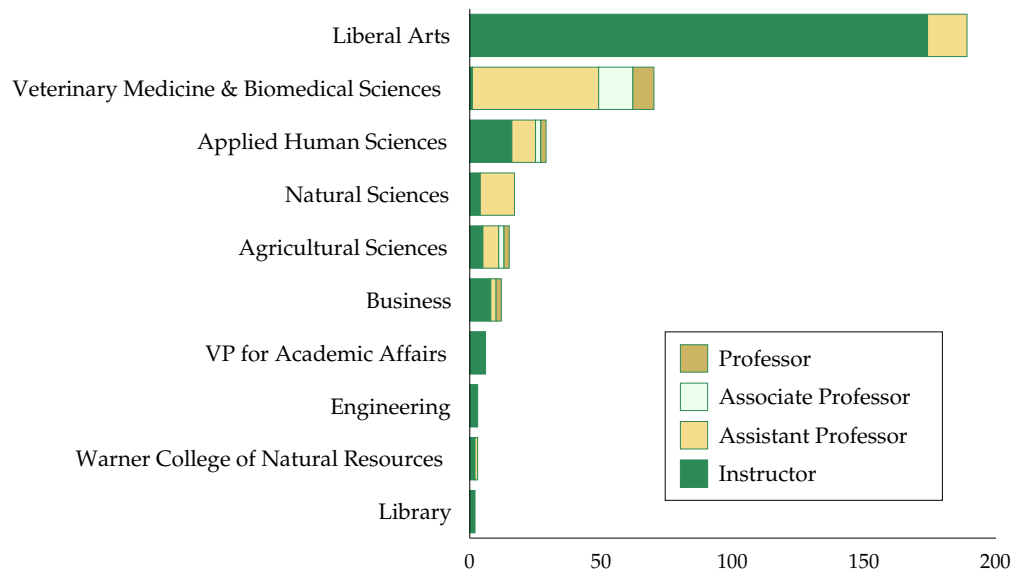
	Faculty Not Returning for Following Year	Total Non-Minority Faculty	Non-Minority Faculty Not Returning	Percent of Non-Minority Faculty Not Returning	Total Minority Faculty	Minority Faculty Not Returning	Percent of Minority Faculty Not Returning
1995-96	16	911	16	2%	76	0	0%
1996-97	20	922	16	2%	82	4	5%
1997-98	24	908	20	2%	82	4	5%
1998-99	31	899	31	3%	83	0	0%
1999-00	24	897	22	2%	82	2	2%
2000-01	33	898	27	3%	95	6	6%
2001-02	40	897	34	4%	98	6	6%
2002-03	31	866	25	3%	94	6	6%
2003-04	27	833	25	3%	100	2	2%
2004-05	27	823	25	3%	106	2	2%
2005-06	29	837	23	3%	105	6	6%

Faculty on Special Appointments

Faculty by College and Rank

	Full Professor	Associate Professor	Assistant Professor	Instructor	Total Faculty
Agricultural Sciences	2	2	6	5	15
Applied Human Sciences	2	2	9	16	29
Business	2	0	2	8	12
Engineering	0	0	0	3	3
Liberal Arts	0	0	15	174	189
Library	0	0	0	2	2
Natural Sciences	0	0	13	4	17
Veterinary Medicine & Biomedical Sciences	8	13	48	1	70
VP for Academic Affairs	0	0	0	6	6
Warner College of Natural Resources	0	0	1	2	3
University Total	14	17	94	221	346

Faculty on Special Appointments by College and Rank

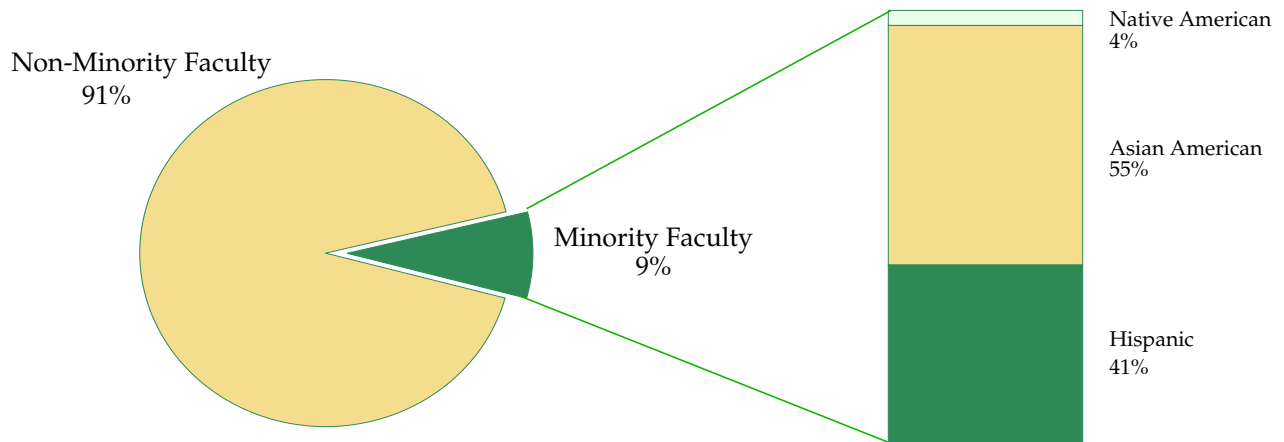


Faculty on Special Appointments

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	13%	0	13	15
Applied Human Sciences	2	7%	0	27	29
Business	0	0%	0	12	12
Engineering	0	0%	0	3	3
Liberal Arts	13	7%	2	174	189
Library	0	0%	0	2	2
Natural Sciences	2	12%	0	15	17
Veterinary Medicine & Biomedical Sciences	10	17%	3	57	70
VP for Academic Affairs	0	0%	0	6	6
Warner College of Natural Resources	0	0%	0	3	3
University Total	29	9%	5	312	346

Faculty on Special Appointments by Ethnicity



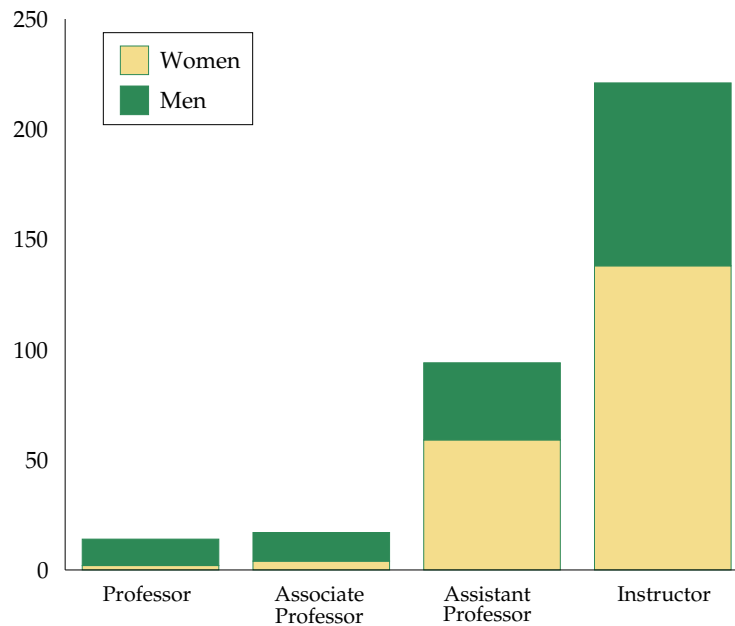
Note: International faculty are excluded from the base population when determining the percentage of ethnic minority faculty.

Faculty on Special Appointments

Faculty on Special Appointments by Gender

	Women	Percent of Women	Men	Total Faculty
Professor	2	14%	12	14
Associate Professor	4	24%	13	17
Assistant Professor	59	63%	35	94
Instructor	138	62%	83	221
University Total	203	59%	143	346

Faculty on Special Appointments by Gender and Rank

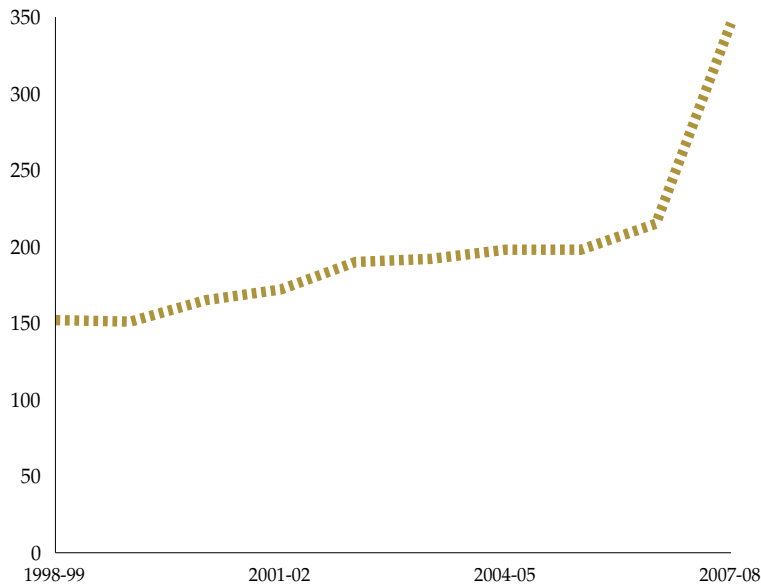


Faculty on Special Appointments

History of Faculty on Special Appointments by College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Agricultural Sciences	4	7	8	7	17	17	15	15	18	15	275%
Applied Human Sciences	34	22	27	23	24	27	31	24	28	29	-15%
Business	8	8	8	4	3	4	4	7	13	12	50%
Engineering	5	5	3	4	4	2	1	2	2	3	-40%
Liberal Arts	34	45	44	49	51	50	48	47	45	189	456%
Library	0	0	2	1	3	4	7	4	4	2	N/A
Natural Sciences	12	15	16	17	14	14	15	15	21	17	42%
Veterinary Medicine & Biomedical Sciences	44	44	52	61	67	71	70	73	72	70	59%
VP for Academic Affairs	0	0	0	0	1	0	0	3	6	6	N/A
Warner College of Natural Resources	5	5	5	6	6	3	7	8	6	3	-40%
University Total	146	151	165	172	190	192	198	198	215	346	137%

