

Employee Highlights

Total University Employees:

Tenure-Track Faculty	1,045
Special Faculty	425
Temporary Faculty	240
Administrative Professionals (excludes Research Associates)	1,944
Research Associates	905
State Classified Staff	1,764
Post Doctorates	247
Other Salaried Employees	131
Total Employees	6,701

Largest number of faculty on tenure-track appointments by college: Liberal Arts (234), Natural Sciences (175), and Veterinary Medicine & Biomedical Sciences (172).

Faculty on tenure-track appointments who are full professors: 41%, down from 50% in 2004-05

Faculty on tenure-track appointments who are ethnic minorities: 14%, up from 11% in 2004-05

Faculty on tenure-track appointments who are women: 37%, up from 27% in 2004-05

Faculty on tenure-track appointments who are tenured: 76%, down from 77% in 2004-05.

Mean faculty salaries for all ranks combined for faculty on tenure-track appointments: nine-month appointments (\$92,995) and 12-month appointments (\$132,705).

Total new faculty hired on tenure-track appointments in 2012-13: 53

Largest number of faculty on special appointments by college: Liberal Arts (219), Health & Human Sciences (59), and Veterinary Medicine & Biomedical Science (57).

Largest number of faculty on temporary appointments by college: Health & Human Sciences (89), Liberal Arts (69), and Business (35).

Largest number of administrative professionals by area: VP for Student Affairs (256), CSU Extension (160), and Engineering (149).

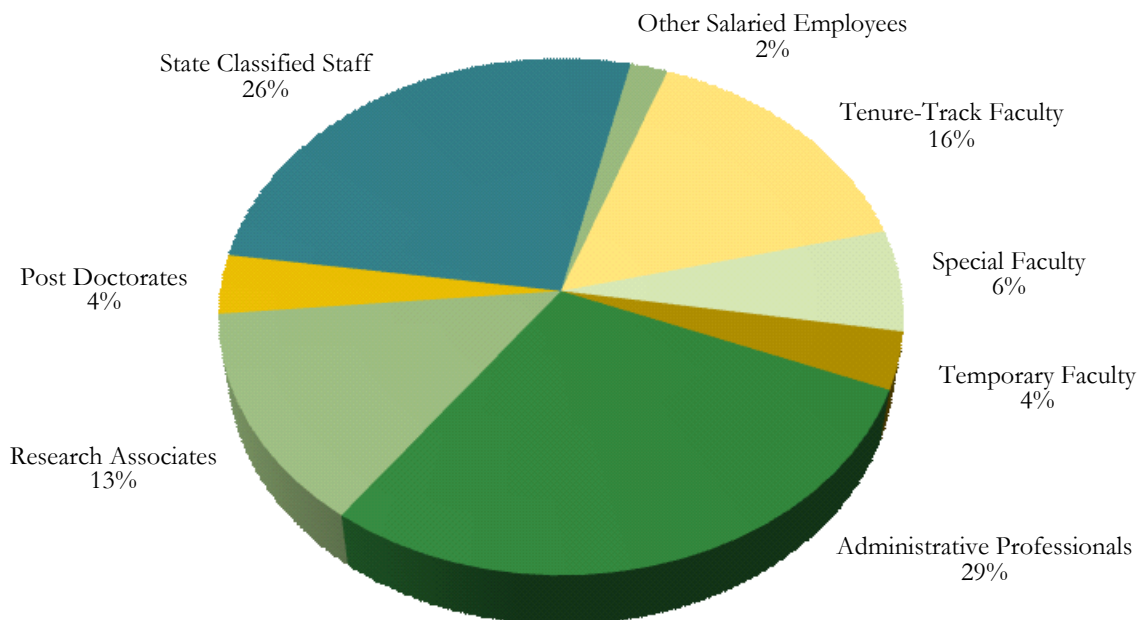
Largest number of research associates by area: Warner College of Natural Resources (366), Engineering (145), and Veterinary Medicine & Biomedical Sciences (142).

Largest number of state classified staff by area: VP for University Operations (524), VP for Student Affairs (453), and Veterinary Medicine & Biomedical Sciences (229).

Note: Employee highlights are for fall 2013 (unless otherwise noted).

University Employees

University Employees



Total Employees = 6,701

	Total Employees	Percent of Total Employees
Faculty		
Tenure-Track Faculty	1,045	16%
Special Faculty	425	6%
Temporary Faculty	240	4%
Total Faculty	1,710	26%
Administrative Professionals		
Administrative Professionals	1,944	29%
Research Associates	905	13%
Total Administrative Professionals	2,849	42%
Other Employees		
State Classified Staff	1,764	26%
Post Doctorates	247	4%
Other Salaried Employees	131	2%
Total Other Employees	2,142	32%
Total Employees	6,701	100%

Note: The "Other Salaried Employees" category includes Clinical Psychology Interns, Fellowship Grant Trainee Postdoctorals, Fellowship Grant Trainee Predoctorals, and Veterinary Interns. Research Associates are reported separately from other Administrative Professionals. Includes Administrative Professionals and Research Associates on temporary appointments. Includes employees as of September 30, 2013.

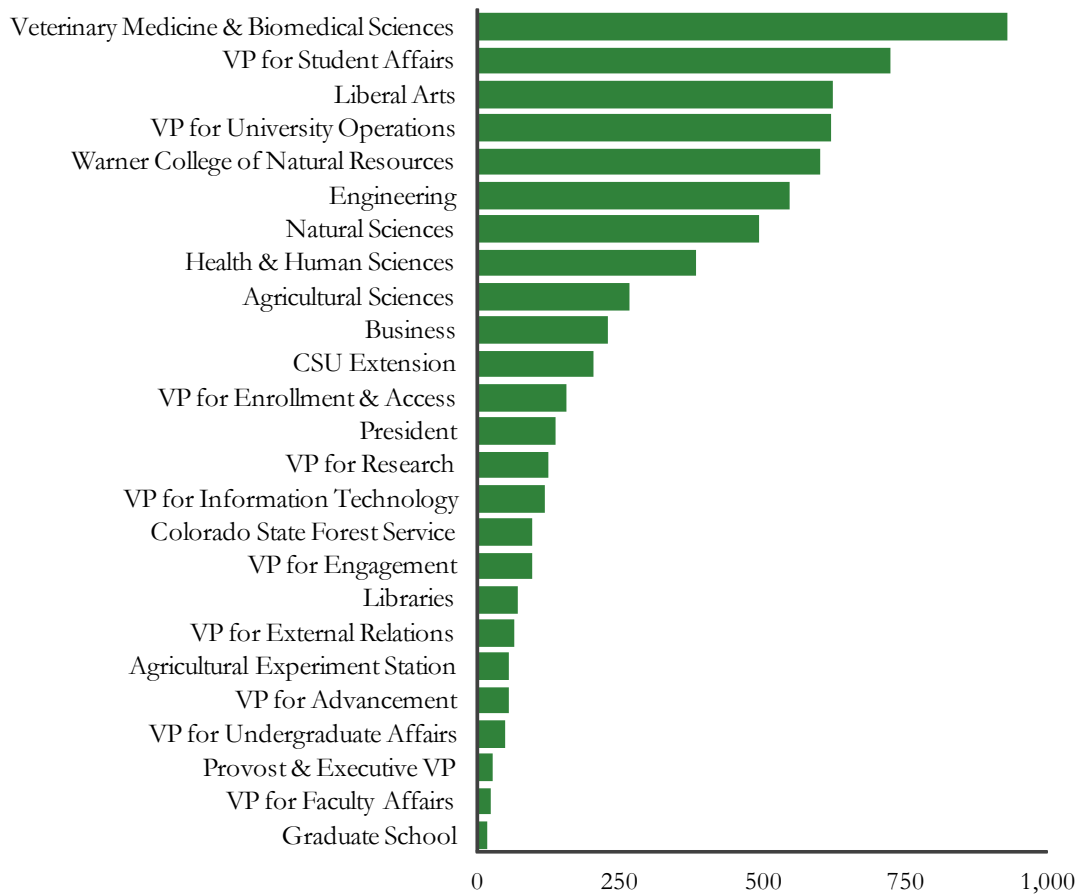
University Employees

University Employees by Type and Agency, College or Administrative Area

	Tenure-Track Faculty	Special Faculty	Temporary Faculty	Administrative Professionals	Research Associates	State Classified Staff	Post Doctorates	Other Salaried Employees	Total Employees
Agencies									
Agricultural Experiment Station	0	1	0	14	32	8	1	0	56
Colorado State Forest Service	0	0	0	72	0	25	0	0	97
CSU Extension	0	0	0	164	2	37	0	0	203
Colleges									
Agricultural Sciences	104	18	7	47	60	16	11	2	265
Business	65	18	35	91	8	11	0	0	228
Engineering	105	9	8	171	152	23	39	40	547
Health & Human Sciences	111	59	89	66	38	20	0	0	383
Liberal Arts	234	219	69	65	3	32	0	0	622
Natural Sciences	175	26	20	98	48	44	66	17	494
Veterinary Medicine & Biomedical Sciences	172	57	6	153	149	229	108	53	927
Warner College of Natural Resources	61	8	4	63	382	48	20	15	601
Administration									
President	0	0	0	129	0	6	0	0	135
Provost & Executive VP	0	0	0	24	0	3	0	0	27
Graduate School	0	0	0	8	0	9	0	0	17
Libraries	18	3	1	13	1	35	0	0	71
VP for Advancement	0	0	0	43	0	13	0	0	56
VP for Engagement	0	0	1	74	3	17	0	0	95
VP for Enrollment & Access	0	0	0	80	0	74	0	0	154
VP for External Relations	0	0	0	40	0	25	0	0	65
VP for Faculty Affairs	0	0	0	23	0	1	0	0	24
VP for Information Technology	0	0	0	49	0	69	0	0	118
VP for Research	0	0	0	68	22	35	0	0	125
VP for Student Affairs	0	0	0	264	0	454	2	4	724
VP for Undergraduate Affairs	0	7	0	33	0	7	0	0	47
VP for University Operations	0	0	0	92	5	523	0	0	620
University Summary	1,045	425	240	1,944	905	1,764	247	131	6,701

University Employees

University Employees by Agency, College or Administrative Area



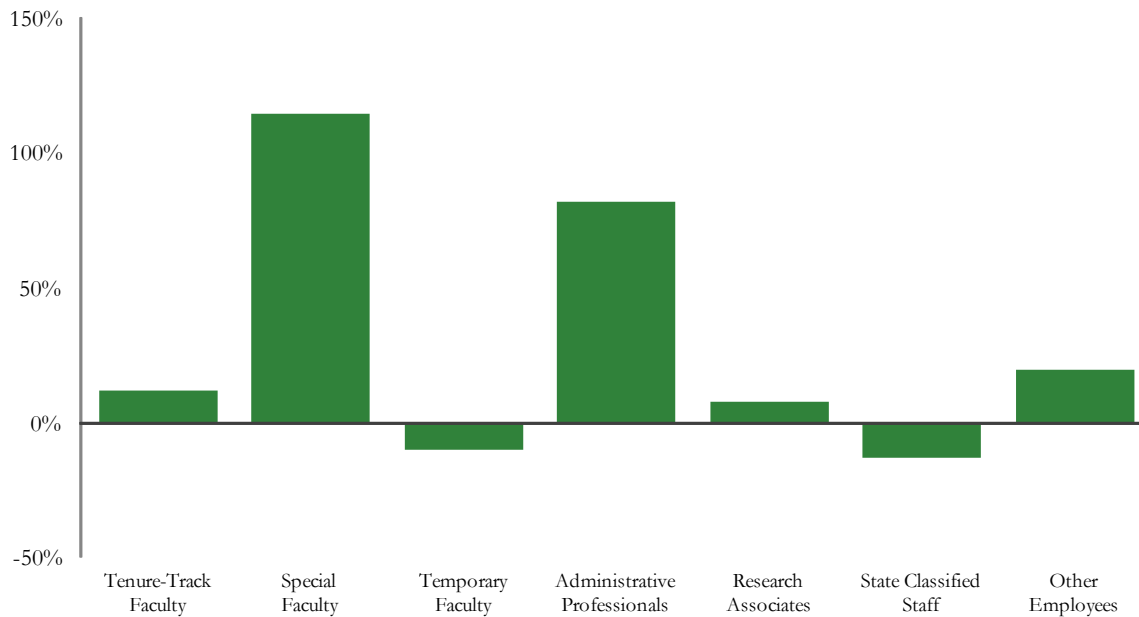
Total University Employees = 6,701

University Employees

History of University Employees

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Tenure-Track Faculty	934	930	943	973	1,019	1,033	1,000	1,003	1,008	1,045	12%
Special Faculty	198	198	215	346	303	302	331	331	401	425	115%
Temporary Faculty	268	295	303	149	196	182	209	225	253	240	-10%
Administrative Professionals	1,067	1,085	1,172	1,258	1,356	1,362	1,417	1,491	1,641	1,944	82%
Research Associates	835	858	867	891	902	894	877	866	863	905	8%
State Classified Staff	2,034	2,048	2,035	2,092	2,121	2,060	2,035	1,940	1,910	1,764	-13%
Other Employees	315	313	327	361	352	307	314	342	399	378	20%
Total Employees	5,651	5,727	5,862	6,070	6,249	6,140	6,183	6,198	6,475	6,701	19%

AY 2004-05 to AY 2013-14
Percent Change in University Employees

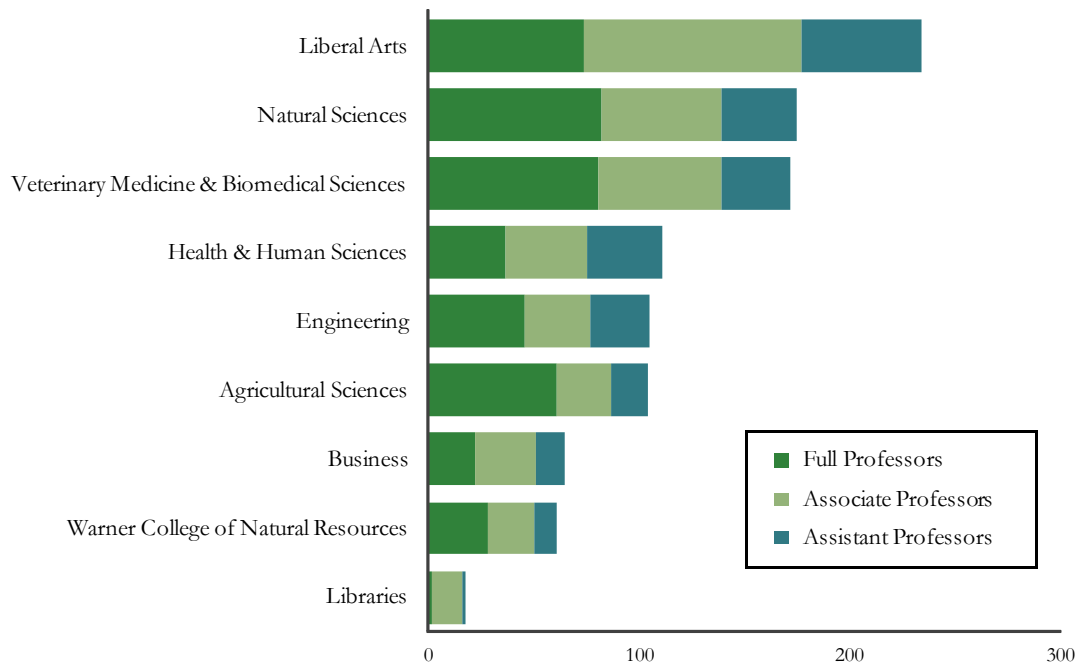


Tenure-Track Faculty by Rank

Tenure-Track Faculty by Rank

	Full Professors	Associate Professors	Assistant Professors	Total Faculty
Agricultural Sciences	61	26	17	104
Business	22	29	14	65
Engineering	46	31	28	105
Health & Human Sciences	37	38	36	111
Liberal Arts	74	103	57	234
Libraries	2	14	2	18
Natural Sciences	82	57	36	175
Veterinary Medicine & Biomedical Sciences	81	58	33	172
Warner College of Natural Resources	28	22	11	61
University Total	433	378	234	1,045

Tenure-Track Faculty by Rank



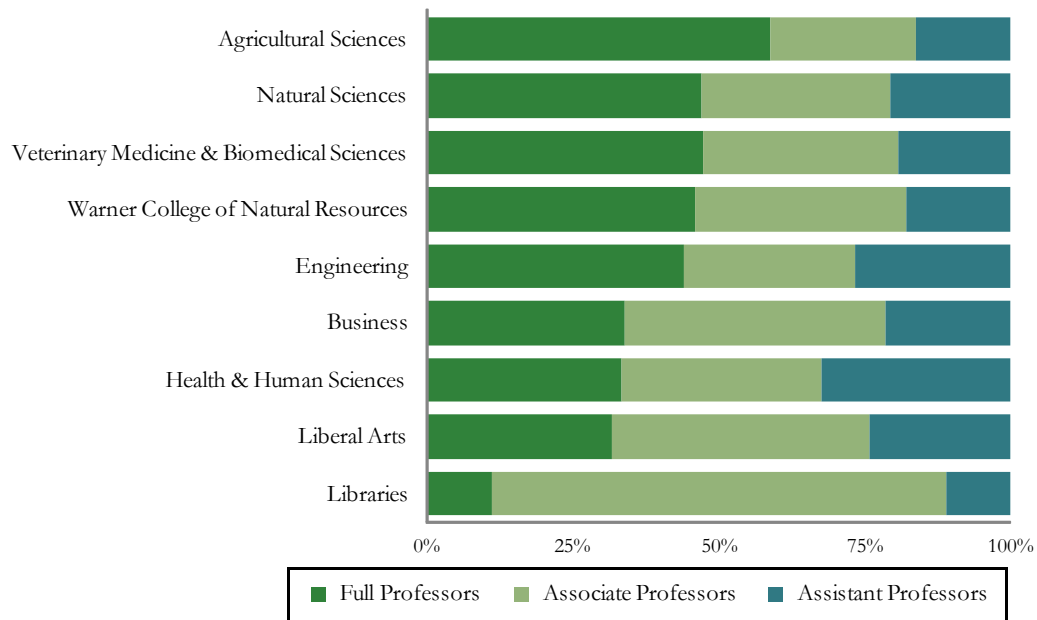
Note: Includes tenure-track faculty who were employed on September 30, 2013 and were not on Leave Without Pay or a Transitional-Inactive appointment.