History of Faculty on Special Appointments

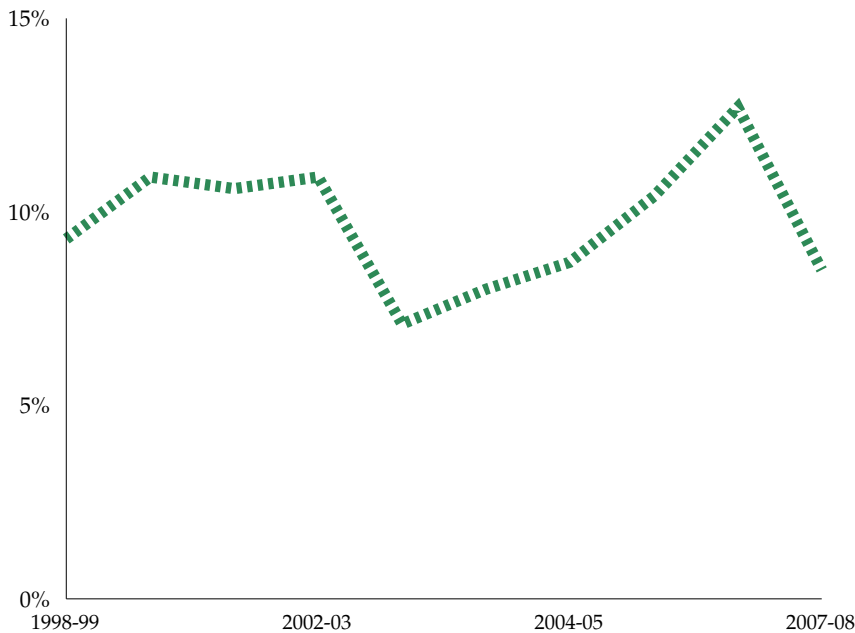


Faculty on Special Appointments

History of Faculty on Special Appointments by Ethnicity

	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Asian American	8	9	12	10	10	8	9	11	14	16	16	100%
Black	3	2	3	4	3	2	1	3	1	1	0	-100%
Hispanic	0	2	0	1	3	2	5	3	4	7	12	N/A
Native American	1	1	1	2	2	1	0	0	1	2	1	0%
International	3	2	4	5	7	6	4	3	6	10	5	67%
Non-Minority	131	136	131	143	147	171	173	178	172	179	312	138%
Total	146	152	151	165	172	190	192	198	198	215	346	137%

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.

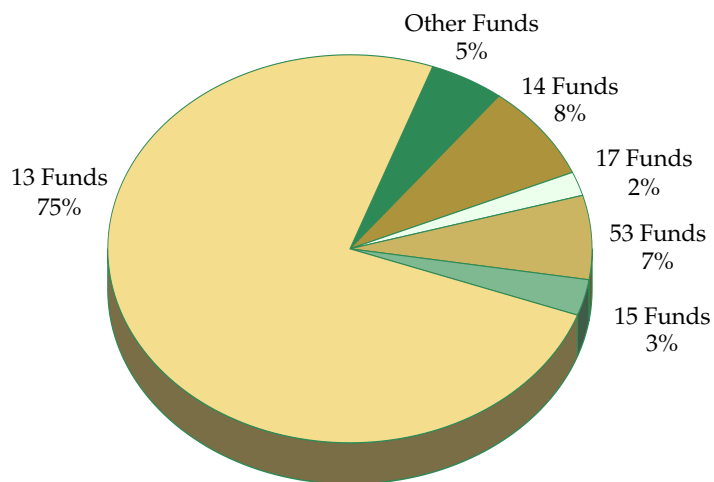
Faculty on Special Appointments

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	2007-08	Ten-Year Change
Professor											
Men	11	9	10	9	11	14	12	15	13	12	9%
Women	0	0	0	0	2	1	1	1	2	2	N/A
Associate Professor											
Men	10	10	12	11	17	14	15	10	11	13	30%
Women	3	4	5	9	9	7	7	6	3	4	33%
Assistant Professor											
Men	32	27	29	33	30	33	30	35	36	35	9%
Women	31	36	41	39	38	45	48	48	57	59	90%
Instructor											
Men	11	18	13	16	14	11	13	16	19	83	655%
Women	21	18	19	18	25	22	26	23	28	138	557%
Lecturer											
Men	7	10	11	9	13	14	13	10	9	0	-100%
Women	26	19	25	28	31	31	33	34	37	0	-100%
Total											
Men	71	74	75	78	85	86	83	86	88	143	101%
Women	81	77	90	94	105	106	115	112	127	203	151%

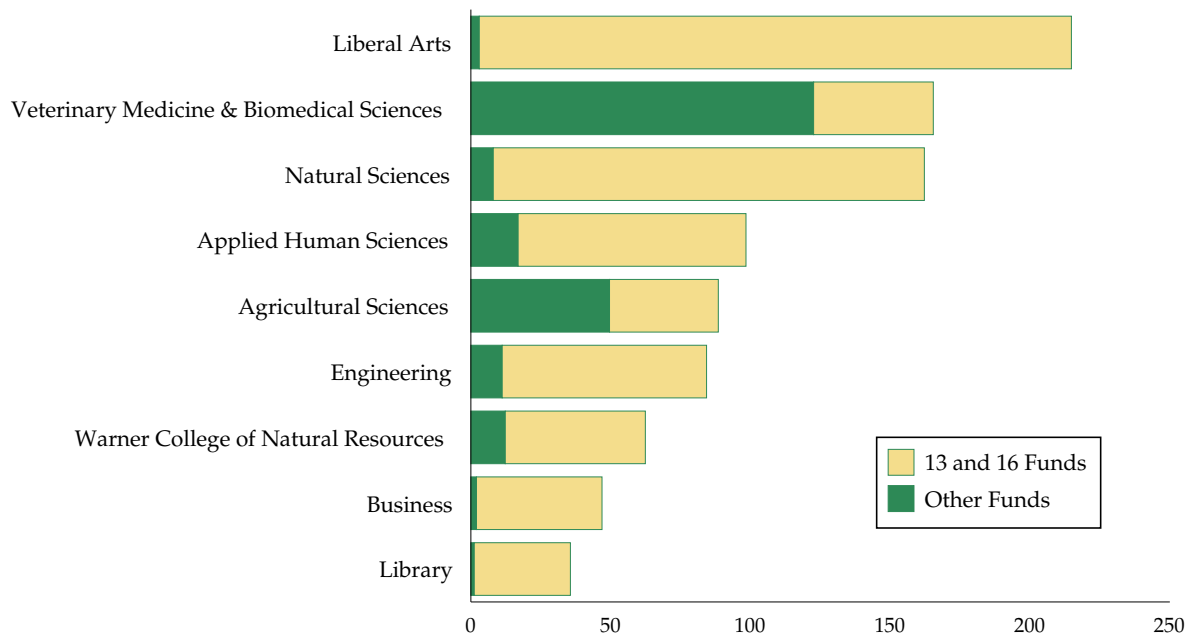
Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE by Fund Group - 2006-07



Total FTE = 971.7

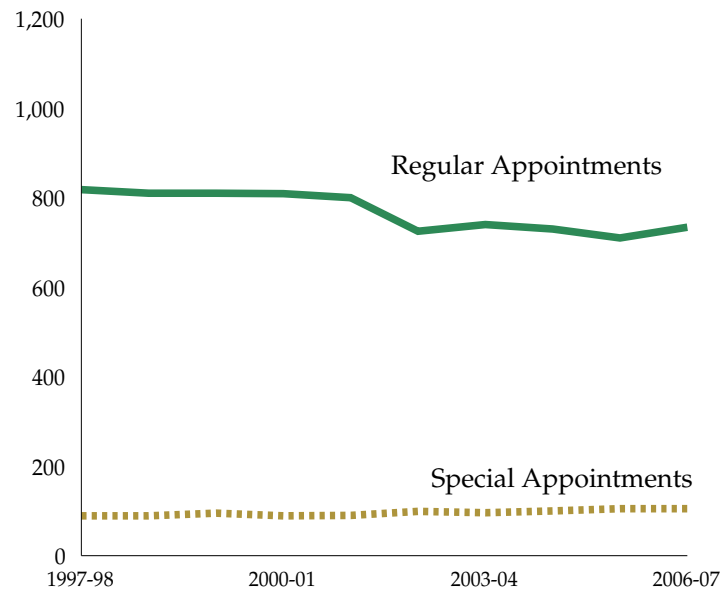
Tenure-Track Faculty FTE by College



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

Faculty Full-Time Equivalents (FTE)

Education & General Faculty FTE

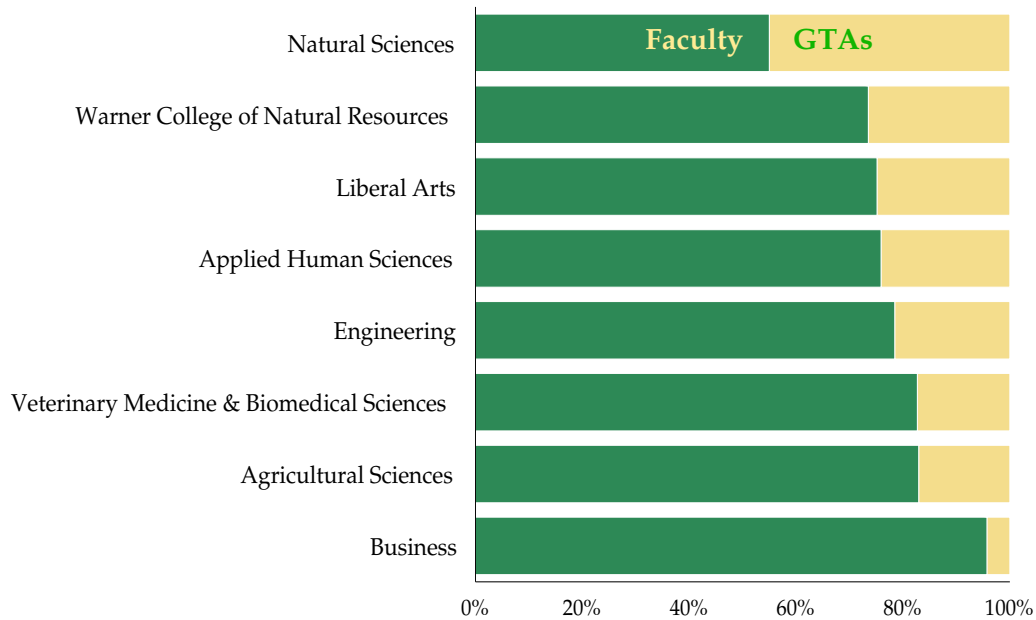


Fiscal Year	Regular Appointments	Special Appointments	Total E & G Faculty FTE
1998	818	89	989
1999	810	89	994
2000	810	95	1,010
2001	809	89	898
2002	800	90	890
2003	725	99	824
2004	740	96	836
2005	730	100	830
2006	710	105	815
2007	734	105	839

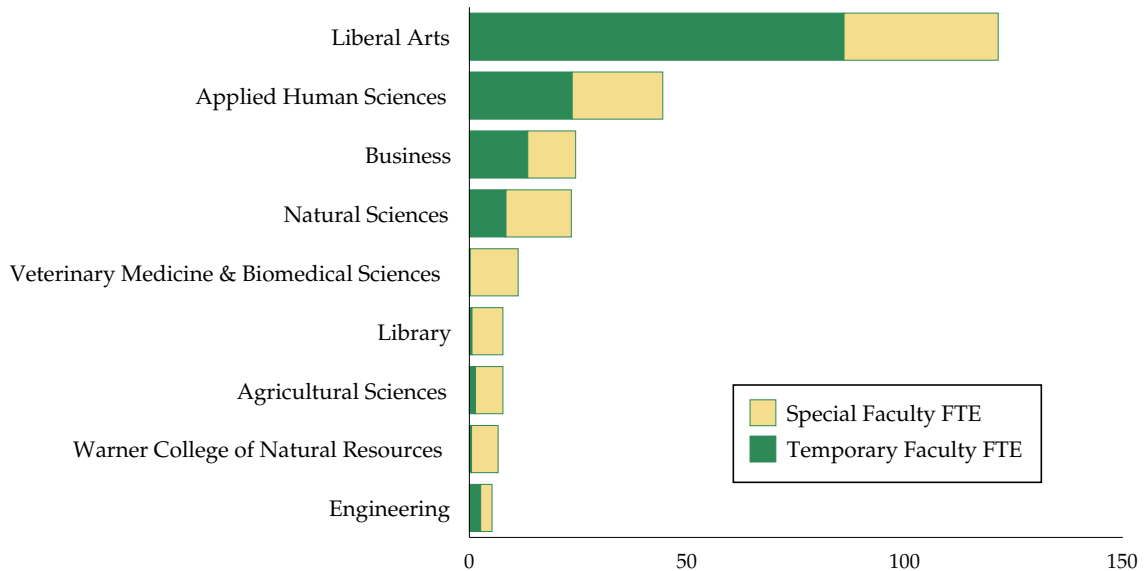
Note: Education and general faculty include faculty paid from 13 and 16 funds. Library faculty are included. Summer months for faculty on 9-month appointments are excluded.

Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE to GTA FTE Comparison



Special and Temporary Faculty Appointments FTE by College

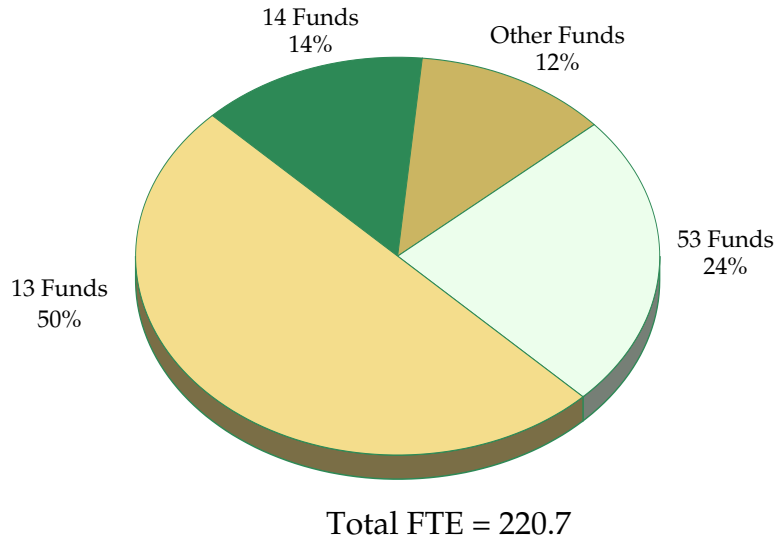


Note: Tenure-Track Faculty to GTA comparison includes 13 and 16 funds only.

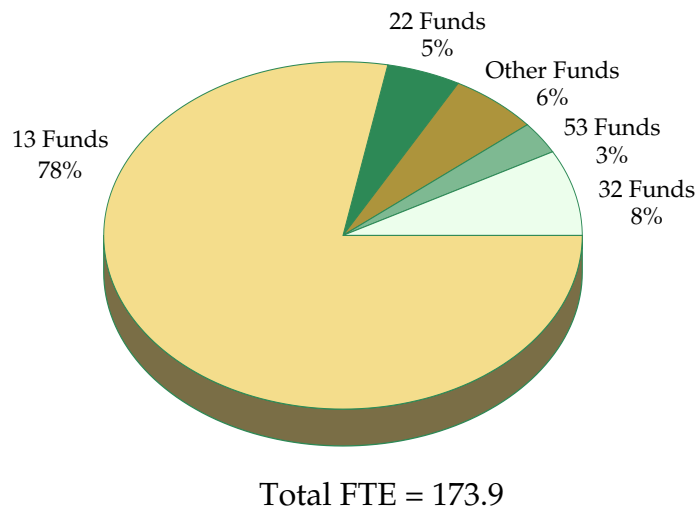
Faculty Full-Time Equivalents (FTE)

FTE by Fund Group - 2006-07

Faculty on Special Appointments



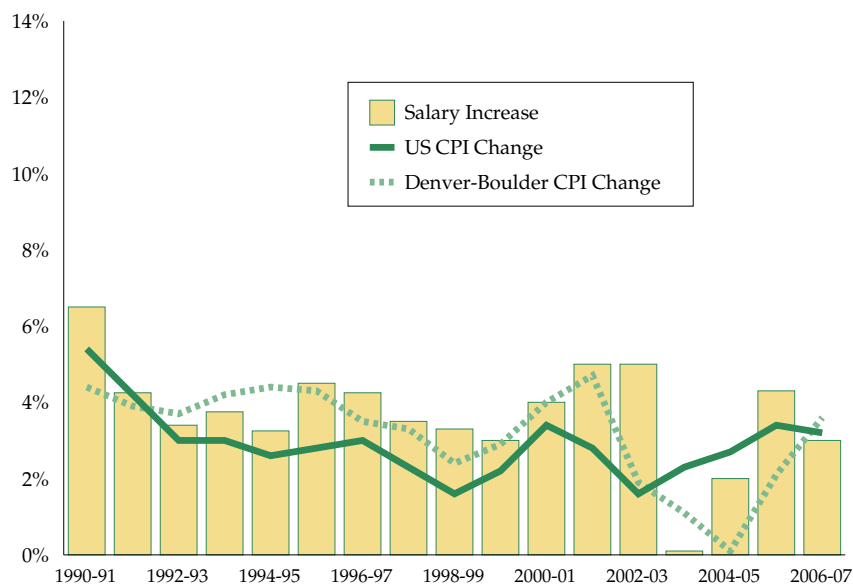
Faculty on Temporary Appointments



Faculty Salary Increases Compared to Changes in the Consumer Price Index

Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
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	4.00%	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%
2006-07	3.00%	3.2%	3.6%

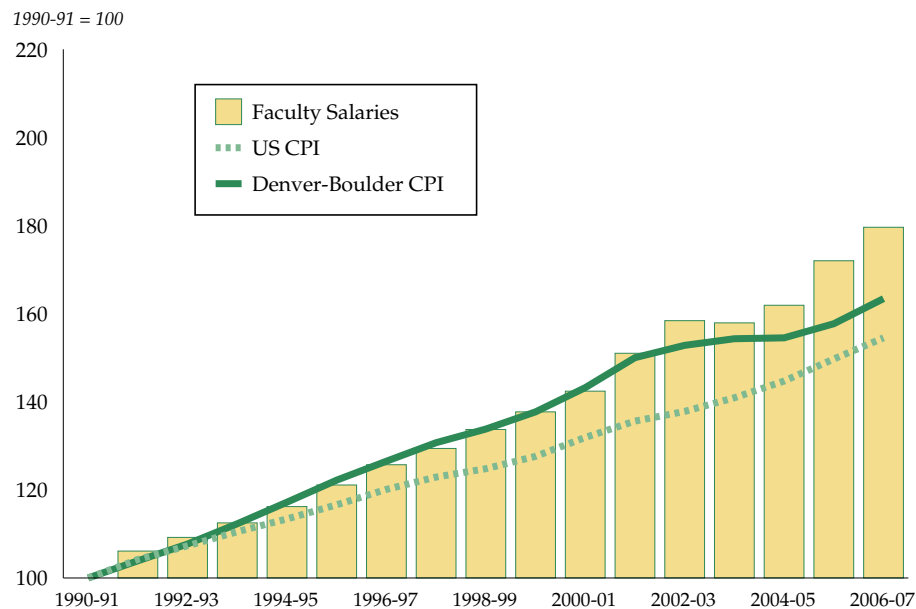
Comparison of Faculty Salary and CPI Changes