Tenure-Track Faculty by Rank

Percentage of Tenure-Track Faculty by Rank

	Full Professors	Associate Professors	Assistant Professors	Total Faculty
Agricultural Sciences	59%	25%	16%	100%
Business	34%	45%	21%	100%
Engineering	44%	29%	27%	100%
Health & Human Sciences	33%	34%	33%	100%
Liberal Arts	32%	44%	24%	100%
Libraries	11%	78%	11%	100%
Natural Sciences	47%	33%	20%	100%
Veterinary Medicine & Biomedical Sciences	47%	34%	19%	100%
Warner College of Natural Resources	46%	36%	18%	100%
University Total	42%	36%	22%	100%

Percentage of Tenure-Track Faculty by Rank

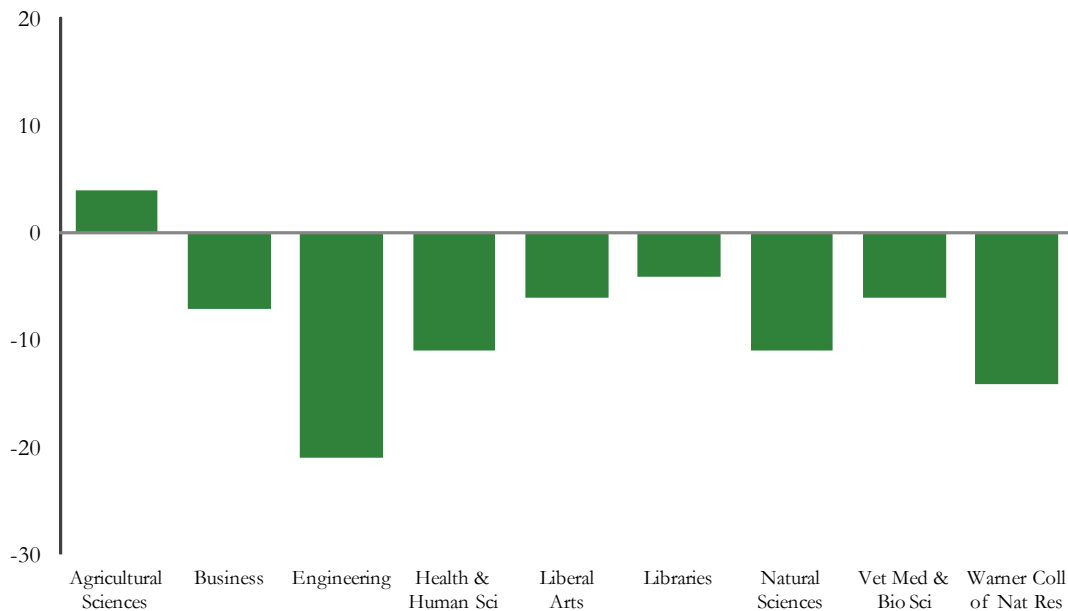


Tenure-Track Faculty by Rank

History of the Percentage of Full Professors by College

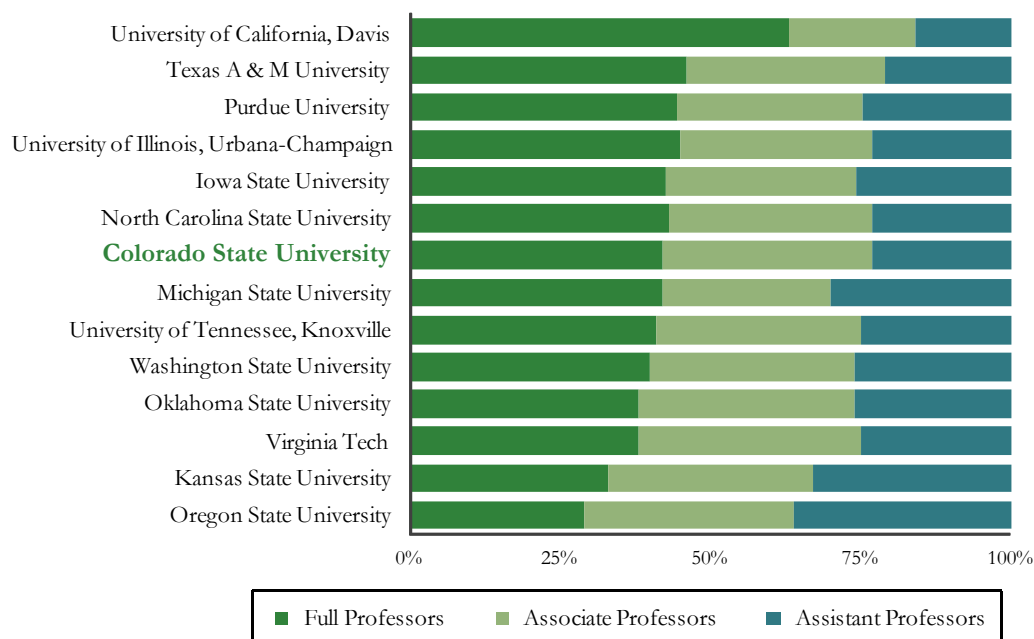
	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013-14 Point Change
Agricultural Sci	55%	56%	54%	53%	50%	50%	50%	53%	55%	59%	4
Business	41%	40%	37%	33%	28%	31%	32%	33%	35%	34%	-7
Engineering	65%	66%	61%	59%	55%	52%	49%	49%	48%	44%	-21
Health & Human Sciences	44%	41%	42%	43%	40%	37%	36%	36%	37%	33%	-11
Liberal Arts	38%	35%	34%	33%	31%	31%	29%	33%	32%	32%	-6
Libraries	15%	14%	12%	15%	15%	16%	15%	10%	15%	11%	-4
Natural Sciences	58%	53%	52%	49%	46%	45%	48%	48%	48%	47%	-11
Veterinary Med & Biomedical Sci	53%	50%	48%	48%	44%	43%	45%	45%	44%	47%	-6
Warner College of Natural Resources	60%	56%	51%	47%	45%	43%	41%	41%	44%	46%	-14
University Total	50%	47%	45%	44%	41%	40%	40%	42%	42%	42%	-8

AY 2004-05 to AY 2013-14 Percentage Point Change in Full Professors as a Percent of Total Faculty



Tenure-Track Faculty by Rank

Board of Governors' Peer Group Comparison Tenure-Track Faculty by Rank - 2012-13



	Full Professors	Associate Professors	Assistant Professors	Total Faculty
Colorado State University	407	340	219	966
Iowa State University	524	393	315	1,232
Kansas State University	267	273	269	809
Michigan State University	839	569	616	2,024
North Carolina State University	449	358	237	1,044
Oklahoma State University	326	313	222	861
Oregon State University	167	205	211	583
Purdue University	807	554	450	1,811
Texas A & M University	707	505	321	1,533
University of California, Davis	789	262	196	1,247
University of Illinois, Urbana-Champaign	773	540	397	1,710
University of Tennessee, Knoxville	555	461	345	1,361
Virginia Tech	464	452	309	1,225
Washington State University	360	304	230	894

Source: Peer Comparison, *Academe, The Annual Report on the Economic Status of the Profession, 2012-13*

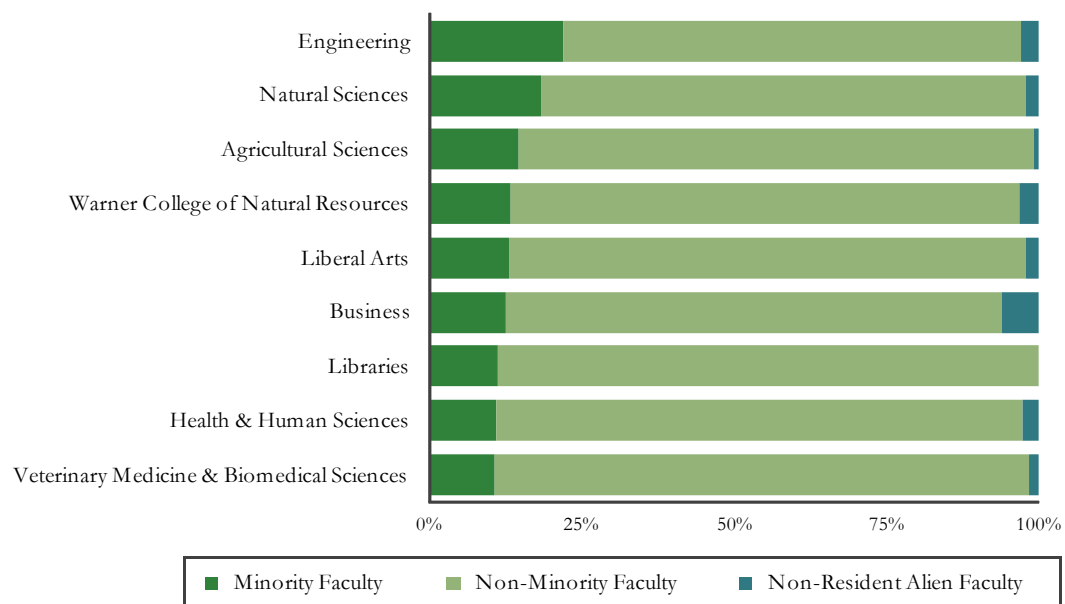
Note: Includes instructional faculty only.

Tenure-Track Faculty by Ethnicity

Tenure-Track Faculty by Ethnicity

	Asian	Black	Hispanic	Multi-Racial	Native American	Total Minorities	Non-Resident Alien	Non-Minorities	Total Faculty
Agricultural Sciences	7	1	6	1	0	15	1	88	104
Business	3	1	3	1	0	8	4	53	65
Engineering	17	0	6	0	0	23	3	79	105
Health & Human Sci	5	1	6	0	0	12	3	96	111
Liberal Arts	9	3	16	1	1	30	5	199	234
Libraries	1	1	0	0	0	2	0	16	18
Natural Sciences	20	2	8	2	0	32	4	139	175
Veterinary Medicine & Biomedical Sciences	11	0	5	2	0	18	3	151	172
Warner College of Natural Resources	4	2	1	0	1	8	2	51	61
University Summary	77	11	51	7	2	148	25	872	1,045

Tenure-Track Faculty by College and Minority Status



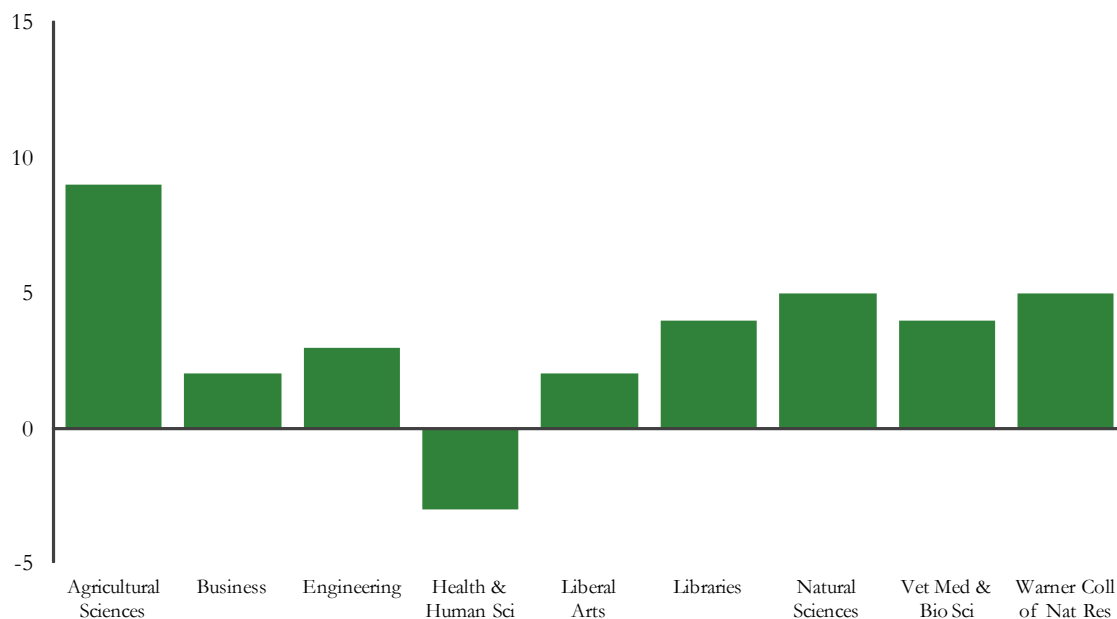
Note: The federal IPEDS definition is used for reporting international faculty. Those who have a visa type of permanent resident are not reported in the non-resident alien category but with their ethnic group. Includes tenure-track faculty who were employed on September 30, 2013 and were not on Leave Without Pay or a Transitional-Inactive appointment. Asian, Black, Multi-Racial, and Native American faculty are non-Hispanic.