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



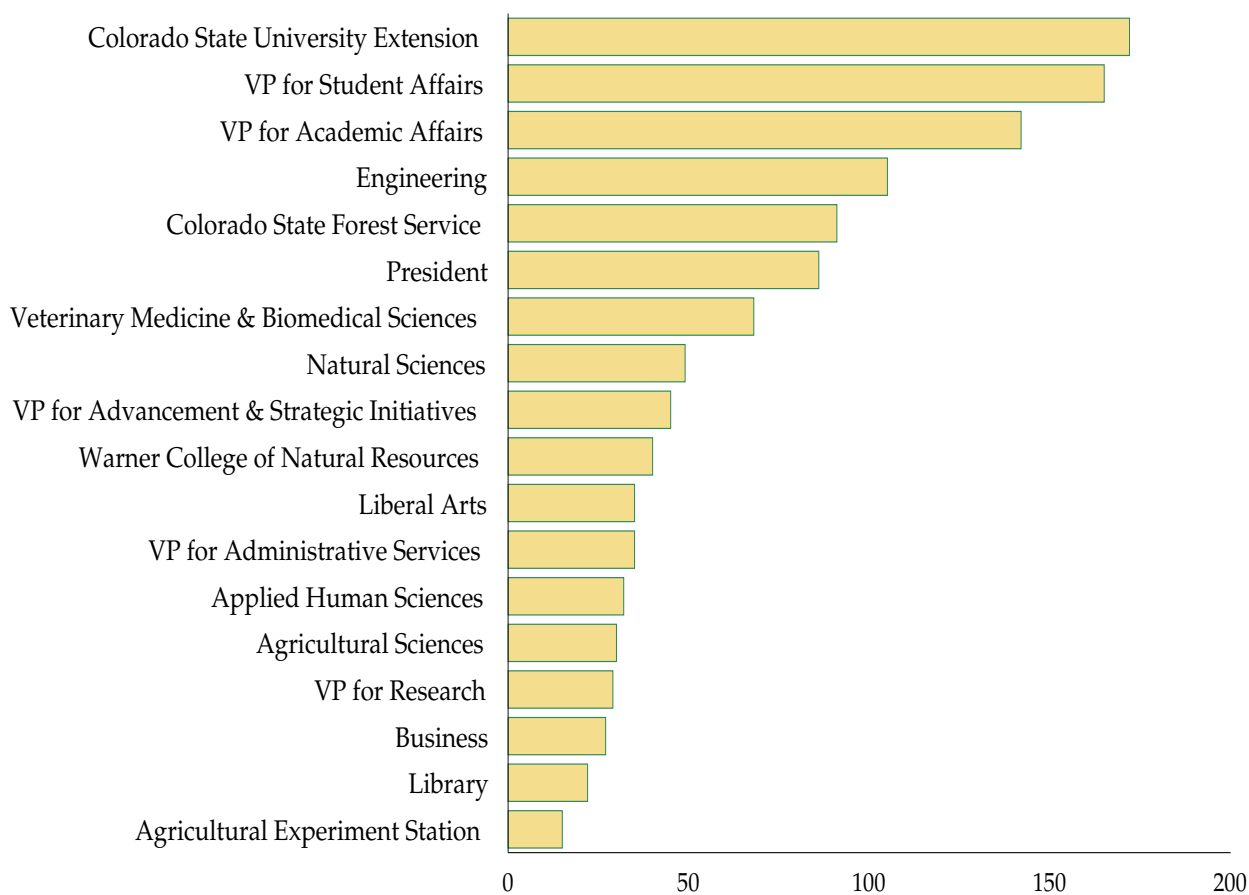
Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1991-92	106.1	104.2	103.9
1992-93	109.2	107.3	107.7
1993-94	112.5	110.5	112.3
1994-95	116.2	113.4	117.2
1995-96	121.1	116.6	122.2
1996-97	125.7	120.1	126.5
1997-98	129.4	122.9	130.7
1998-99	133.7	124.8	133.8
1999-00	137.7	127.6	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	144.7	154.5
2005-06	172.0	149.7	157.7
2006-07	179.6	154.5	163.4

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

Administrative Professionals

(Excludes Research Associates)

Administrative Professionals by Vice President or College



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.

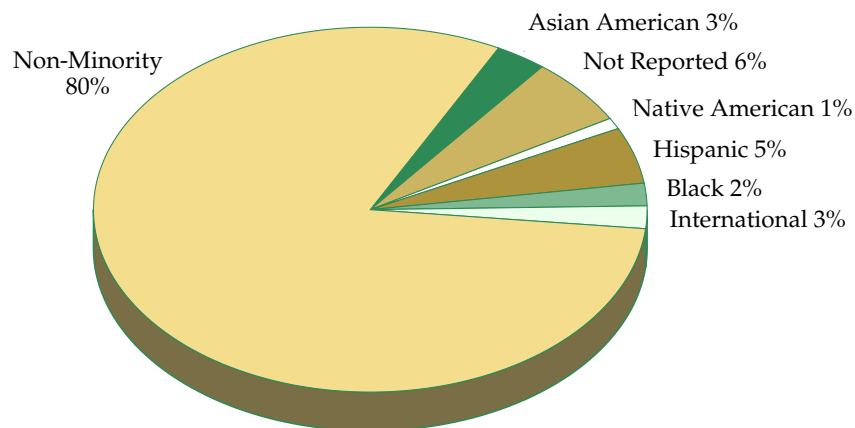
Administrative Professionals

(Excludes Research Associates)

Administrative Professionals by Gender and Vice President or College

	Men	Percent Men	Women	Percent Women	Total
Agricultural Experiment Station	14	93%	1	7%	15
Agricultural Sciences	14	47%	16	53%	30
Applied Human Sciences	8	25%	24	75%	32
Business	19	70%	8	30%	27
Colorado State Forest Service	63	69%	28	31%	91
Colorado State University Extension	71	41%	101	59%	172
Engineering	60	57%	45	43%	105
Liberal Arts	8	23%	27	77%	35
Library	10	45%	12	55%	22
Natural Sciences	22	45%	27	55%	49
President	54	63%	32	37%	86
Veterinary Medicine & Biomedical Sciences	28	41%	40	59%	68
VP for Academic Affairs	53	37%	89	63%	142
VP for Administrative Services	17	49%	18	51%	35
VP for Advancement & Strategic Initiatives	15	33%	30	67%	45
VP for Research	7	24%	22	76%	29
VP for Student Affairs	68	41%	97	59%	165
Warner College of Natural Resources	25	63%	15	37%	40
University Total	556	47%	632	53%	1,188

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	1	11%	8	89%	9
Assistant Coach	18	75%	6	25%	24
Assistant Coordinator	9	45%	11	55%	20
Assistant Dean	4	57%	3	43%	7
Assistant Director	33	35%	61	65%	94
Assistant Manager	6	67%	3	33%	9
Assistant to Dean	4	29%	10	71%	14
Assistant to the Director	1	14%	6	86%	7
Associate Dean	11	79%	3	21%	14
Associate Director	16	50%	16	50%	32
Coach	7	70%	3	30%	10
Coordinator	63	33%	128	67%	191
Counselor	12	27%	33	73%	45
County Extension Director	18	53%	16	47%	34
Dean	5	56%	4	44%	9
Director	56	39%	87	61%	143
Executive Director	5	50%	5	50%	10
Extension Agent	37	37%	64	63%	101
Extension Specialist	11	37%	19	63%	30
Forester	62	71%	25	29%	87
Manager	24	51%	23	49%	47
Physician	3	37%	5	63%	8
Psychologist	3	38%	5	62%	8
Research Coordinator	2	17%	10	83%	12
Research Scientist/Scholar I	20	59%	14	41%	34
Research Scientist/Scholar II	38	69%	17	31%	55
Research Scientist/Scholar III	21	75%	7	25%	28
Senior Research Scientist/Scholar	17	81%	4	19%	21
Job Titles with 6 or Fewer Employees	49	58%	36	42%	85
University Total	556	47%	632	53%	1,188

Administrative Professionals

(Excludes Research Associates)

History of Administrative Professionals by Job Title

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Administrator	3	2	3	3	3	5	8	8	9	9	200%
Assistant Coach	23	22	22	23	24	24	24	23	24	24	4%
Assistant Coordinator	7	8	15	15	14	12	13	15	14	20	186%
Assistant Dean	--	--	--	--	--	7	8	9	8	7	N/A
Assistant Director	35	36	35	36	51	52	53	68	80	94	169%
Assistant to Dean	10	11	9	8	9	10	10	11	13	14	40%
Associate Dean	--	--	--	--	--	15	8	11	14	14	N/A
Associate Director	23	22	22	19	22	19	17	23	29	32	39%
Coach	10	10	10	10	10	10	10	10	10	10	0%
Coordinator	152	157	172	186	138	148	163	169	183	191	26%
Counselor	34	45	54	52	45	44	41	35	32	45	32%
County Extension Director	35	34	35	33	34	32	33	32	35	34	-3%
Dean	--	--	--	--	--	9	8	8	9	9	N/A
Director	92	105	106	102	110	107	102	115	125	143	55%
Executive Director	2	4	5	11	11	10	10	9	8	10	400%
Extension Agent	116	118	115	114	117	115	109	91	101	101	-13%
Extension Specialist	35	40	38	35	39	32	31	30	31	30	-14%
Forester	69	67	72	74	89	94	96	88	89	87	26%
Manager	30	31	34	35	31	34	34	35	39	47	57%
Physician	8	7	7	7	7	7	7	8	8	8	0%
Psychologist	8	9	10	10	11	10	10	10	11	8	0%
Research Scientist	45	43	44	46	--	--	--	--	--	--	N/A
Research Scientist/Scholar I	--	--	--	--	31	38	41	36	38	34	N/A
Research Scientist/Scholar II	--	--	--	--	44	44	49	53	46	55	N/A
Research Scientist/Scholar III	--	--	--	--	32	33	35	32	28	28	N/A
Sr Research Scientist/Scholar	--	16	15	15	28	25	27	20	22	21	N/A
All Other Job Titles	26	50	49	55	58	58	62	73	89	113	335%
University Total	800	837	872	889	958	994	1,009	1,022	1,095	1,188	49%

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 Vice President or College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Agricultural Experiment Station	4	3	13	14	15	15	15	13	15	15	275%
Agricultural Sciences	24	24	18	18	19	22	22	19	28	30	25%
Applied Human Sciences	22	19	19	26	26	28	26	24	26	32	45%
Business	12	12	12	13	16	17	18	15	21	27	125%
Colorado State Forest Service	73	71	75	78	94	101	101	92	93	91	25%
Colorado State Univ Extension	197	206	203	194	200	186	179	158	172	172	-13%
Engineering	96	94	97	91	87	96	108	106	102	105	9%
Liberal Arts	13	18	22	22	19	21	23	26	31	35	169%
Library	1	2	3	3	6	11	13	13	15	22	2100%
Natural Sciences	24	29	39	31	45	46	47	45	44	49	104%
President	61	58	60	61	61	60	68	72	77	86	41%
Veterinary Medicine & Biomedical Sciences	36	38	42	43	55	57	61	61	71	68	89%
VP for Academic Affairs	34	55	69	65	62	83	55	75	113	142	318%
VP for Administrative Services	15	15	14	14	15	17	16	23	36	35	133%
VP for Advancement & Strategic Initiatives	17	18	14	25	24	23	23	46	32	45	165%
VP for Research	15	16	17	14	31	33	35	21	25	29	93%
VP for Student Affairs	135	137	141	147	143	135	155	171	153	165	22%
Warner College of Natural Resources	21	22	23	29	39	44	44	42	41	40	90%
University Total	800	837	872	889	958	994	1,009	1,022	1,095	1,188	49%

History of Administrative Professionals by Ethnic Origin

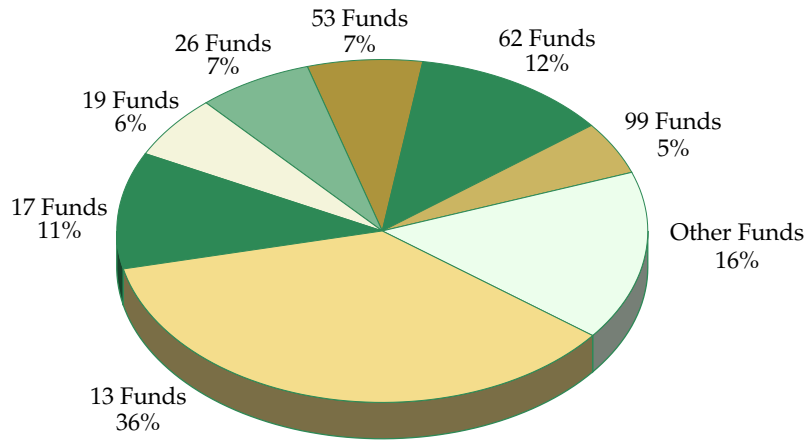
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Asian American	25	28	24	27	29	27	34	30	29	29	16%
Black	22	24	25	27	26	27	27	25	25	28	27%
Hispanic	51	53	53	50	57	55	53	51	54	62	22%
Native American	7	9	10	13	14	11	7	10	10	9	29%
Total Minority	105	114	112	117	126	120	121	116	118	128	22%
Non-Minority	695	723	760	772	832	874	888	906	977	1,060	53%
University Total	800	837	872	889	958	994	1,009	1,022	1,095	1,188	49%
Minorities as a Percent of Total Administrative Professionals	13%	14%	13%	13%	13%	12%	12%	11%	11%	11%	

Note: Non-minority employees include international employees and employees who did not report their ethnicity. International employees are excluded from the base population when calculating minorities as a percent of total administrative professionals.

Administrative Professionals

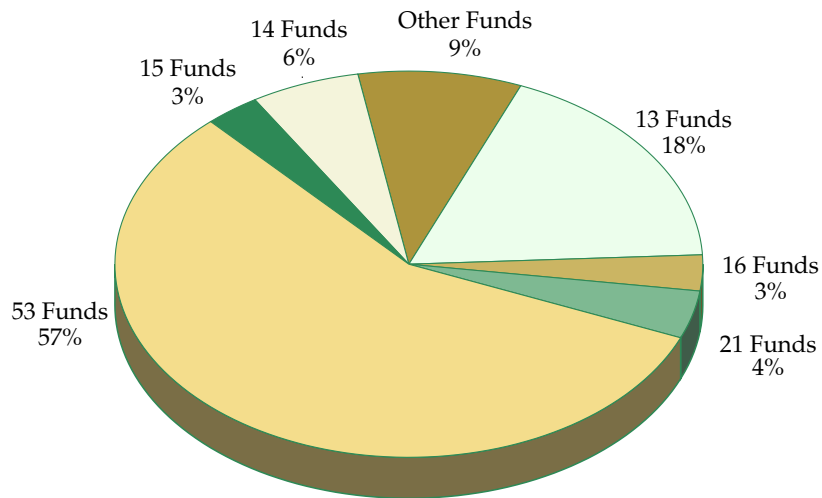
(Excludes Research Associates)

Administrative Professional FTE - 2006-07 Regular Appointments



Total FTE = 798.6

Special Appointments

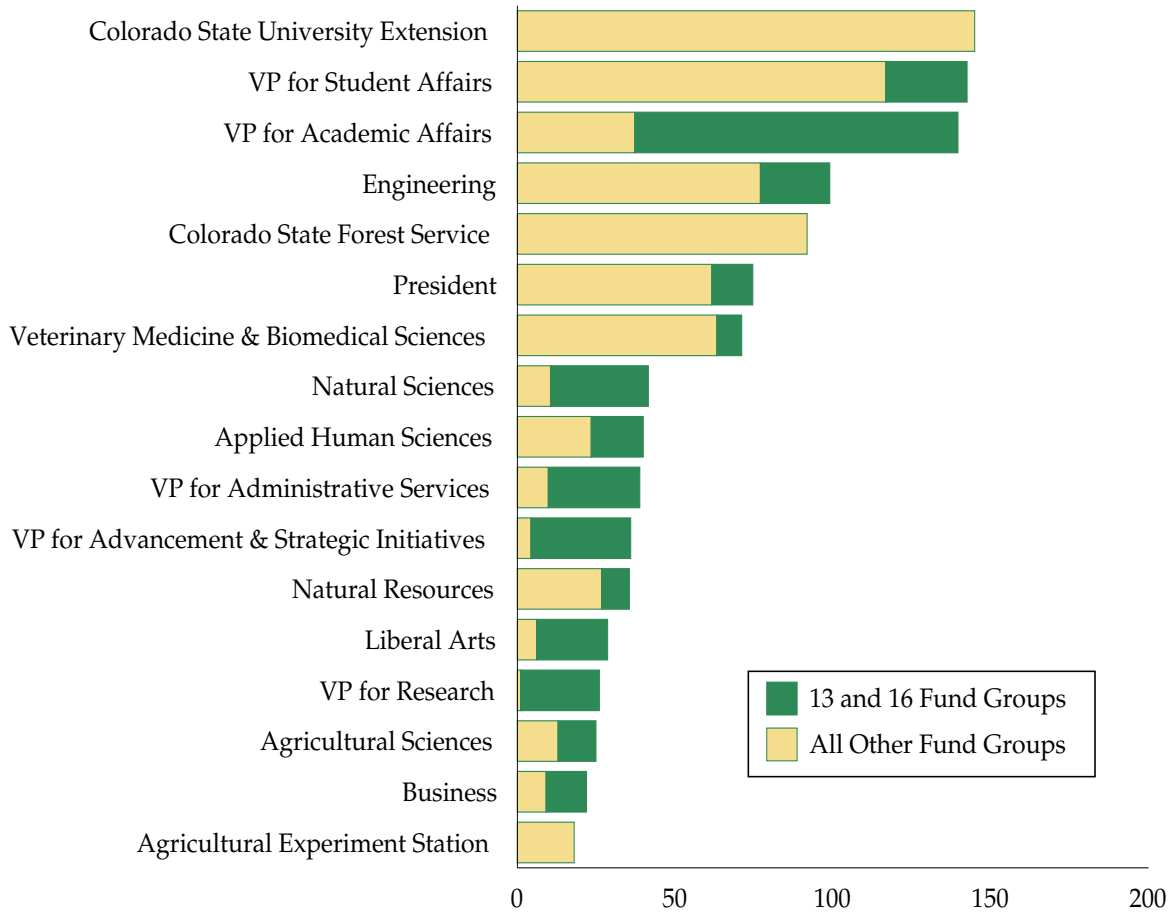


Total FTE = 292.7

Administrative Professionals

(Excludes Research Associates)

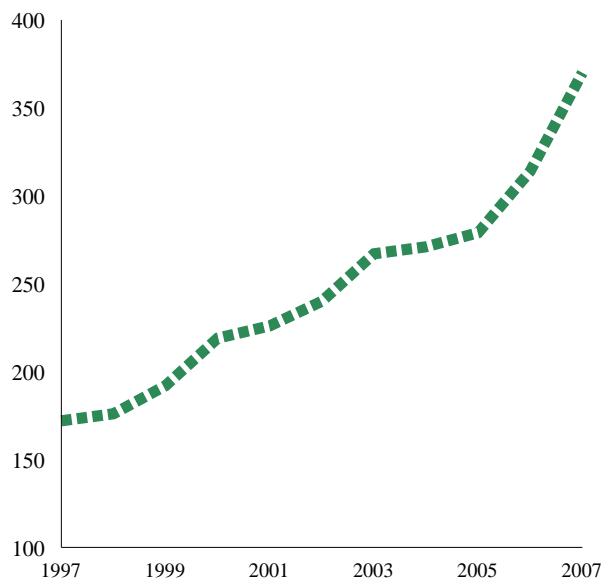
FTE By College or Area



Administrative Professionals

(Excludes Research Associates)