Tenure-Track Faculty by Ethnicity

History of Minority Faculty as a Percent of the Total Faculty by College

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013-14 Point Change
Agricultural Sciences	5%	6%	7%	8%	10%	12%	11%	13%	15%	14%	9
Business	10%	10%	8%	8%	9%	9%	9%	13%	13%	12%	2
Engineering	19%	20%	22%	23%	23%	23%	27%	26%	26%	22%	3
Health & Human Sci	14%	15%	13%	13%	13%	15%	14%	14%	11%	11%	-3
Liberal Arts	11%	13%	12%	12%	14%	12%	13%	14%	14%	13%	2
Libraries	7%	4%	4%	4%	8%	8%	11%	10%	10%	11%	4
Natural Sciences	13%	14%	14%	15%	15%	16%	16%	17%	18%	18%	5
Veterinary Med & Biomedical Sciences	6%	6%	6%	6%	5%	5%	5%	7%	9%	10%	4
Warner College of Natural Resources	8%	12%	11%	12%	11%	12%	12%	11%	13%	13%	5
University Summary	11%	11%	11%	11%	12%	12%	13%	14%	14%	14%	3

AY 2004-05 to AY 2013-14 Percentage Point Change in the Percent of Minority Faculty by College

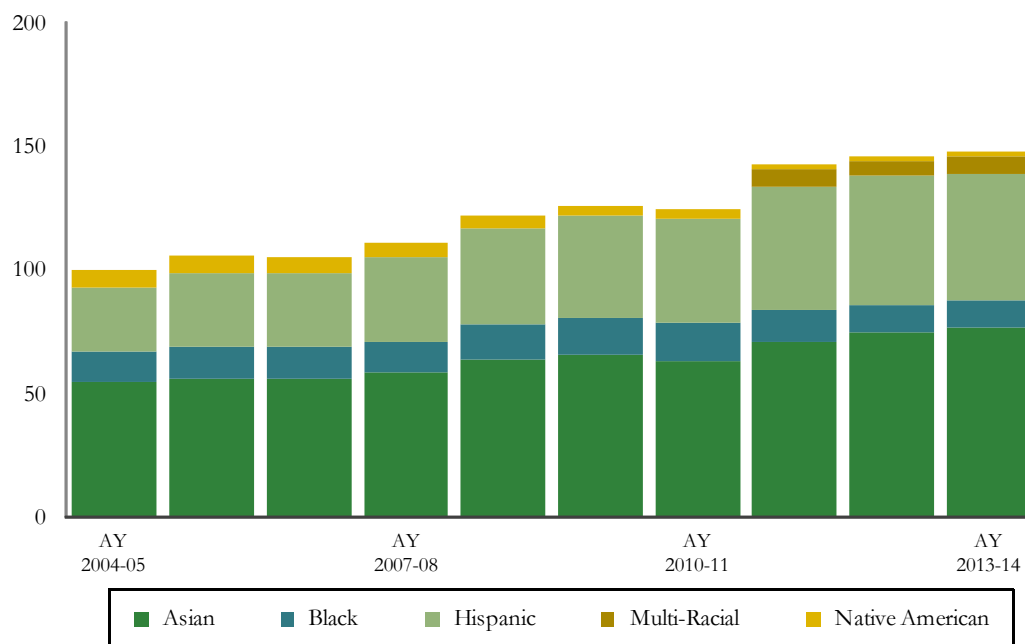


Tenure-Track Faculty by Ethnicity

History of Faculty by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY2004-2005 to AY 2013- 2014 Change
Asian	55	56	56	59	64	66	63	71	75	77	40%
Black	12	13	13	12	14	15	16	13	11	11	-8%
Hispanic	26	30	30	34	39	41	42	50	52	51	96%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	6	7	N/A
Native American	7	7	6	6	5	4	4	2	2	2	-71%
Total Minority	100	106	105	111	122	126	125	143	146	148	48%
Non-Resident Alien	21	27	36	38	49	49	40	25	18	25	19%
Non-Minority	812	796	801	824	848	858	835	835	844	872	7%
Total Faculty	933	929	942	973	1,019	1,033	1,000	1,003	1,008	1,045	12%
Minority Faculty as a Percent of Total Faculty	10.7%	11.4%	11.1%	11.4%	12.0%	12.2%	12.5%	14.3%	14.5%	14.2%	

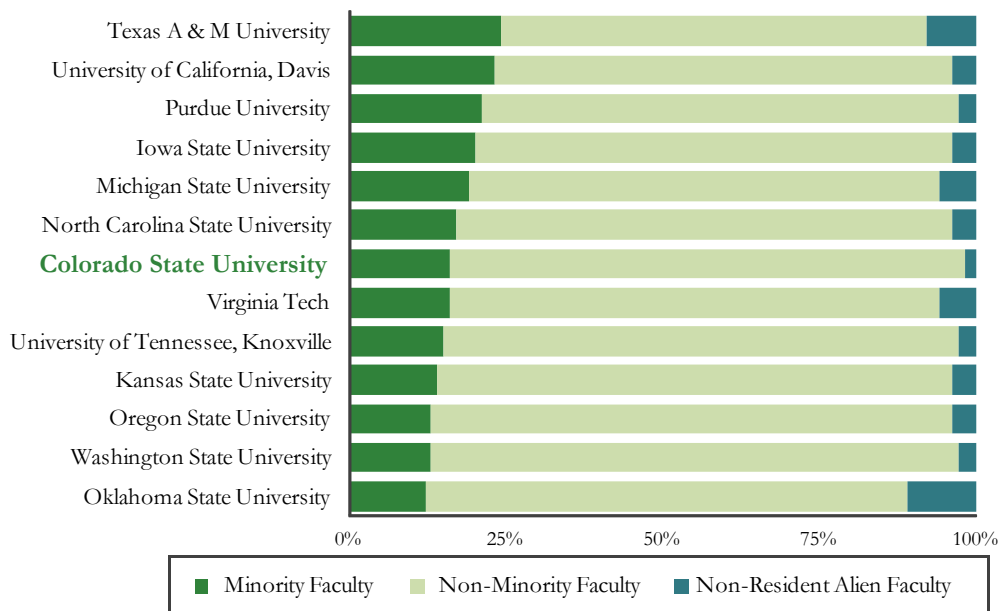
History of Minority Faculty



Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used for 2010-11. Part of the increase in Hispanic faculty in fall 2011 may be due to the change in ethnic categories requiring all faculty who are part Hispanic to be reported as Hispanic instead of with their other ethnic group. The addition of the Multi-Racial category may have decreased the number of faculty reported in the Black and Native American categories. Non-resident alien faculty are not reported in the minority categories. Asian, Black, Multi-Racial, and Native American faculty are non-Hispanic.

Tenure-Track Faculty by Ethnicity

Board of Governors' Peer Group Comparison Instructional Faculty by Minority Status - 2012-13



	Minority Faculty	Minority Faculty as a Percent of Total Faculty	Non-Resident Alien Faculty	Non-Minority Faculty	Total Faculty
Colorado State University	158	16%	18	790	966
Iowa State University	354	20%	65	1,326	1,745
Kansas State University	167	14%	45	991	1,203
Michigan State University	533	19%	169	2,087	2,789
North Carolina State University	312	17%	73	1,436	1,821
Oklahoma State University	158	12%	148	1,038	1,344
Oregon State University	181	13%	59	1,105	1,345
Purdue University	488	21%	68	1,769	2,325
Texas A & M University	577	24%	189	1,685	2,451
University of California, Davis	409	23%	63	1,317	1,789
University of Tennessee, Knoxville	259	15%	50	1,368	1,677
Virginia Tech	268	16%	95	1,308	1,671
Washington State University	227	13%	47	1,427	1,701

Source: Common Data Set, 2012-13

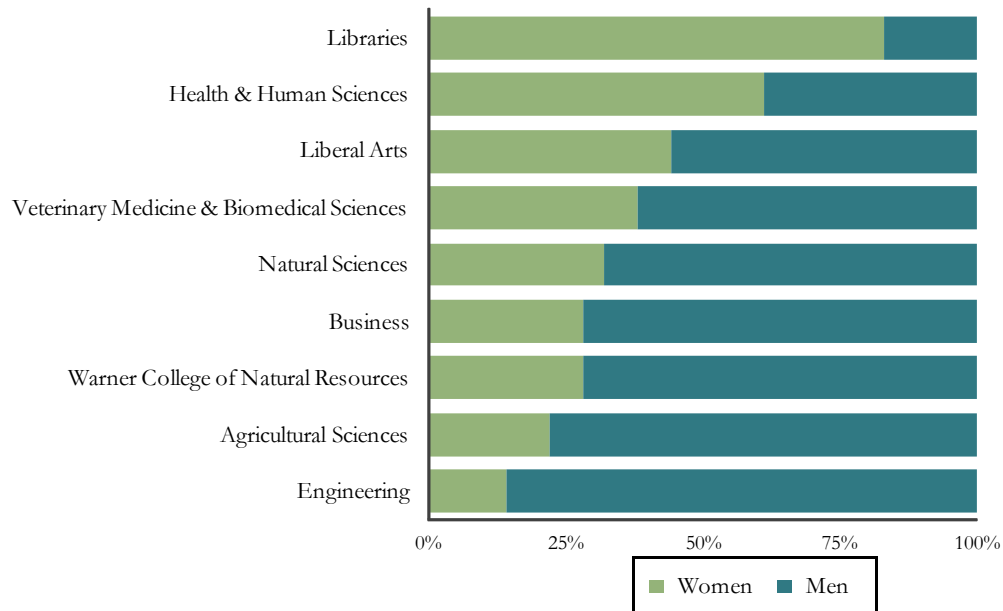
Note: Includes instructional faculty only. The federal IPEDS definition is used for reporting international faculty. Those who have a visa type of permanent resident are not reported in the international category but with their ethnic group.

Tenure-Track Faculty by Gender

Tenure-Track Faculty by College and Gender

	Men	Women	Women Faculty as a Percent of Total Faculty	Total Faculty
Agricultural Sciences	81	23	22%	104
Business	47	18	28%	65
Engineering	90	15	14%	105
Health & Human Sciences	43	68	61%	111
Liberal Arts	130	104	44%	234
Libraries	3	15	83%	18
Natural Sciences	119	56	32%	175
Veterinary Medicine & Biomedical Sciences	107	65	38%	172
Warner College of Natural Resources	44	17	28%	61
University Total	664	381	36%	1,045

Tenure-Track Faculty by College and Gender



Note: Includes tenure-track faculty who were employed on September 30, 2013 and were not on Leave Without Pay or a Transitional-Inactive appointment.

Tenure-Track Faculty by Gender

Full Professors by Gender

	Men	Women	Women Faculty as a Percent of Total Faculty	Total Faculty
Agricultural Sciences	52	9	15%	61
Business	19	3	14%	22
Engineering	43	3	7%	46
Health & Human Sciences	16	21	57%	37
Liberal Arts	49	25	34%	74
Libraries	0	2	100%	2
Natural Sciences	60	22	27%	82
Veterinary Medicine & Biomedical Sciences	62	19	23%	81
Warner College of Natural Resources	23	5	18%	28
University Total	324	109	25%	433

Associate Professors by Gender

	Men	Women	Women Faculty as a Percent of Total Faculty	Total Faculty
Agricultural Sciences	22	4	15%	26
Business	18	11	38%	29
Engineering	26	5	16%	31
Health & Human Sciences	16	22	58%	38
Liberal Arts	52	51	50%	103
Libraries	2	12	86%	14
Natural Sciences	36	21	37%	57
Veterinary Medicine & Biomedical Sciences	31	27	47%	58
Warner College of Natural Resources	13	9	41%	22
University Total	216	162	43%	378

Assistant Professors by Gender

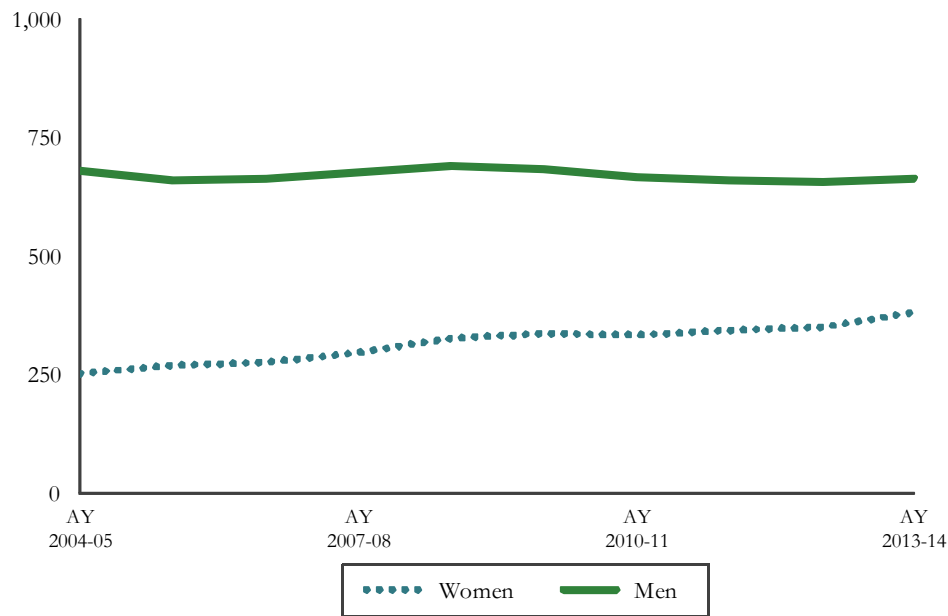
	Men	Women	Women Faculty as a Percent of Total Faculty	Total Faculty
Agricultural Sciences	7	10	59%	17
Business	10	4	29%	14
Engineering	21	7	25%	28
Health & Human Sciences	11	25	69%	36
Liberal Arts	29	28	49%	57
Libraries	1	1	50%	2
Natural Sciences	23	13	36%	36
Veterinary Medicine & Biomedical Sciences	14	19	58%	33
Warner College of Natural Resources	8	3	27%	11
University Total	124	110	47%	234

Tenure-Track Faculty by Gender

History of Tenure-Track Faculty by Gender

Academic Year	Men	Women	Women Faculty as a Percent of Total Faculty	Total Faculty
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
2008-09	693	326	32.0%	1,019
2009-10	696	337	32.6%	1,033
2010-11	668	332	33.2%	1,000
2011-12	661	342	34.1%	1,003
2012-13	658	350	34.7%	1,008
2013-14	664	381	36.5%	1,045

History of Tenure-Track Faculty by Gender

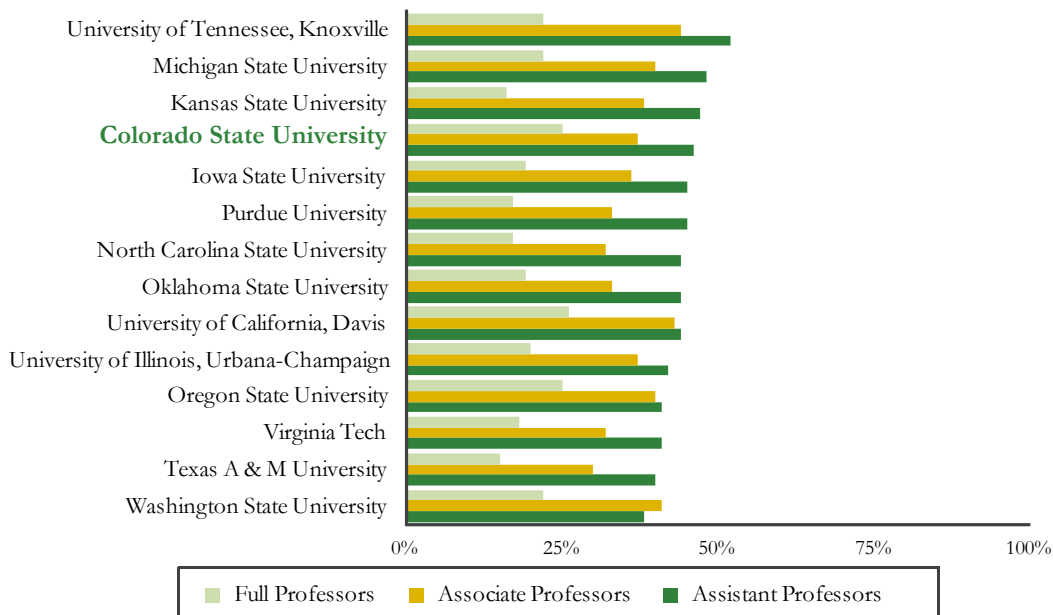


Tenure-Track Faculty by Gender

Board of Governors' Peer Group Comparison Women Faculty as a Percent of Total Faculty by Rank

	Full Professors	Associate Professors	Assistant Professors
Colorado State University	25%	37%	46%
Iowa State University	19%	36%	45%
Kansas State University	16%	38%	47%
Michigan State University	22%	40%	48%
North Carolina State University	17%	32%	44%
Oklahoma State University	19%	33%	44%
Oregon State University	25%	40%	41%
Purdue University	17%	33%	45%
Texas A & M University	15%	30%	40%
University of California, Davis	26%	43%	44%
University of Illinois, Urbana-Champaign	20%	37%	42%
University of Tennessee, Knoxville	22%	44%	52%
Virginia Tech	18%	32%	41%
Washington State University	22%	41%	38%

Women Faculty as a Percent of Total Faculty by Rank



Source: *Academe, The Annual Report on the Economic Status of the Profession, 2012-13*

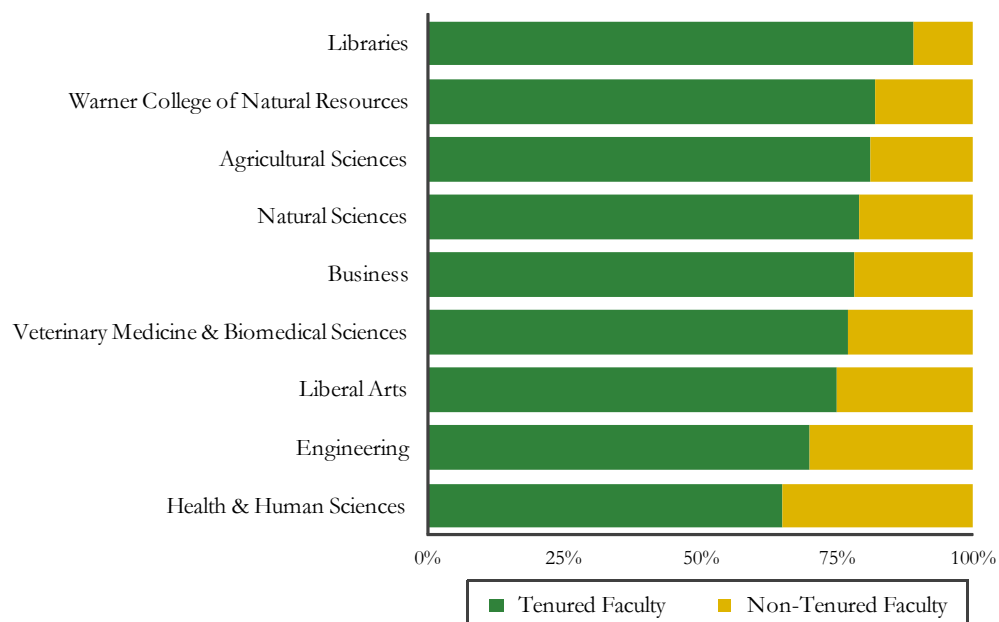
Note: Includes instructional faculty only.