Education & General Administrative Professional FTE



Fiscal Year	Total Education & General Administrative Professional FTE
1998	176
1999	192
2000	219
2001	226
2002	240
2003	267
2004	271
2005	279
2006	314
2007	370

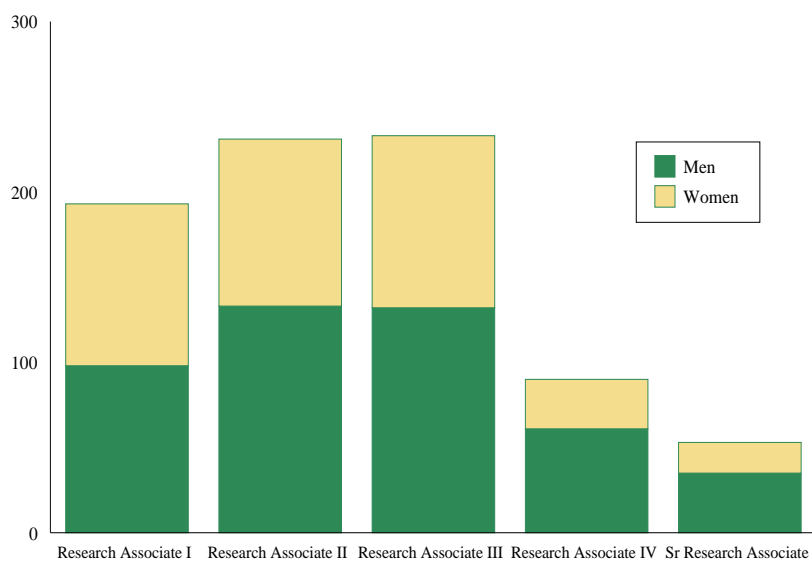
Note: Research Associates are excluded. Includes only 13 and 16 funds. Vice presidents and deans were reclassified from faculty to administrative professionals on January 1, 2003.

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	4	9	2	0	0	15
Agricultural Sciences	16	11	15	13	4	59
Applied Human Sciences	2	9	14	4	2	31
Business	0	0	1	0	1	2
Colorado State University Extension	1	0	2	0	0	3
Engineering	11	38	54	24	12	139
Liberal Arts	3	1	3	0	1	8
Natural Sciences	7	5	6	2	5	25
Veterinary Medicine & Biomedical Sciences	59	49	36	10	6	160
VP for Academic Affairs	0	0	1	0	0	1
VP for Administrative Services	0	1	1	2	1	5
VP for Research	2	1	1	1	0	5
Warner College of Natural Resources	88	107	97	34	21	347
University Total	193	231	233	90	53	800

Research Associates by Job Title and Gender



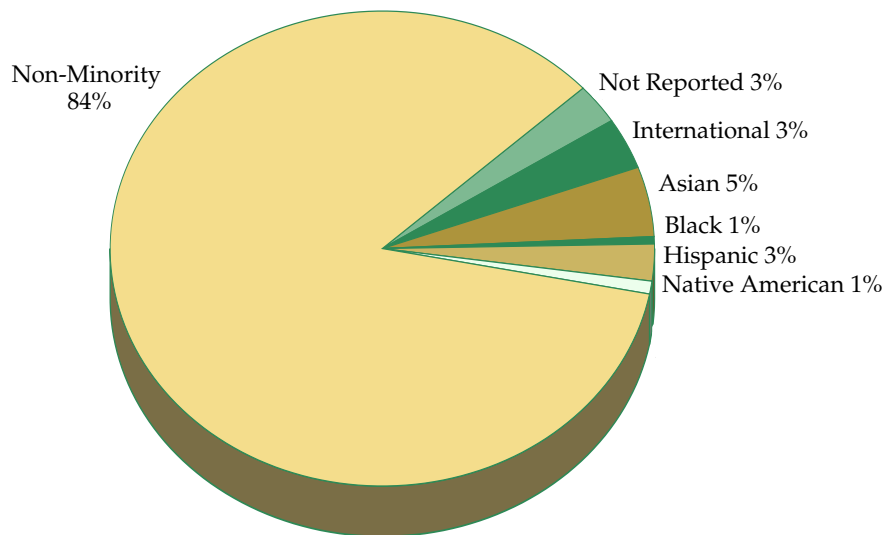
Note: Because the funding and function of Research Associates differs significantly from most other Administrative Professional positions, they are reported separately in this section. Research Associates on regular or special appointments are included in this section.

Research Associates

History of Research Associates

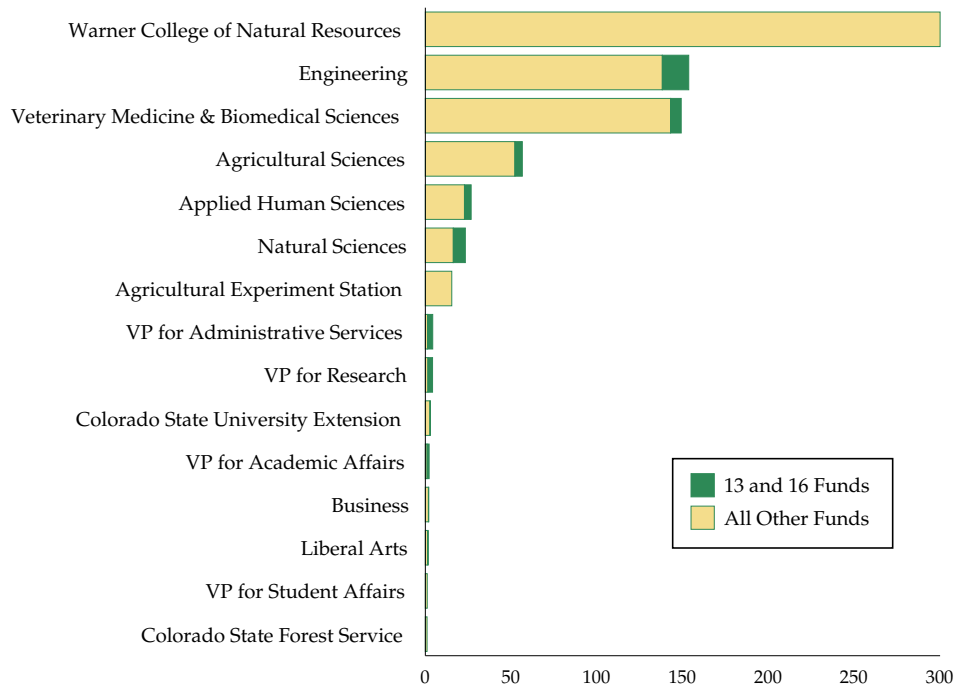
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Agricultural Experiment Station	2	2	18	20	16	15	15	15	16	15	650%
Agricultural Sciences	53	56	48	50	50	56	57	62	57	59	11%
Applied Human Sciences	27	29	26	29	24	25	25	27	29	31	15%
Business	1	1	2	3	3	5	2	1	1	2	100%
CSU Extension	1	2	3	3	2	2	1	2	3	3	200%
Engineering	105	102	108	124	158	152	162	165	167	139	32%
Liberal Arts	1	0	1	1	0	0	1	1	3	8	700%
Natural Sciences	37	33	33	38	30	31	31	24	23	25	-32%
Veterinary Medicine & Biomedical Sciences	105	99	110	107	109	132	149	159	161	160	52%
VP for Academic Affairs	4	6	5	5	4	4	3	1	0	1	-75%
VP for Administrative Services	5	6	5	5	4	4	3	4	5	5	0%
VP for Research	2	2	1	2	2	2	3	4	5	5	150%
Warner College of Natural Resources	194	225	240	269	267	285	279	284	307	347	79%
University Total	537	563	600	656	669	713	731	749	777	800	49%

Research Associates by Ethnicity

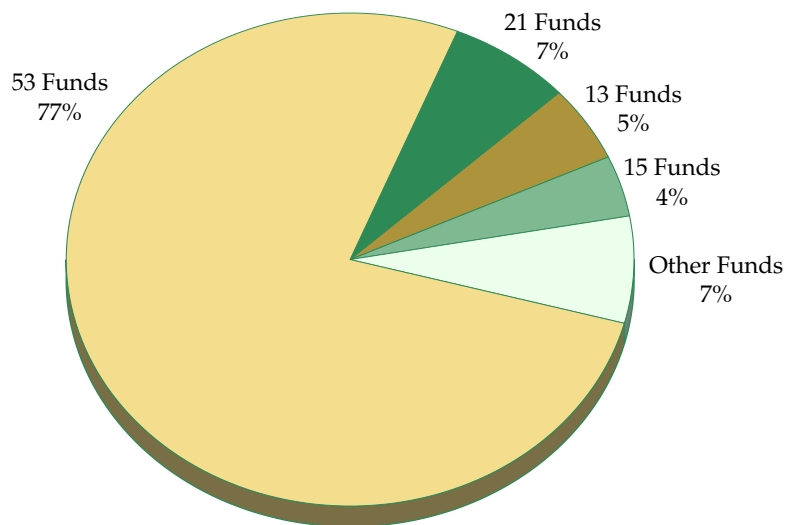


Research Associates

Research Associate FTE by Vice President or College - 2006-07



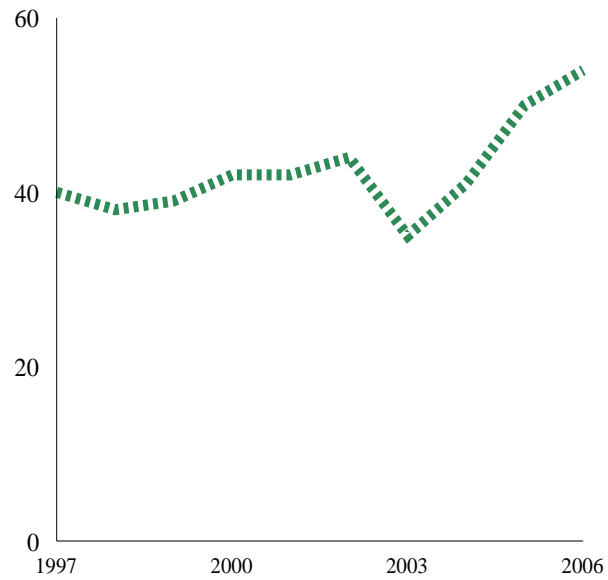
Research Associate FTE by Fund Group



Total FTE = 756.0

Research Associates

Education & General Research Associate FTE



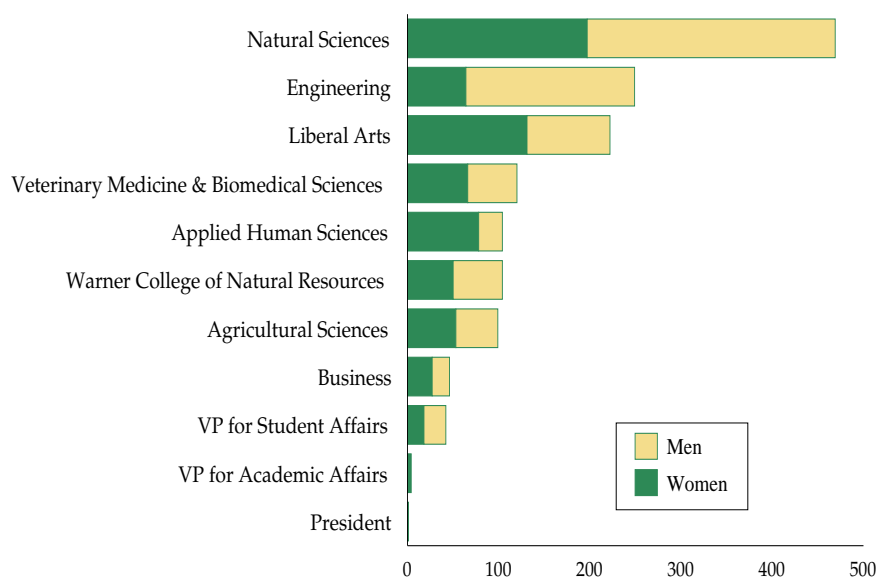
Fiscal Year	Total Education & General Research Associate FTE
1998	38
1999	39
2000	42
2001	42
2002	44
2003	35
2004	41
2005	43
2006	50
2007	54

Graduate Assistants

Graduate Assistants by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Sciences	46	46%	53	54%	99
Applied Human Sciences	26	25%	78	75%	104
Business	27	59%	19	41%	46
Engineering	185	74%	64	26%	249
Liberal Arts	91	41%	131	59%	222
Natural Sciences	272	58%	197	42%	469
President	0	0%	1	100%	1
Veterinary Medicine & Biomedical Sciences	54	45%	66	55%	120
VP for Academic Affairs	0	0%	4	100%	4
VP for Student Affairs	18	43%	24	57%	42
Warner College of Natural Resources	54	52%	50	48%	104
University Total	773	53%	687	47%	1,460

Graduate Assistants by Gender and Vice President or College

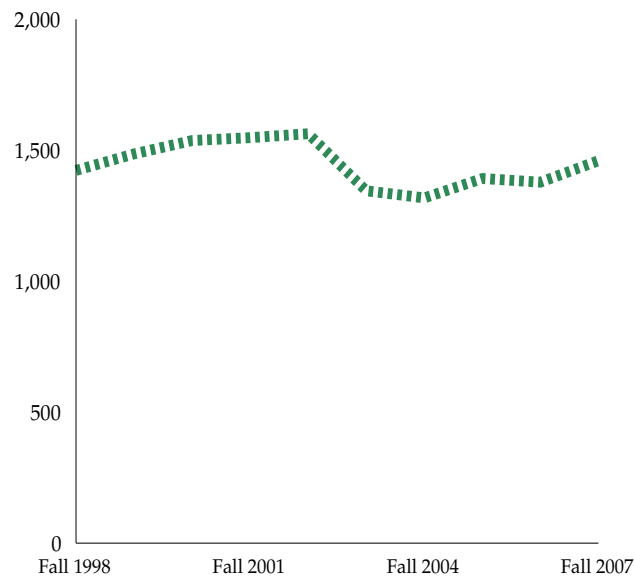


Graduate Assistants

History of Graduate Assistants by Vice President or College

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Agricultural Sciences	93	97	104	108	110	97	84	88	87	99	6%
Applied Human Sciences	106	119	134	144	144	114	107	105	99	104	-2%
Business	78	90	71	63	54	33	32	29	36	46	-41%
Colorado State Forest Service	0	0	0	0	1	0	0	0	0	0	0%
CSU Extension	1	2	1	3	4	0	0	0	0	0	-100%
Engineering	205	201	220	226	239	219	213	241	241	249	21%
Liberal Arts	206	205	214	197	205	156	150	161	160	222	8%
Natural Sciences	143	416	436	441	422	413	423	470	473	469	228%
President	0	0	0	0	0	0	1	0	1	1	N/A
Veterinary Medicine & Biomedical Sciences	120	133	140	130	139	127	123	131	117	120	0%
VP for Academic Affairs	4	4	2	1	2	3	3	2	5	4	0%
VP for Administrative Services	0	1	0	0	0	0	0	0	0	0	0%
VP for Research	0	3	2	3	1	0	1	0	0	0	0%
VP for Student Affairs	64	65	58	57	63	46	41	42	41	42	-34%
Warner College of Natural Resources	143	150	155	175	179	137	140	123	118	104	-27%
University Total	1,423	1,486	1,537	1,548	1,563	1,345	1,318	1,392	1,378	1,460	3%

History of Graduate Assistants

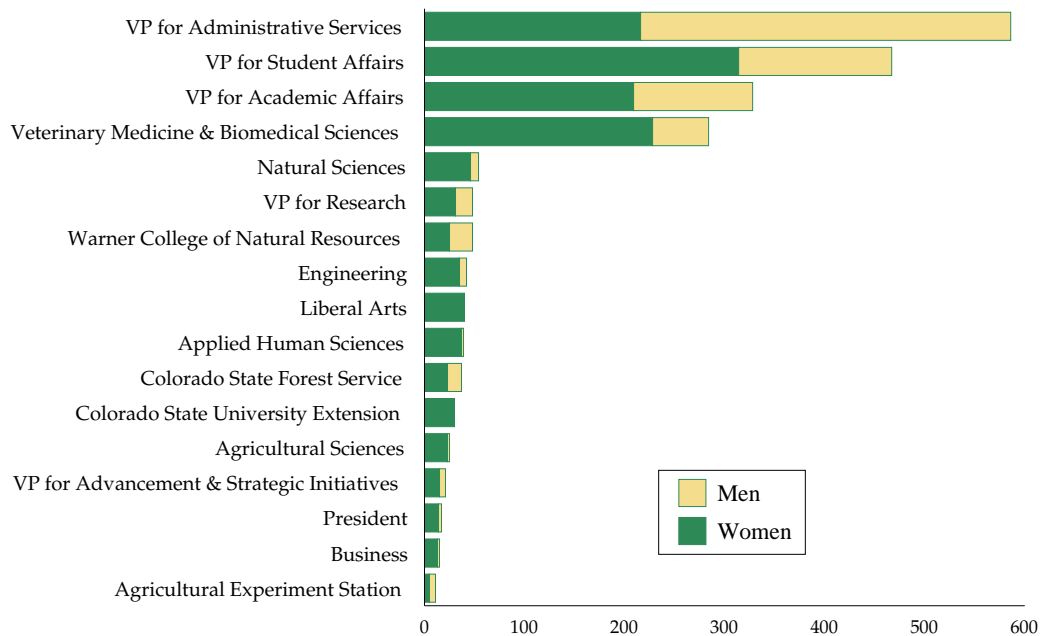


State Classified Employees

State Classified Employees by Gender

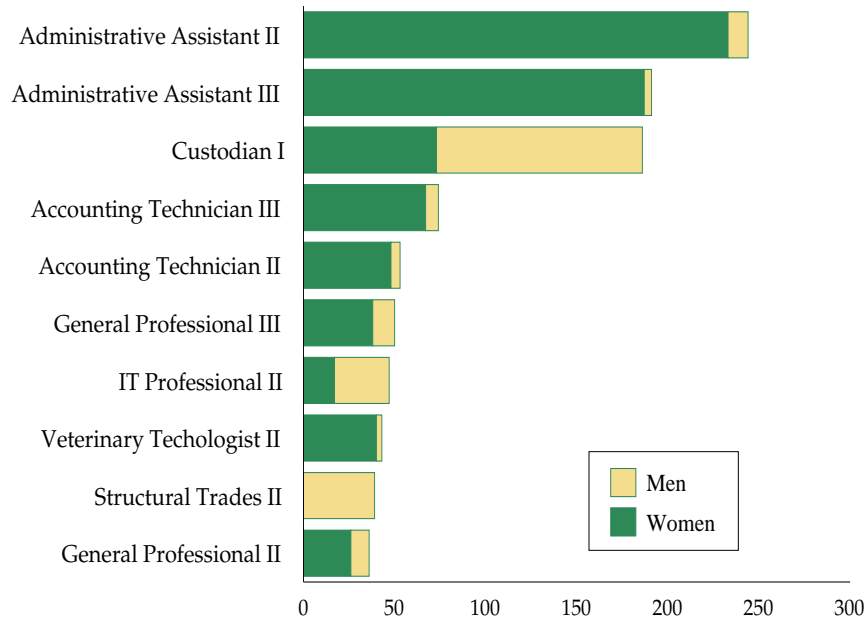
	Men	Percent Men	Women	Percent Women	Total State Classified Employees
Agricultural Experiment Station	6	55%	5	45%	11
Agricultural Sciences	2	8%	23	92%	25
Applied Human Sciences	2	5%	37	95%	39
Business	2	13%	13	87%	15
Colorado State Forest Service	14	38%	23	62%	37
Colorado State University Extension	0	0%	30	100%	30
Engineering	7	17%	35	83%	42
Liberal Arts	0	0%	40	100%	40
Natural Sciences	8	15%	46	85%	54
President	3	18%	14	82%	17
Veterinary Medicine & Biomedical Sciences	56	20%	228	80%	284
VP for Academic Affairs	119	36%	209	64%	328
VP for Administrative Services	370	63%	216	37%	586
VP for Advancement & Strategic Initiatives	6	29%	15	71%	21
VP for Research	17	35%	31	65%	48
VP for Student Affairs	153	33%	314	67%	467
Warner College of Natural Resources	23	48%	25	52%	48
University Total	788	38%	1,304	62%	2,092