Tenure-Track Faculty by Tenure Status

Faculty by Tenure Status and College

	Full Professors		Associate Professors		Assistant Professors		Total Faculty	
	Number	% Tenured	Number	% Tenured	Number	% Tenured	Number	% Tenured
Agricultural Sciences	61	98%	26	92%	17	0%	104	81%
Business	22	95%	29	100%	14	7%	65	78%
Engineering	46	98%	31	94%	28	0%	105	70%
Health & Human Sciences	37	97%	38	95%	36	0%	111	65%
Liberal Arts	74	99%	103	98%	57	2%	234	75%
Libraries	2	100%	14	100%	2	0%	18	89%
Natural Sciences	82	100%	57	98%	36	0%	175	79%
Veterinary Medicine & Biomedical Sciences	81	99%	58	91%	33	0%	172	77%
Warner College of Natural Resources	28	100%	22	100%	11	0%	61	82%
University Summary	433	99%	378	96%	234	1%	1,045	76%

Faculty by Tenure Status and College



Note: Includes tenure-track faculty who were employed on September 30, 2013 and were not on Leave Without Pay or a Transitional-Inactive appointment.

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	52	98%	9	100%	61	98%
Business	19	100%	3	67%	22	95%
Engineering	43	98%	3	100%	46	98%
Health & Human Sciences	16	94%	21	100%	37	97%
Liberal Arts	49	100%	25	96%	74	99%
Libraries	0	0%	2	100%	2	100%
Natural Sciences	60	100%	22	100%	82	100%
Veterinary Medicine & Biomedical Sciences	62	98%	19	100%	81	99%
Warner College of Natural Resources	23	100%	5	100%	28	100%
University Summary	324	99%	109	98%	433	99%

Associate Professors by Tenure Status, Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	22	91%	4	100%	26	92%
Business	18	100%	11	100%	29	100%
Engineering	26	96%	5	80%	31	94%
Health & Human Sciences	16	94%	22	95%	38	95%
Liberal Arts	52	100%	51	96%	103	98%
Libraries	2	100%	12	100%	14	100%
Natural Sciences	36	97%	21	100%	57	98%
Veterinary Medicine & Biomedical Sciences	31	94%	27	89%	58	91%
Warner College of Natural Resources	13	100%	9	100%	22	100%
University Summary	216	97%	162	96%	378	96%

Assistant Professors by Tenure Status, Gender and College

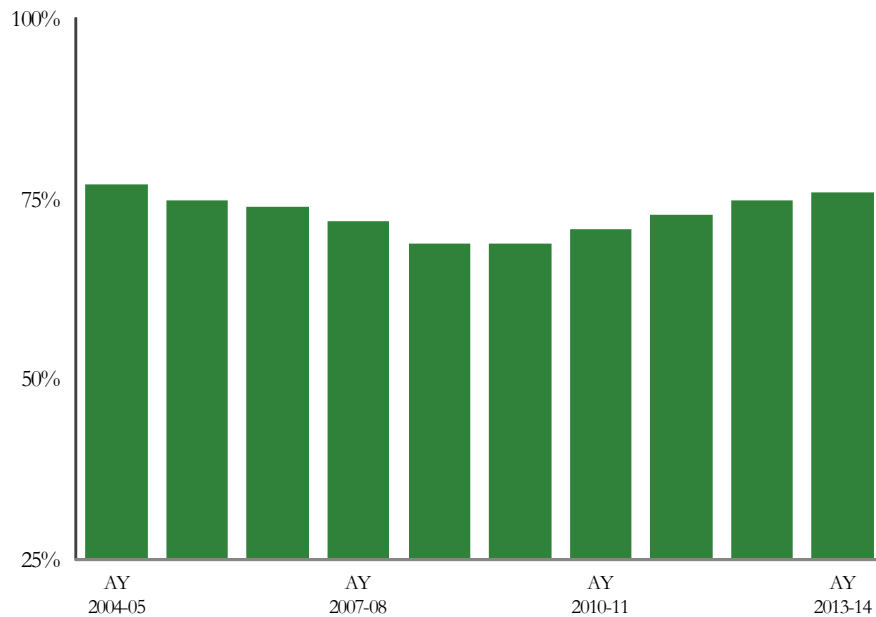
	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	7	0%	10	0%	17	0%
Business	10	10%	4	0%	14	7%
Engineering	21	0%	7	0%	28	0%
Health & Human Sciences	11	0%	25	0%	36	0%
Liberal Arts	29	3%	28	0%	57	2%
Libraries	1	0%	1	0%	2	0%
Natural Sciences	23	0%	13	0%	36	0%
Veterinary Medicine & Biomedical Sciences	14	0%	19	0%	33	0%
Warner College of Natural Resources	8	0%	3	0%	11	0%
University Summary	124	2%	110	0%	234	1%

Tenure-Track Faculty by Tenure Status

History of Faculty by Tenure Status and Rank

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14
Full Professors	99%	99%	99%	99%	99%	99%	99%	98%	99%	99%
Associate Professors	92%	93%	93%	93%	93%	94%	94%	96%	96%	96%
Assistant Professors	3%	3%	3%	2%	1%	1%	1%	1%	1%	1%
All Ranks	77%	75%	74%	72%	69%	69%	71%	73%	75%	76%

History of Percentage of Faculty with Tenure



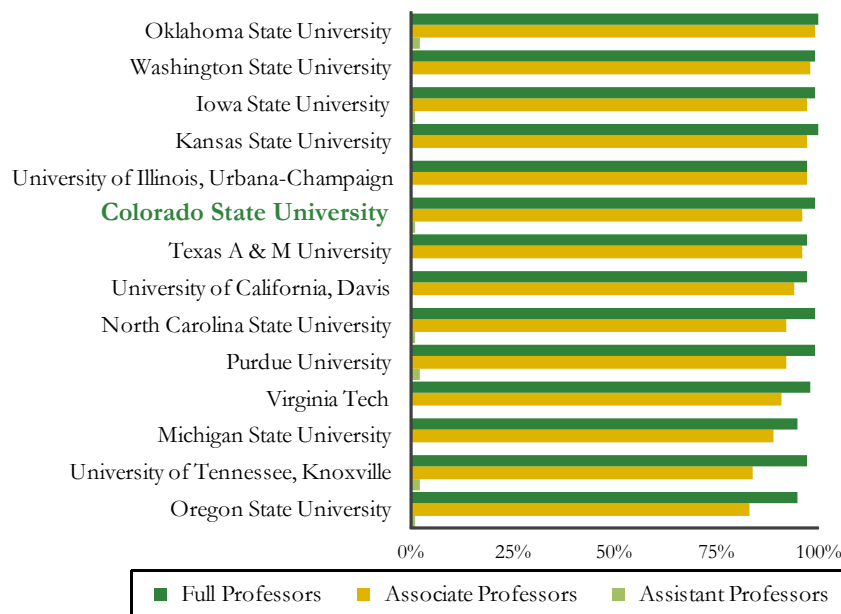
Tenure-Track Faculty by Tenure Status

Board of Governors' Peer Group Comparison

Faculty by Tenure Status and Rank - 2012-13

	Full Professors Percent Tenured	Associate Professors Percent Tenured	Assistant Professors Percent Tenured
Colorado State University	99%	96%	1%
Iowa State University	99%	97%	1%
Kansas State University	100%	97%	0%
Michigan State University	95%	89%	0%
North Carolina State University	99%	92%	1%
Oklahoma State University	100%	99%	2%
Oregon State University	95%	83%	1%
Purdue University	99%	92%	2%
Texas A & M University	97%	96%	0%
University of California, Davis	97%	94%	0%
University of Illinois, Urbana-Champaign	97%	97%	0%
University of Tennessee, Knoxville	97%	84%	2%
Virginia Tech	98%	91%	0%
Washington State University	99%	98%	0%

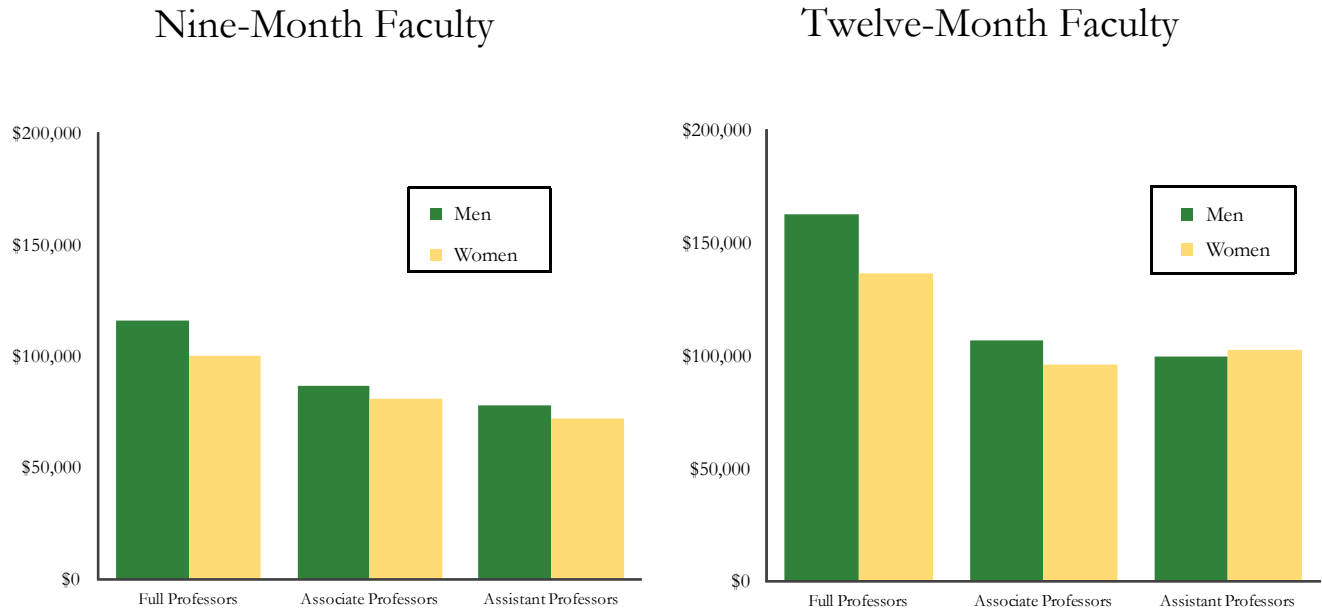
Faculty by Tenure Status and Rank



Source: *Academe, The Annual Report on the Economic Status of the Profession, 2012-13*

Tenure-Track Faculty Salaries and Compensation

Mean Salaries by Rank and Gender



	Men		Women		All Faculty	
	Headcount	Average Salary	Headcount	Average Salary	Headcount	Average Salary
Full Professors						
9-Month Appointment	251	\$116,243	79	\$100,226	330	\$112,408
12-Month Appointment	73	162,845	30	136,776	103	155,252
Associate Professors						
9-Month Appointment	202	\$86,823	131	\$80,988	333	\$84,528
12-Month Appointment	14	107,185	31	96,364	45	99,730
Assistant Professors						
9-Month Appointment	113	\$78,451	94	\$72,324	207	\$75,669
12-Month Appointment	11	99,671	16	103,013	27	101,651
All Ranks						
9-Month Appointment	566	\$98,198	304	\$83,308	870	\$92,995
12-Month Appointment	98	147,802	77	113,490	175	132,705

Note: Includes tenure-track faculty who were employed on September 30, 2013 and were not on Leave Without Pay or a Transitional-Inactive appointment. For additional information on faculty salaries and compensation, please refer to the faculty section on the Institutional Research website at www.ir.colostate.edu/faculty.aspx.

Tenure-Track Faculty Salaries and Compensation

Faculty Salaries by Rank, Basis of Service, and College

	Full Professors		Associate Professors		Assistant Professors		All Ranks	
	Headcount	Avg Salary	Headcount	Avg Salary	Headcount	Avg Salary	Headcount	Avg Salary
Agricultural Sciences								
9-Month Appt	43	\$109,533	25	\$83,602	14	\$74,701	82	\$95,680
12-Month Appt	18	144,301	1	*	3	72,950	22	131,919
Business								
9-Month Appt	21	\$154,394	29	\$131,467	14	\$127,071	64	\$138,028
12-Month Appt	1	*	---	---	---	---	1	*
Engineering								
9-Month Appt	41	\$141,537	31	\$107,937	28	\$91,625	100	\$117,146
12-Month Appt	5	211,060	---	---	---	---	5	211,060
Health & Human Sci								
9-Month Appt	28	\$92,292	37	\$77,309	36	\$69,782	101	\$78,780
12-Month Appt	9	179,428	1	*	---	---	10	171,631
Liberal Arts								
9-Month Appt	62	\$88,799	102	\$66,889	56	\$58,528	220	\$70,935
12-Month Appt	12	125,904	1	*	1	*	14	124,474
Libraries								
9-Month Appt	---	---	---	---	---	---	---	---
12-Month Appt	2	*	14	\$63,348	2	*	18	\$64,330
Natural Sciences								
9-Month Appt	75	\$114,801	57	\$86,111	36	\$77,477	168	\$97,069
12-Month Appt	7	170,905	---	---	---	---	7	170,905
Veterinary Medicine & Biomedical Sciences								
9-Month Appt	35	\$119,956	30	\$86,090	12	\$79,929	77	\$100,523
12-Month Appt	46	156,430	28	118,101	21	108,766	95	134,597
Warner College of Natural Resources								
9-Month Appt	25	\$97,652	22	\$78,407	11	\$66,824	58	\$84,505
12-Month Appt	3	161,287	---	---	---	---	3	161,287
University Summary								
9-Month Appt	330	\$112,408	333	\$84,528	207	\$75,669	870	\$92,995
12-Month Appt	103	155,252	45	99,730	27	101,651	175	132,705

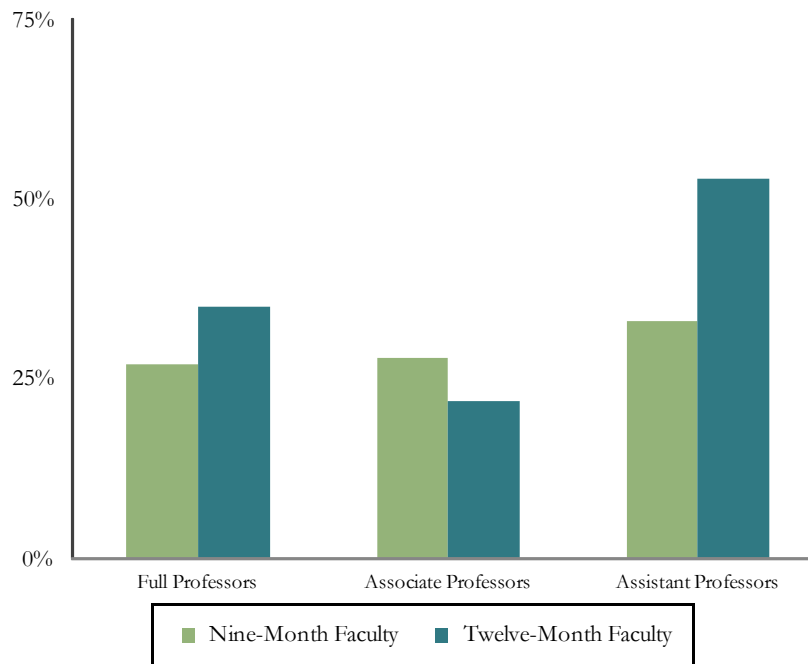
Note: * indicates fewer than three faculty in the category and therefore, salaries are excluded. However, the salaries are included in the all ranks category if the all ranks total headcount is three or more.