State Classified Staff by Vice President or College

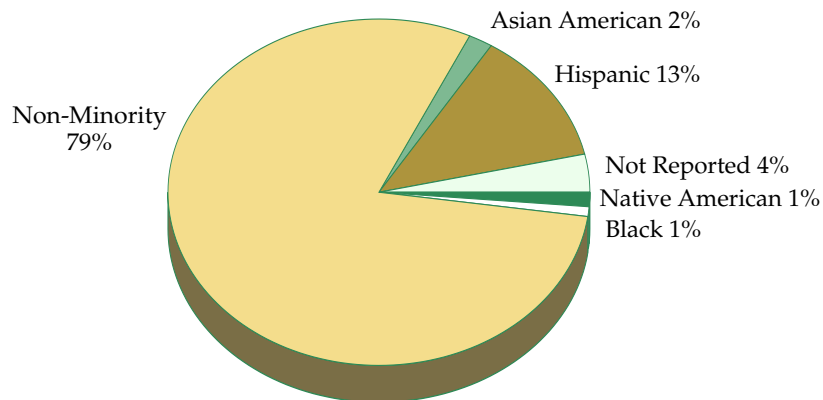


State Classified Employees

State Classified Positions with the Largest Number of Employees



State Classified Employees by Ethnicity



Total Employees = 2,092

Note: International employees are reported with non-minority employees due to the small number.

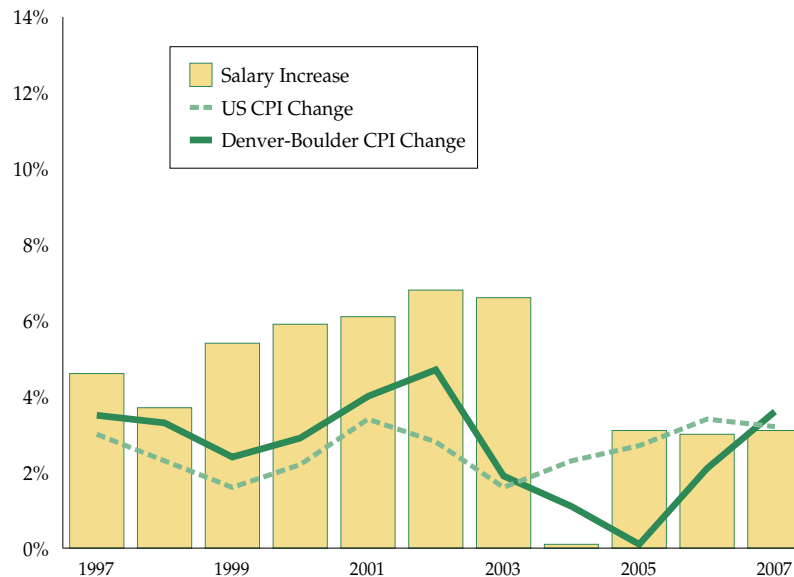
State Classified Employees

History of State Classified Employees by Vice President or Area

	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	Ten-Year Change
Agricultural Experiment Station	4	5	21	21	19	10	11	11	10	11	175%
Agricultural Sciences	61	59	38	38	38	32	36	30	31	25	-59%
Applied Human Sciences	48	47	45	47	43	39	37	36	35	39	-19%
Business	17	15	14	14	14	14	13	13	14	15	-12%
Colorado State Forest Service	32	31	35	30	29	30	30	29	27	37	16%
Colorado State University Extension	41	40	34	29	33	28	24	23	28	30	-27%
Engineering	72	72	63	62	57	51	48	42	40	42	-42%
Liberal Arts	37	39	39	39	38	38	36	34	37	40	8%
Natural Sciences	63	67	66	64	64	65	63	60	57	54	-14%
President	16	15	16	15	14	14	14	15	15	17	6%
Veterinary Medicine & Biomedical Sciences	232	237	240	265	269	256	251	264	274	284	22%
VP for Academic Affairs	155	185	183	179	149	145	101	200	302	328	112%
VP for Administrative Services	511	512	517	521	541	499	491	511	567	586	15%
VP for Advancement & Strategic Initiatives	58	64	67	70	73	69	70	65	21	21	-64%
VP for Research	146	153	151	154	170	152	148	57	58	48	-67%
VP for Student Affairs	612	570	629	609	602	578	612	604	469	467	-24%
Warner College of Natural Resources	37	38	45	49	54	50	49	54	50	48	30%
University Total	2,142	2,149	2,203	2,206	2,207	2,070	2,034	2,048	2,035	2,092	-2%

State Classified Employees

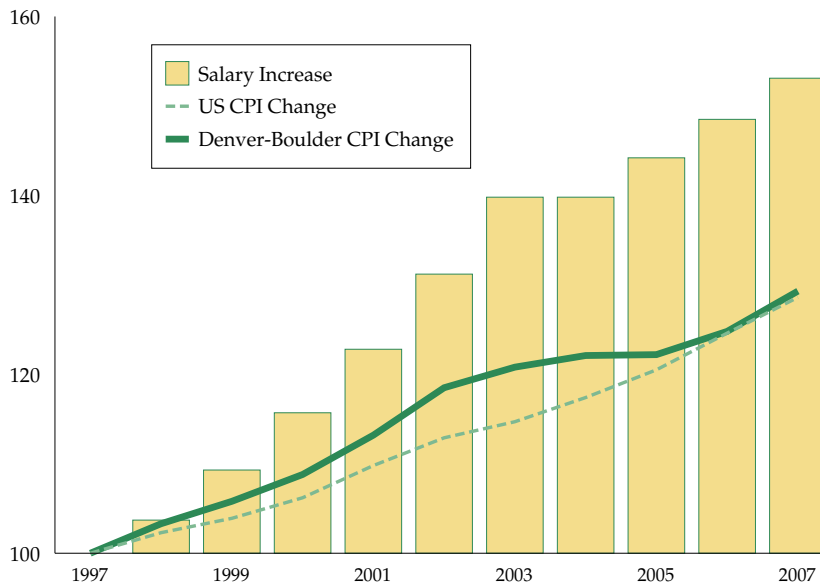
Comparison of State Classified Employee Salaries and CPI Changes



Fiscal Year	Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1997	4.60%	3.0%	3.5%
1998	3.70%	2.3%	3.3%
1999	5.40%	1.6%	2.4%
2000	5.90%	2.2%	2.9%
2001	6.10%	3.4%	4.0%
2002	6.80%	2.8%	4.7%
2003	6.60%	1.6%	1.9%
2004	0.00%	2.3%	1.1%
2005	3.10%	2.7%	0.1%
2006	3.00%	3.4%	2.1%
2007	3.10%	3.2%	3.6%

State Classified Employees

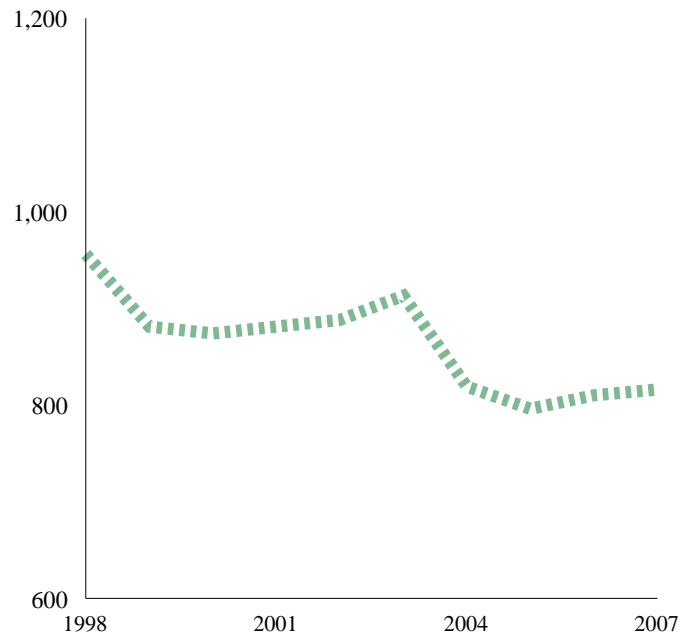
Cumulative History of State Classified Employee Salaries Compared to the Consumer Price Index



Fiscal Year	Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1997	100.0	100.0	100.0
1998	103.7	102.3	103.3
1999	109.3	103.9	105.8
2000	115.7	106.2	108.8
2001	122.8	109.8	113.2
2002	131.2	112.9	118.5
2003	139.8	114.7	120.8
2004	139.8	117.4	122.1
2005	144.2	120.5	122.2
2006	148.5	124.6	124.8
2007	153.1	128.6	129.3

State Classified Employees

Education & General State Classified Employee FTE



Fiscal Year	E & G State Classified Employee FTE
1998	956
1999	881
2000	874
2001	881
2002	888
2003	913
2004	819
2005	796
2006	810
2007	816

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