Tenure-Track Faculty Salaries and Compensation

History of Mean Faculty Salaries by Rank and Basis of Service

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-23	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Nine-Month Appointments											
Full Professors	\$88,170	\$92,422	\$94,904	\$99,416	\$104,904	\$105,024	\$105,389	\$105,224	\$109,898	\$112,408	27%
Associate Professors	66,060	69,472	71,049	75,421	80,384	79,952	79,532	78,964	81,628	84,528	28%
Assistant Professors	56,941	59,135	60,948	64,139	67,868	68,800	68,443	70,185	73,803	75,669	33%
All Ranks	74,214	77,145	78,801	82,312	86,092	86,088	85,862	86,612	90,665	92,995	25%
Twelve-Month Appointments											
Full Professors	\$114,593	\$120,939	\$124,026	\$132,516	\$140,553	\$142,094	\$143,152	\$145,208	\$148,693	\$155,252	35%
Associate Professors	81,642	88,288	91,559	96,946	99,628	100,290	99,324	94,890	96,761	99,730	22%
Assistant Professors	66,603	69,317	72,042	78,655	84,766	85,158	83,694	88,405	94,433	101,651	53%
All Ranks	100,127	103,266	105,456	112,854	117,971	118,810	121,044	122,155	126,306	132,705	33%

AY 2004-05 to AY 2013-14 Percent Change in Mean Faculty Salaries

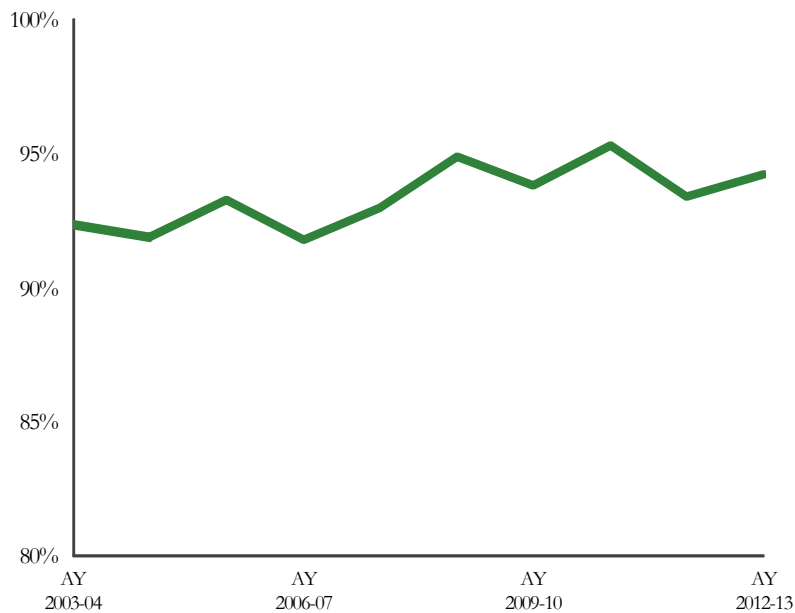


Tenure-Track Faculty Salaries and Compensation

AAUP Salary Data - Board of Governors' Peer Group Comparison

Academic Year	CSU Mean Salaries	BOG Peer Group Weighted Average Salaries	CSU Salaries as a Percent of Peer Salaries
2003-04	\$74,500	\$80,600	92.4%
2004-05	76,800	83,600	91.9%
2005-06	79,800	85,600	93.3%
2006-07	81,300	88,600	91.8%
2007-08	85,300	91,700	93.0%
2008-09	89,100	93,800	94.9%
2009-10	89,100	95,000	93.8%
2010-11	88,900	93,300	95.3%
2011-12	89,900	96,200	93.4%
2012-13	93,700	99,400	94.2%

Ten-Year History of Weighted Average Faculty Salaries CSU Salaries as a Percent of Peer Salaries



Source: *Academe, The Economic Status of the Profession, 2012-13*

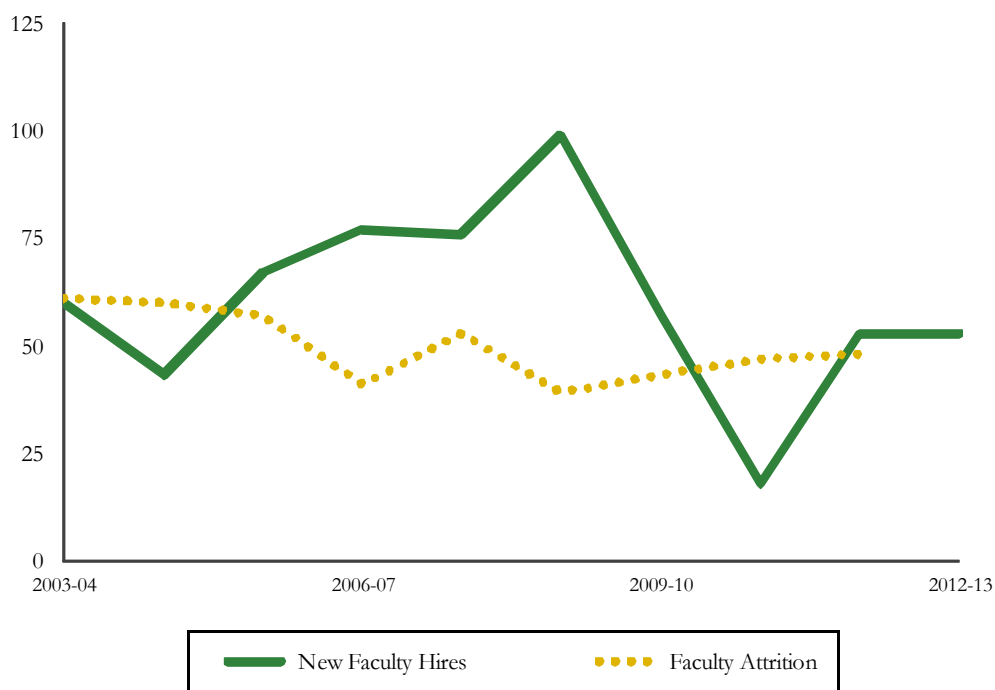
Note: AAUP data includes only instructional faculty on tenure-track appointments. Instructors are excluded. The new Board of Governors' Peer Group was used to calculate weighted average salaries for 2010-11, 2011-12, and 2012-13. The previous Board of Governors' Peer Group was used to calculate weighted average salaries for the previous years.

Tenure-Track Faculty Hires and Attrition

History of Faculty Hires and Attrition

Academic Year	Total Tenure-Track Faculty	New Faculty Hires	Faculty Not Returning for Following Year
2003-04	945	60	61
2004-05	933	43	60
2005-06	929	67	57
2006-07	942	77	41
2007-08	973	76	53
2008-09	1,019	101	39
2009-10	1,033	57	43
2010-11	1,000	18	47
2011-12	1,003	53	48
2012-13	1,008	53	N/A

History of Faculty Hires and Attrition



Note: The total number of faculty will not track with the number of faculty hires and attrition due to faculty on leave without pay, an inactive transitional appointment or faculty leaving a tenure-track position to become an administrator or returning to a tenure-track position from an administrative position. For additional information on tenure-track faculty hires and attrition, please refer to the Tenure-Track Faculty Hires and Attrition Report on the Institutional Research website at www.ir.colostate.edu/faculty.aspx.

Tenure-Track Faculty Hires and Attrition

History of Faculty Hires by Gender

Academic Year	Total Tenure-Track 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
2003-04	945	248	26%	60	20	33%
2004-05	933	251	27%	43	16	37%
2005-06	929	268	29%	67	32	48%
2006-07	942	277	29%	77	27	35%
2007-08	973	296	30%	76	35	46%
2008-09	1,019	326	32%	101	43	43%
2009-10	1,033	337	33%	57	25	44%
2010-11	1,000	332	33%	18	11	61%
2011-12	1,003	342	34%	53	27	51%
2012-13	1,008	350	35%	53	22	42%

History of New Faculty Hires by Gender

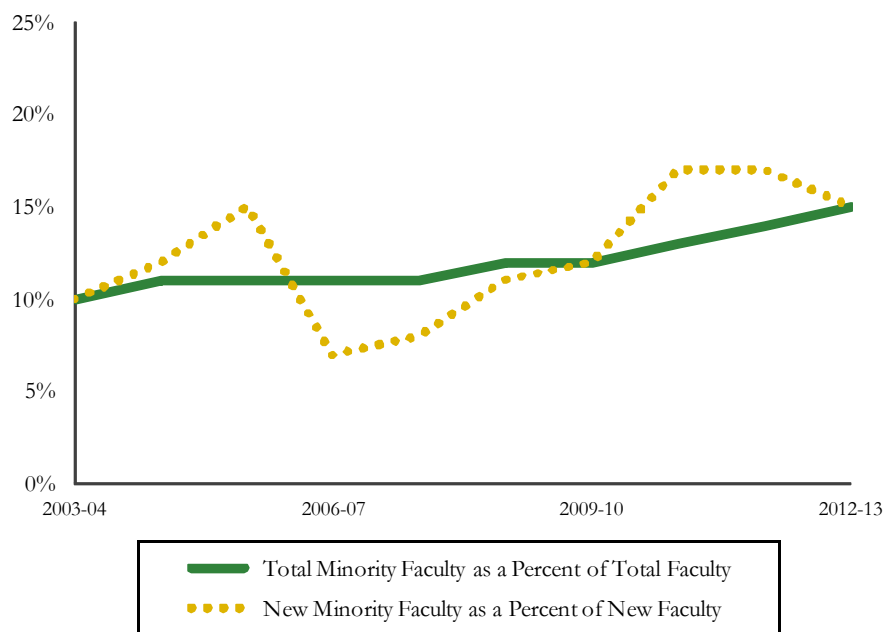


Tenure-Track Faculty Hires and Attrition

History of Faculty Hires by Minority Status

Academic Year	Total Tenure-Track 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
2003-04	945	90	10%	60	6	10%
2004-05	933	100	11%	43	5	12%
2005-06	929	106	11%	67	10	15%
2006-07	942	105	11%	77	5	7%
2007-08	973	111	11%	76	6	8%
2008-09	1,019	122	12%	99	11	11%
2009-10	1,033	127	12%	57	7	12%
2010-11	1,000	125	13%	18	3	17%
2011-12	1,003	143	14%	53	9	17%
2012-13	1,008	146	15%	53	8	15%

History of New Faculty Hires by Minority Status



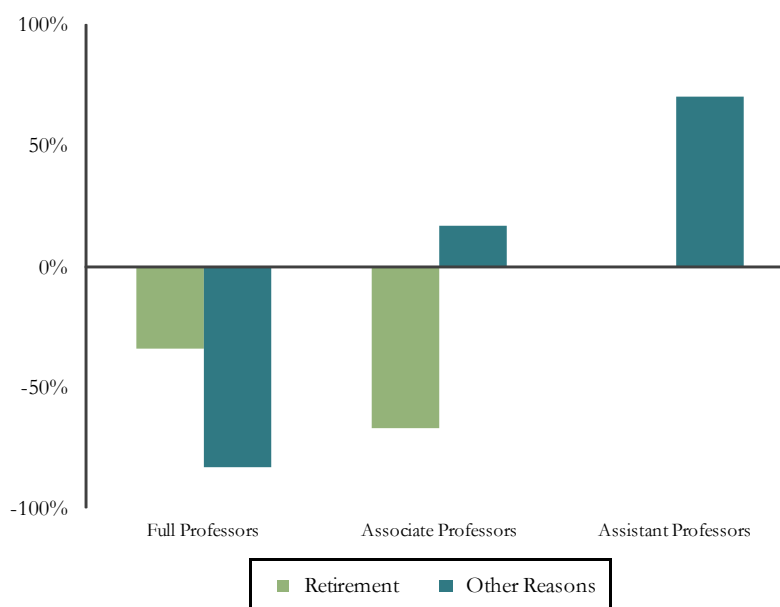
Note: Non-resident alien faculty are not reported in the minority faculty category.

Tenure-Track Faculty Hires and Attrition

History of Faculty Attrition by Rank and Separation Reason

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2004-05 to AY 2011-12 Change
Full Professors									
Retirement	29	26	20	23	17	23	21	19	-34%
Other Reasons	6	4	2	7	1	4	3	1	-83%
Total	35	30	22	30	18	27	24	20	-43%
Associate Professors									
Retirement	9	4	2	2	6	0	5	3	-67%
Other Reasons	6	8	3	8	6	9	3	7	17%
Total	15	12	5	10	12	9	8	10	-33%
Assistant Professors									
Retirement	0	0	1	1	0	0	1	1	N/A
Other Reasons	10	15	13	12	9	7	14	17	70%
Total	10	15	14	13	9	7	15	18	80%
All Ranks									
Retirement	38	30	23	26	23	23	27	23	-39%
Other Reasons	22	27	18	27	16	20	20	25	14%
Total	60	57	41	53	39	43	47	48	-20%

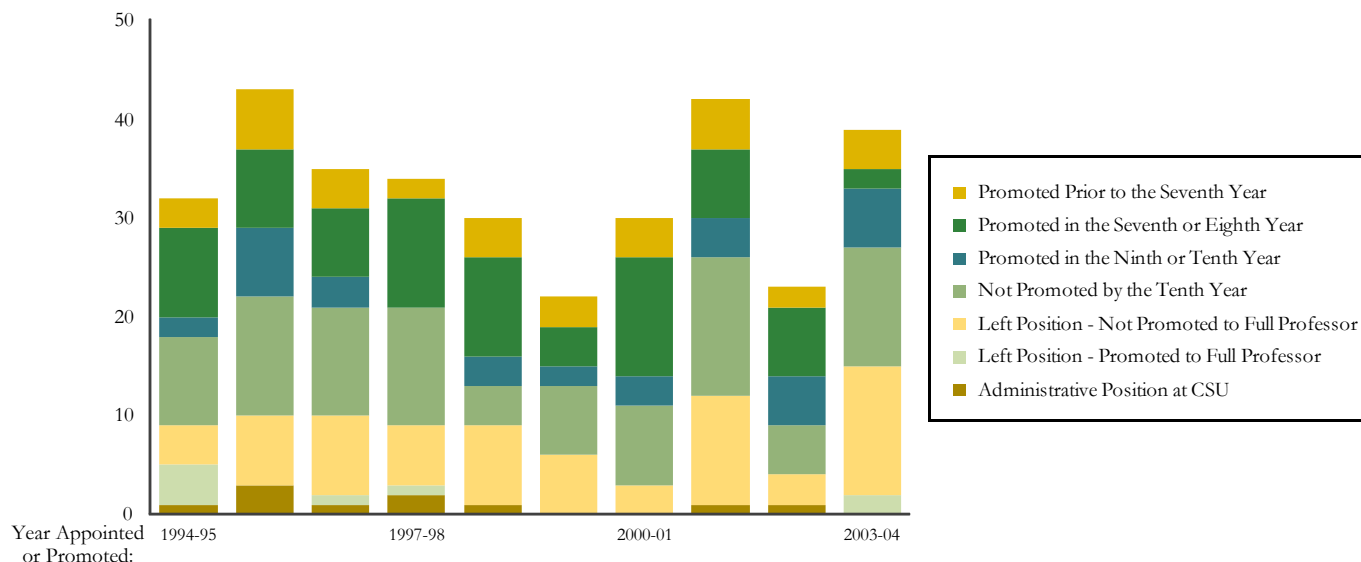
Percent Change in Faculty Attrition by Rank and Separation Reason from AY 2004-05 to AY 2011-12



Note: The "Other" separation reason includes faculty who leave CSU or enter an administrative or other non-tenure-track position at CSU.

Tenure-Track Faculty Retention and Promotion

Status of Associate Professors Ten Years After Promotion or Appointment

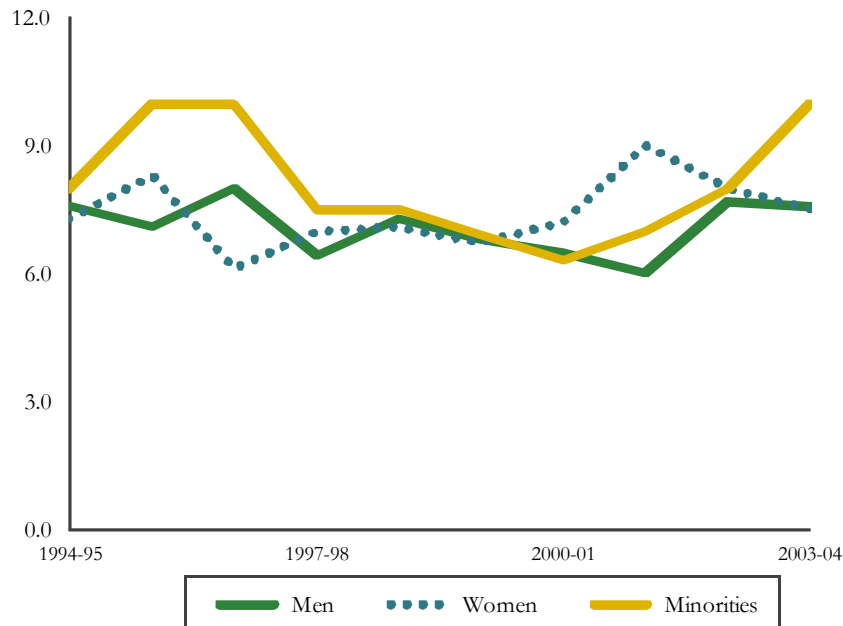


Year Appointed or Promoted to Associate Professor	Total Associate Professors Appointed or Promoted	Associate Professors Promoted to Full Professor Prior to the Seventh Year	Associate Professors Promoted to Full Professor in the Seventh or Eighth Year	Associate Professors Promoted to Full Professor in the Ninth or Tenth Year	Associate Professors Not Promoted to Full Professor by the Tenth Year	Associate Professors Who Left a Tenure-Track Position - Not Promoted to Full Professor	Associate Professors Who Left a Tenure-Track Position - Promoted to Full Professor	Associate Professors who Entered an Administrative Position at CSU
1994-95	32	3	9	2	9	4	4	1
1995-96	43	6	8	7	12	7	0	3
1996-97	35	4	7	3	11	8	1	1
1997-98	34	2	11	0	12	6	1	2
1998-99	30	4	10	3	4	8	0	1
1999-00	22	3	4	2	7	6	0	0
2000-01	30	4	12	3	8	3	0	0
2001-02	42	5	7	4	14	11	0	1
2002-03	23	2	7	5	5	3	0	1
2003-04	39	4	2	6	12	13	2	0
Ten-Year Total	330	37	77	35	94	69	8	10
Ten-Year Percentage	100%	11%	23%	11%	29%	21%	2%	3%

Note: For additional information on faculty retention and promotion, please refer to the Study of Faculty Retention and Promotion on the Institutional Research website at www.ir.colostate.edu/faculty.aspx

Tenure-Track Faculty Retention and Promotion

Average Promotion Time from Associate Professor to Full Professor

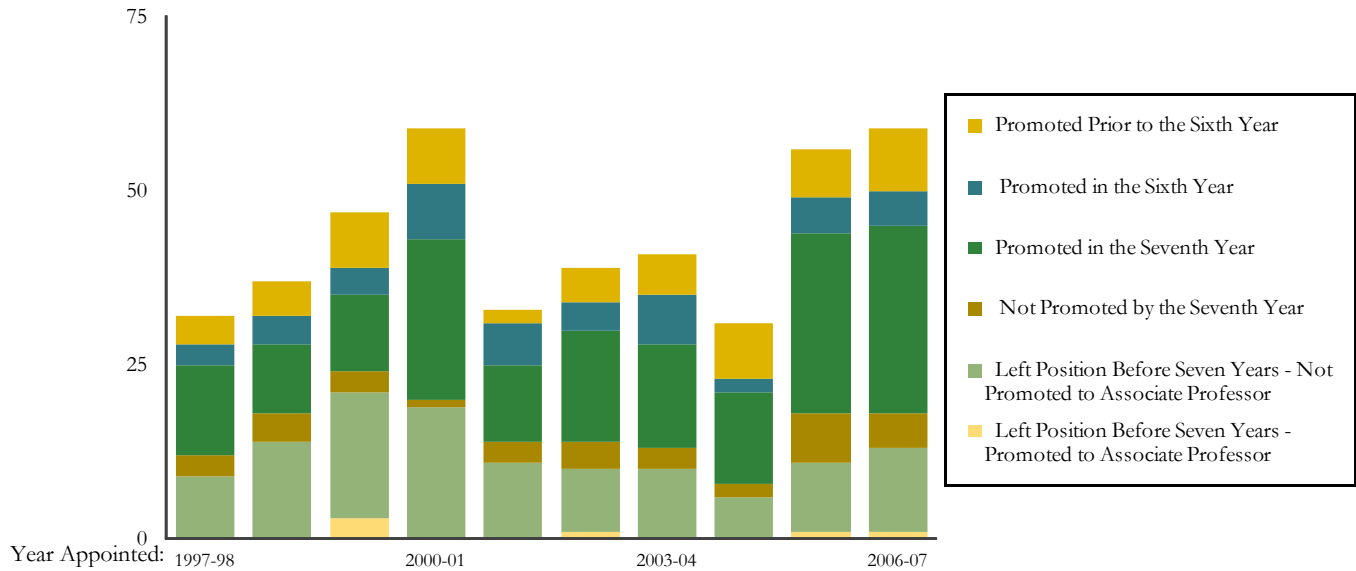


Year Appointed or Promoted to Associate Professor	Men		Women		Minorities		Total	
	Number	Average Years to Promotion	Number	Average Years to Promotion	Number	Average Years to Promotion	Number	Average Years to Promotion
1994-95	10	7.6	4	7.3	1	8.0	14	7.5
1995-96	13	7.1	8	8.3	1	10.0	21	7.5
1996-97	6	8.0	8	6.1	1	10.0	14	6.9
1997-98	7	6.4	6	7.0	2	7.5	13	6.7
1998-99	8	7.3	9	7.1	4	7.5	17	7.2
1999-00	6	6.8	3	6.7	0	0.0	9	6.8
2000-01	13	6.5	6	7.2	4	6.3	19	6.7
2001-02	12	6.0	4	9.0	0	0.0	16	6.9
2002-03	7	7.7	7	8.0	2	8.0	14	7.9
2003-04	10	7.6	2	7.5	1	10.0	12	7.6
Ten-Year History	92	7.0	57	7.4	16	7.8	149	7.2

Note: Includes only associate professors who were still employed and had been promoted by the tenth year. Minority associate professors are included in the gender and total categories.

Tenure-Track Faculty Retention and Promotion

Status of Assistant Professors Seven Years After Appointment



Year Appointed as an Assistant Professor	Total Assistant Professors Appointed	Assistant Professors Promoted to Associate Professor Prior to the Sixth Year	Assistant Professors Promoted to Associate Professor in the Sixth Year	Assistant Professors Promoted to Associate Professor by the Seventh Year	Assistant Professors Not Promoted to Associate Professor by the Seventh Year	Assistant Professors Who Left a Tenure-Track Position Before Seven Years - Not Promoted to Associate Professor	Assistant Professors Who Left a Tenure-Track Position Before Seven Years - Promoted to Associate Professor
1997-98	32	4	3	13	3	9	0
1998-99	37	5	4	10	4	14	0
1999-00	47	8	4	11	3	18	3
2000-01	59	8	8	23	1	19	0
2001-02	33	2	6	11	3	11	0
2002-03	39	5	4	16	4	9	1
2003-04	41	6	7	15	3	10	0
2004-05	31	8	2	13	2	6	0
2005-06	56	7	5	26	7	10	1
2006-07	59	9	5	27	5	12	1
Ten-Year History	434	62	48	165	35	118	6
Ten-Year Percentage	100%	14%	11%	38%	8%	27%	2%

Tenure-Track Faculty Retention and Promotion

Average Time to Promotion from Assistant Professor to Associate Professor

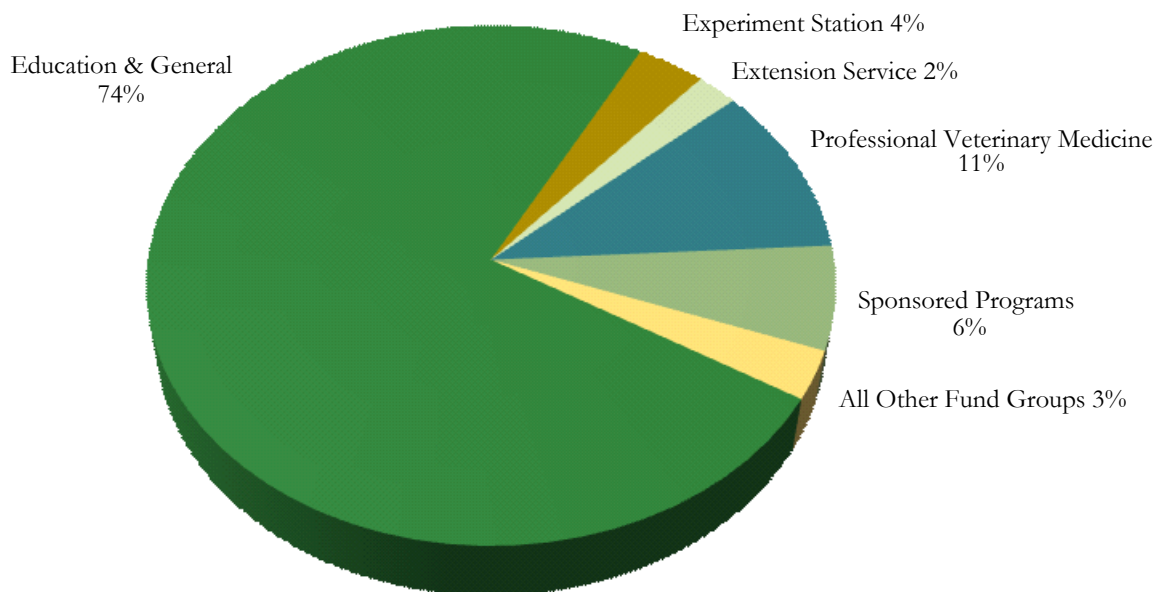


Year Appointed to Assistant Professor	Men		Women		Minorities		Total	
	Number	Average Years to Promotion	Number	Average Years to Promotion	Number	Average Years to Promotion	Number	Average Years to Promotion
1997-98	12	6.3	8	6.4	3	7.0	20	6.4
1998-99	8	5.4	11	6.4	3	6.3	19	5.9
1999-00	12	5.9	11	5.7	1	4.0	23	5.8
2000-01	26	6.2	13	6.5	7	6.6	39	6.3
2001-02	11	6.5	8	6.4	4	6.5	19	6.4
2002-03	17	6.2	8	6.4	2	5.0	25	6.3
2003-04	18	6.4	10	6.0	2	6.0	28	6.3
2004-05	16	5.6	7	6.6	3	5.3	23	5.9
2005-06	20	6.3	19	6.5	5	6.0	39	6.5
2006-07	26	6.3	15	6.1	4	6.0	41	6.2
Ten-Year History	166	6.2	110	6.3	34	6.1	276	6.2

Note: Includes only faculty who were still employed and had been promoted by the seventh year. Minority assistant professors are included in the gender and total categories.

Tenure-Track Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE by Fund Group - 2012-13



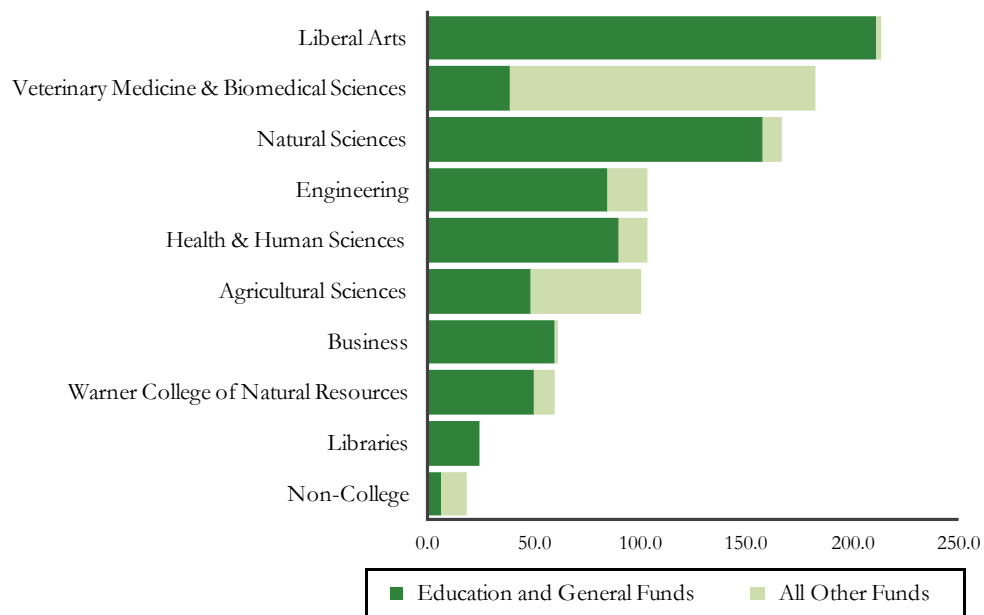
Total FTE = 1,034.9

Fund Group	Total FTE	Percent of FTE
Education & General	768.9	74%
Experiment Station	36.5	4%
Extension Service	22.3	2%
Professional Veterinary Medicine	109.3	11%
Sponsored Programs	66.6	6%
All Other Fund Groups	31.3	3%
Total	1,034.9	100%

Note: 9 months = 1 FTE. Summer months for faculty on 9-month appointments are excluded. Faculty FTE may be larger than headcount because faculty on 12-month appointments are counted as 1.3 FTE.

Tenure-Track Faculty Full-Time Equivalents (FTE)

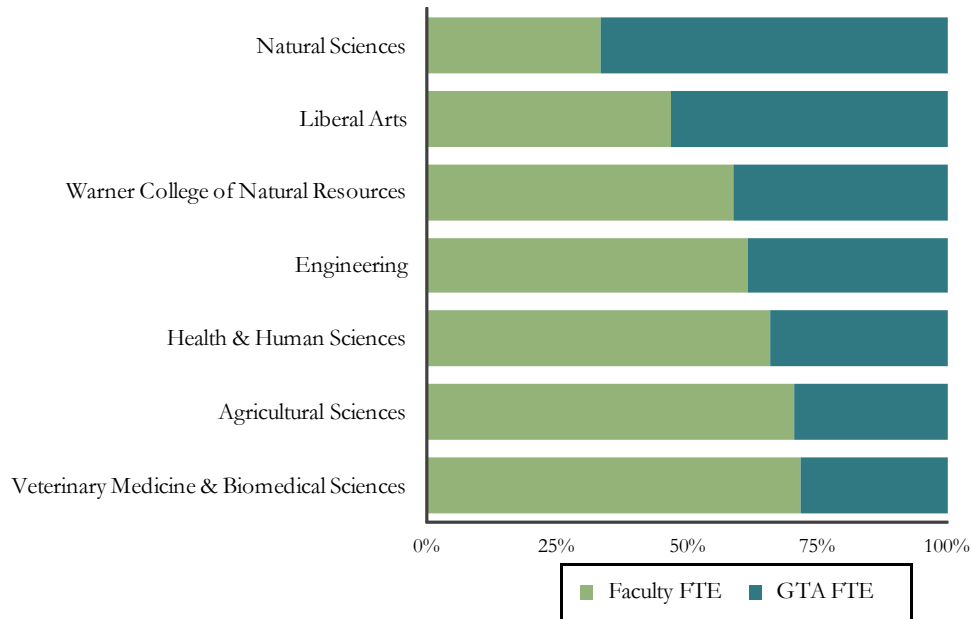
Tenure-Track Faculty FTE by College



	Education & General Funds	All Other Funds	Total Funds
Agricultural Sciences	48.7	51.7	100.4
Business	59.5	1.8	61.3
Engineering	84.7	18.8	103.5
Health & Human Sciences	90.0	13.2	103.2
Liberal Arts	211.0	2.9	213.9
Libraries	24.5	0.0	24.5
Natural Sciences	157.5	9.6	167.1
Non-College	6.1	12.3	18.4
Veterinary Medicine & Biomedical Sciences	38.7	144.1	182.8
Warner College of Natural Resources	50.2	9.6	59.8
University Summary	770.9	264.0	1,034.9

Tenure-Track Faculty Full-Time Equivalents (FTE)

Tenure-Track Faculty FTE to GTA FTE Comparison

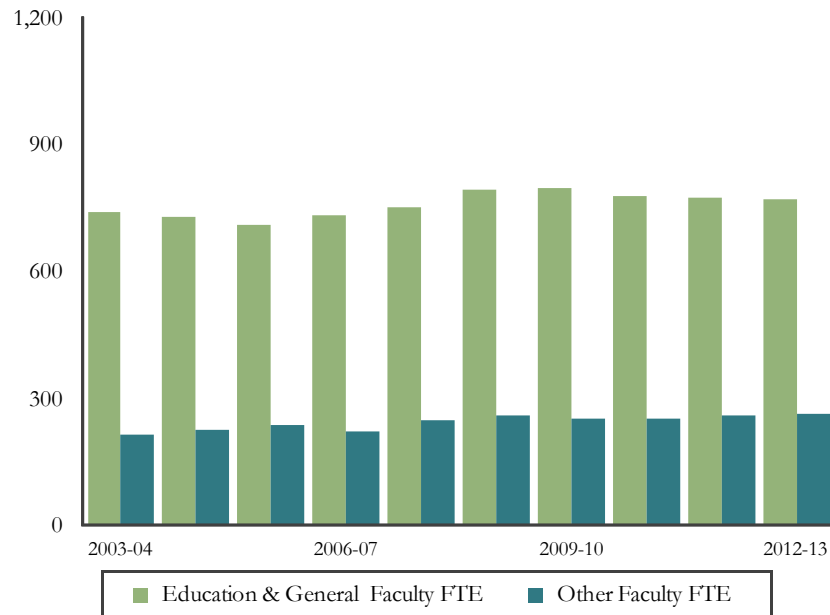


	Tenure-Track Faculty FTE	Graduate Teaching Assistant FTE	Tenure-Track Faculty: GTA Ratio
Agricultural Sciences	48.7	20.5	2.4 to 1.0
Engineering	84.7	44.0	1.9 to 1.0
Health & Human Sciences	90.0	56.5	1.6 to 1.0
Liberal Arts	211.0	239.7	0.9 to 1.0
Natural Sciences	157.5	315.2	0.5 to 1.0
Veterinary Medicine & Biomedical Sciences	38.7	15.3	2.5 to 1.0
Warner College of Natural Resources	50.2	35.4	1.4 to 1.0
University Summary	680.8	726.6	0.9 to 1.0

Note: Tenure-track faculty to GTA comparison includes months paid on Education & General funds only. Faculty in non-college areas are excluded from this page. Faculty FTE is determined by dividing total months paid by 9. GTA FTE is determined by dividing total months paid by 4.5. The College of Business is excluded from this page because they do not employ GTAs.

Tenure-Track Faculty Full-Time Equivalents (FTE)

History of Tenure-Track Faculty FTE

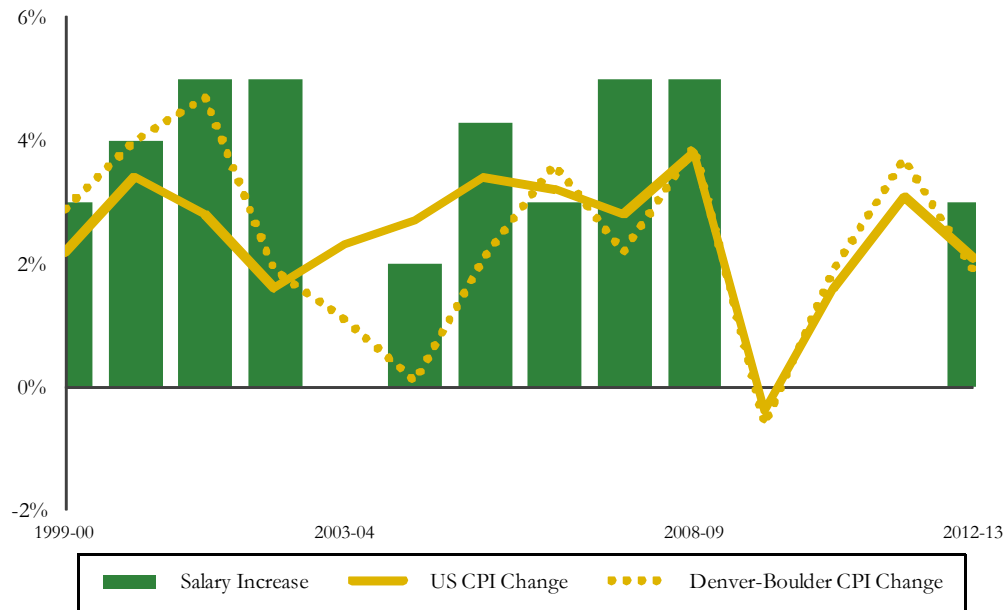


Fiscal Year	Education & General FTE	Other FTE	Total Faculty FTE
2004	740	214	954
2005	730	226	956
2006	710	237	947
2007	734	221	955
2008	754	249	1,003
2009	795	259	1,054
2010	798	252	1,050
2011	777	251	1,028
2012	774	260	1,034
2013	771	264	1,035

Faculty Salary Increases Compared to Changes in the Consumer Price Index

Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1999-00	3.0%	2.2%	2.9%
2000-01	4.0%	3.4%	4.0%
2001-02	5.0%	2.8%	4.7%
2002-03	5.0%	1.6%	1.9%
2003-04	0.0%	2.3%	1.1%
2004-05	2.0%	2.7%	0.1%
2005-06	4.3%	3.4%	2.1%
2006-07	3.0%	3.2%	3.6%
2007-08	5.0%	2.8%	2.2%
2008-09	5.0%	3.8%	3.9%
2009-10	0.0%	-0.4%	-0.6%
2010-11	0.0%	1.6%	1.9%
2011-12	0.0%	3.1%	3.7%
2012-13	3.0%	2.1%	1.9%

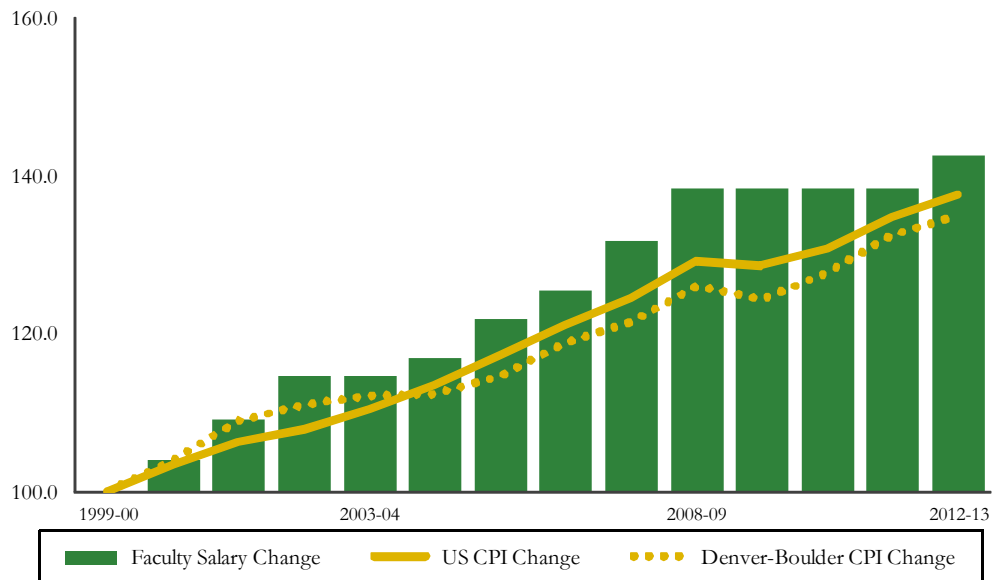
Comparison of Faculty Salary and CPI Changes



Source: Consumer Price Index, Legislative Council Staff, Colorado General Assembly and the Bureau of Labor Statistics

Faculty Salary Increases Compared to Changes in the Consumer Price Index

Cumulative History of Faculty Salaries Compared to the CPI Changes



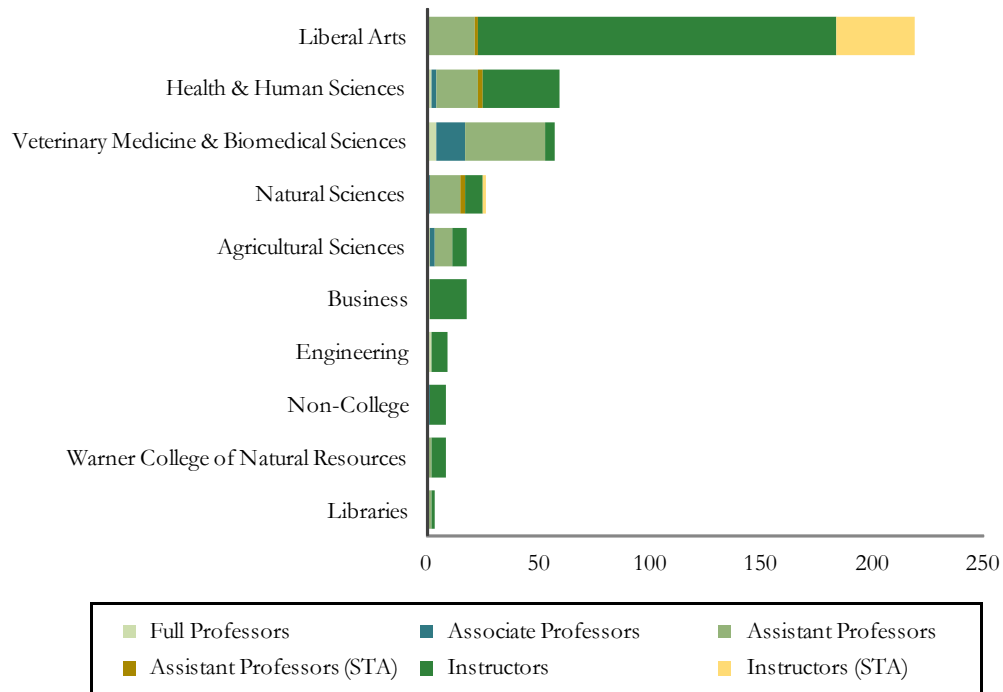
Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1999-00	100.0	100.0	100.0
2000-01	104.0	103.4	104.0
2001-02	109.2	106.3	108.9
2002-03	114.7	108.0	111.0
2003-04	114.7	110.5	112.2
2004-05	117.0	113.5	112.3
2005-06	122.0	117.3	114.6
2006-07	125.6	121.1	118.8
2007-08	131.9	124.5	121.4
2008-09	138.5	129.2	126.1
2009-10	138.5	128.7	125.4
2010-11	138.5	130.7	127.7
2011-12	138.5	134.8	132.5
2012-13	142.7	137.6	135.0

Faculty on Special Appointments

Faculty by College and Rank

	Full Professors	Associate Professors	Assistant Professors	Assistant Professors (STA)	Instructors	Instructors (STA)	Total Faculty
Agricultural Sciences	1	2	8	0	7	0	18
Business	1	0	0	0	17	0	18
Engineering	2	0	0	0	7	0	9
Health & Human Sciences	2	2	19	2	34	0	59
Liberal Arts	0	0	21	2	161	35	219
Libraries	0	0	2	0	1	0	3
Natural Sciences	0	1	14	2	8	1	26
Non-College	0	1	0	0	7	0	8
Veterinary Medicine & Biomedical Sciences	4	13	36	0	4	0	57
Warner College of Natural Resources	0	0	2	0	6	0	8
University Total	10	19	102	6	252	36	425

Faculty on Special Appointments by College and Rank



Note: Includes all faculty employed on a special appointment as of September 30, 2013. STA indicates those faculty with a Senior Teaching Appointment.

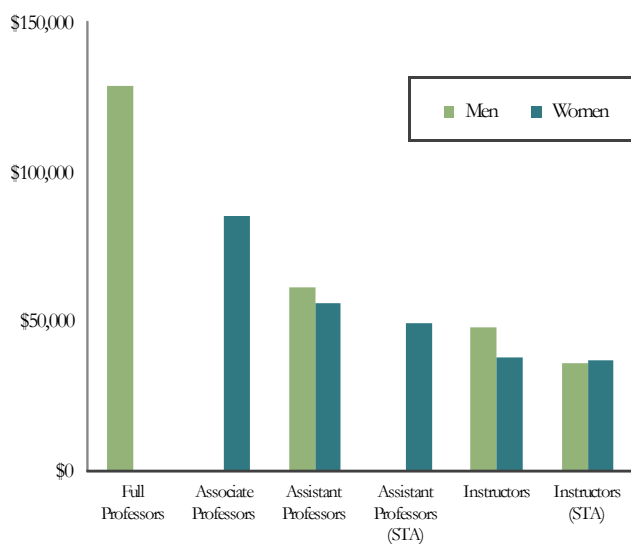
Faculty on Special Appointments

Faculty Salaries by Rank, Basis of Service and Gender

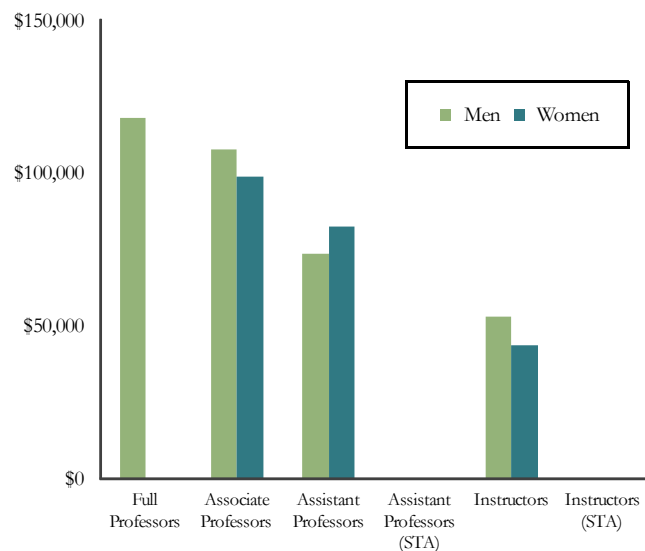
	Men		Women		Total Faculty	
	Headcount	Average Salary	Headcount	Average Salary	Headcount	Average Salary
Full Professors						
9-Month	5	\$128,824	1	*	6	\$125,379
12-Month	3	118,309	1	*	4	117,382
Associate Professors						
9-Month	1	*	4	\$85,489	5	\$79,681
12-Month	10	107,767	4	99,025	14	105,269
Assistant Professors						
9-Month	17	\$61,482	33	\$56,136	50	\$57,954
12-Month	17	73,576	35	82,648	52	79,682
Assistant Professors (STA)						
9-Month	---	---	5	\$49,464	5	\$49,464
12-Month	---	---	1	*	1	*
Instructors						
9-Month	86	\$48,225	114	\$37,933	200	\$42,359
12-Month	11	53,019	41	43,941	52	45,861
Instructors (STA)						
9-Month	11	\$36,333	24	\$37,340	35	\$37,024
12-Month	1	*	---	---	1	*

Mean Salaries by Rank, Basis of Service and Gender

Nine-Month Faculty



Twelve-Month Faculty



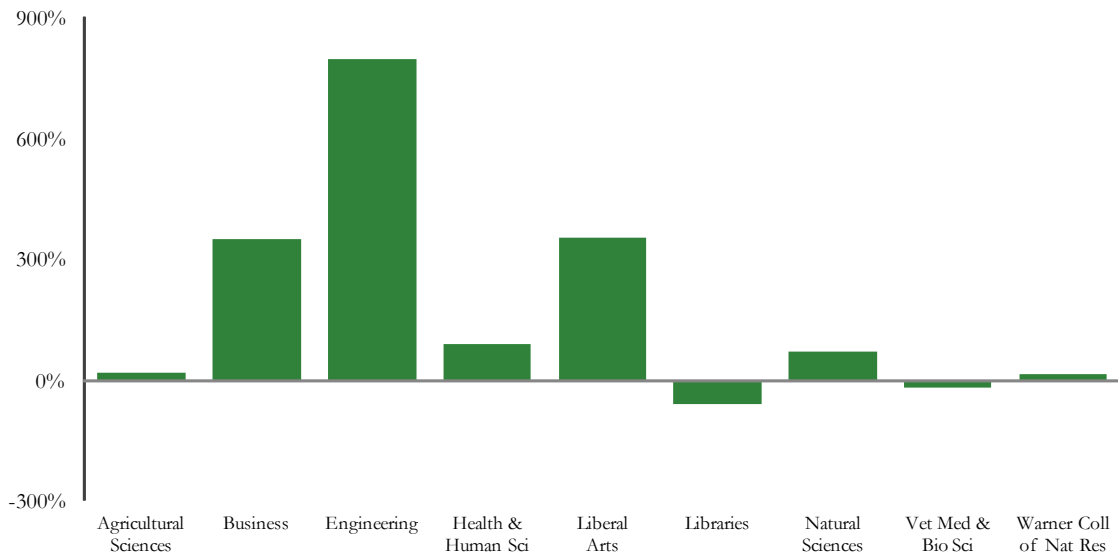
Note: * indicates fewer than three faculty in the category and therefore, salaries are excluded. However, the salaries are included in the total and all ranks categories if the headcount in those categories is three or more. STA indicates those faculty with a Senior Teaching Appointment.

Faculty on Special Appointments

History of Faculty on Special Appointments by College

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agricultural Sciences	15	15	18	15	15	17	18	17	17	18	20%
Business	4	7	13	12	10	11	11	11	10	18	350%
Engineering	1	2	2	3	2	2	5	6	7	9	800%
Health & Human Sciences	31	24	28	29	28	32	40	47	58	59	90%
Liberal Arts	48	47	45	189	150	143	156	161	213	219	356%
Libraries	7	4	4	2	2	1	2	2	1	3	-57%
Natural Sciences	15	15	21	17	16	16	17	19	25	26	73%
Non-College	0	3	6	6	6	6	6	6	6	8	N/A
Veterinary Med & Biomedical Sci	70	73	72	70	71	70	71	58	59	57	-19%
Warner College of Natural Resources	7	8	6	3	3	4	5	4	5	8	14%
University Total	198	198	215	346	303	302	331	331	401	425	115%

AY 2004-05 to AY 2013-14 Percent Change in Faculty on Special Appointments by College

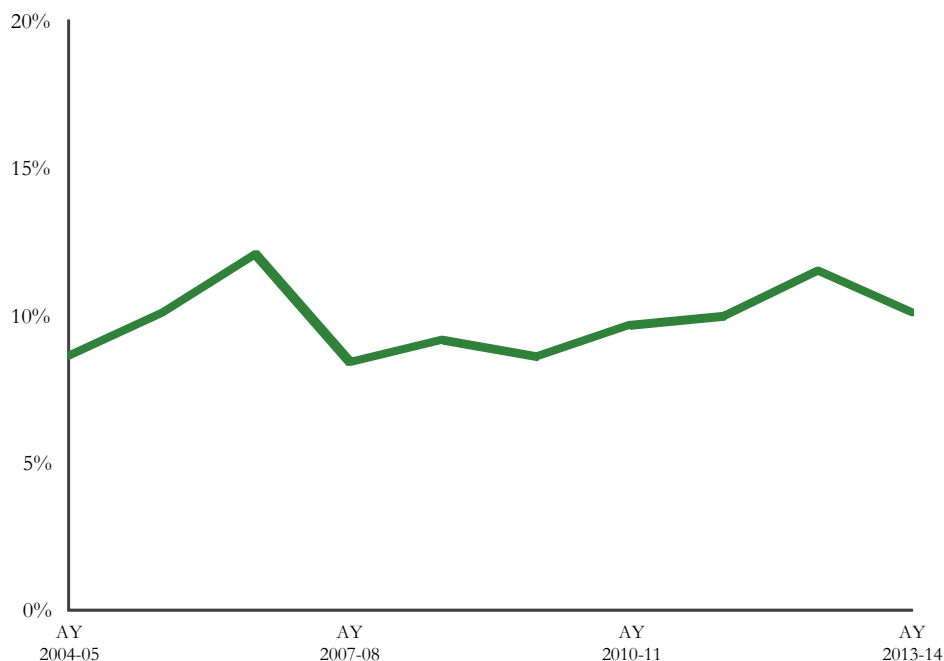


Faculty on Special Appointments

History of Faculty on Special Appointments by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013-14 Change
Asian	11	14	16	16	18	16	18	17	17	16	45%
Black	3	1	1	0	0	0	0	1	3	2	-33%
Hispanic	3	4	7	12	8	8	10	12	21	21	600%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	3	3	N/A
Native American	0	1	2	1	2	2	4	2	2	1	N/A
Total Minority Faculty	17	20	26	29	28	26	32	33	46	43	153%
Non-resident Alien	3	6	10	5	13	15	11	5	4	8	167%
Non-Minority Faculty	178	172	179	312	262	261	288	293	351	374	110%
Total Faculty	198	198	215	346	303	302	331	331	401	425	115%
Minority Faculty as a Percent of Total Faculty	8.6%	10.1%	12.1%	8.4%	9.2%	8.6%	9.7%	10.0%	11.5%	10.1%	

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



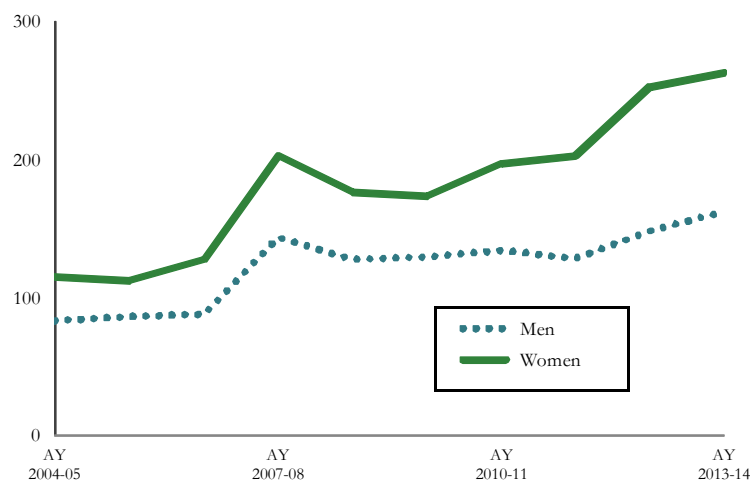
Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used. The federal IPEDS definition is used for reporting international faculty. Faculty with a visa type of permanent residents are not reported in the international category but with their ethnic group.

Faculty on Special Appointments

History of Faculty on Special Appointments by Rank and Gender

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Full Professors											
Men	12	15	13	12	12	11	13	8	7	8	-33%
Women	1	1	2	2	2	2	4	2	2	2	100%
Associate Professors											
Men	15	10	11	13	14	15	12	11	11	11	-27%
Women	7	6	3	4	4	6	7	11	8	8	14%
Assistant Professors											
Men	30	35	36	35	28	34	37	34	39	34	13%
Women	48	48	57	59	56	54	56	60	72	68	42%
Assistant Professors (STA)											
Men	---	---	---	---	---	---	---	---	---	0	N/A
Women	---	---	---	---	---	---	---	---	---	6	N/A
Instructors											
Men	13	16	19	83	73	69	72	75	91	97	646%
Women	26	23	28	138	114	111	130	130	171	155	496%
Instructors (STA)											
Men	---	---	---	---	---	---	---	---	---	12	N/A
Women	---	---	---	---	---	---	---	---	---	24	N/A
Lecturers											
Men	13	10	9	0	0	0	0	0	0	0	-100%
Women	33	34	37	0	0	0	0	0	0	0	-100%
Total Faculty	198	198	215	346	303	302	331	331	401	425	115%

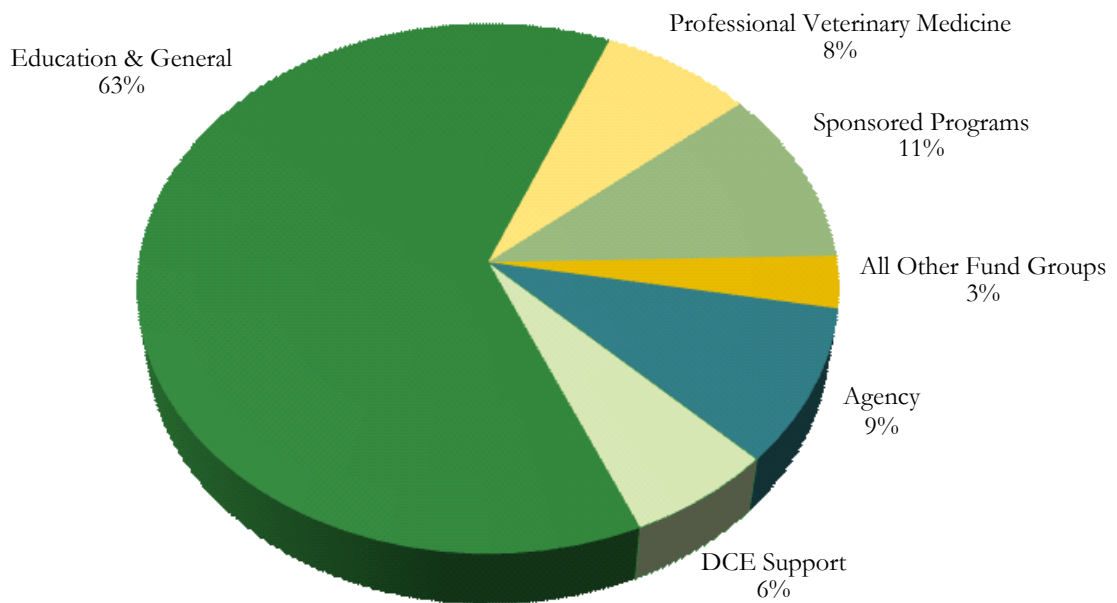
History of Faculty on Special Appointments by Gender



Note: STA indicates those faculty with a Senior Teaching Appointment.

Faculty on Special Appointments

FTE for Faculty on Special Appointments By Fund Group



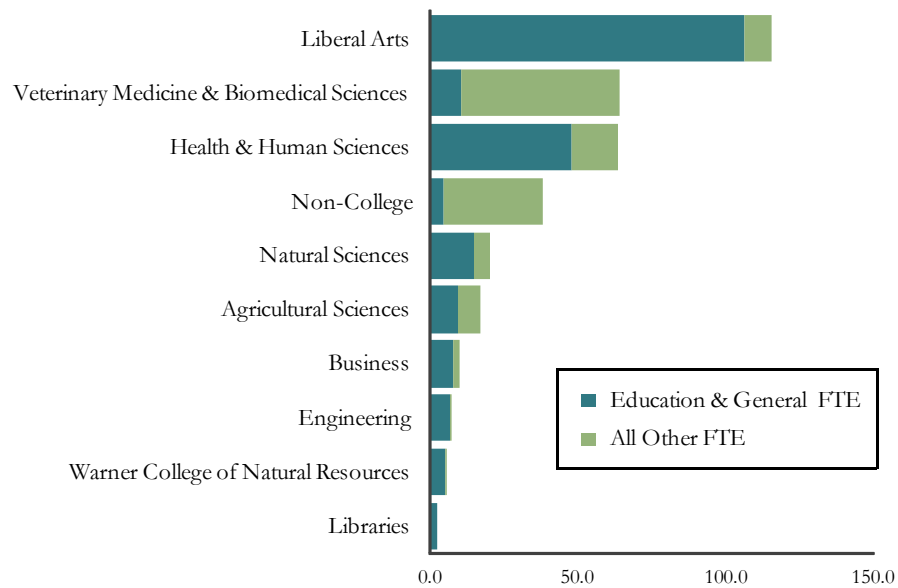
Total FTE = 343.1

	Special Faculty FTE	Percentage of Total FTE
Agency	32.7	9%
DCE Support	21.4	6%
Education & General	215.0	63%
Professional Veterinary Medicine	26.4	8%
Sponsored Programs	36.7	11%
All Other Fund Groups	10.9	3%
Total	343.1	100%

Note: 9 months = 1 FTE. Summer months for faculty on 9-month appointments are excluded. Faculty FTE may be larger than headcount because faculty on 12-month appointments are counted as 1.3 FTE.

Faculty on Special Appointments

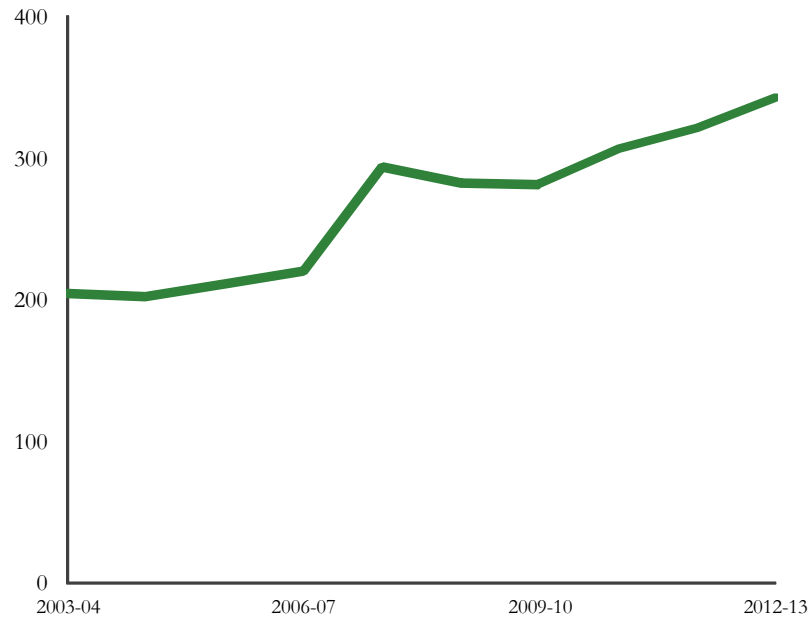
FTE for Faculty on Special Appointments by College



	Education & General FTE	All Other Fund Group FTE	Total FTE
Agricultural Sciences	9.6	7.6	17.2
Business	7.6	2.1	9.7
Engineering	6.8	0.7	7.5
Health & Human Sciences	48.0	15.7	63.7
Liberal Arts	106.1	9.3	115.4
Libraries	2.2	0.0	2.2
Natural Sciences	14.6	5.4	20.0
Non-College	4.6	33.7	38.3
Veterinary Medicine & Biomedical Sciences	10.4	53.4	63.8
Warner College of Natural Resources	5.1	0.2	5.3
University Total	215.0	128.1	343.1

Faculty on Special Appointments

History of FTE for Faculty on Special Appointments



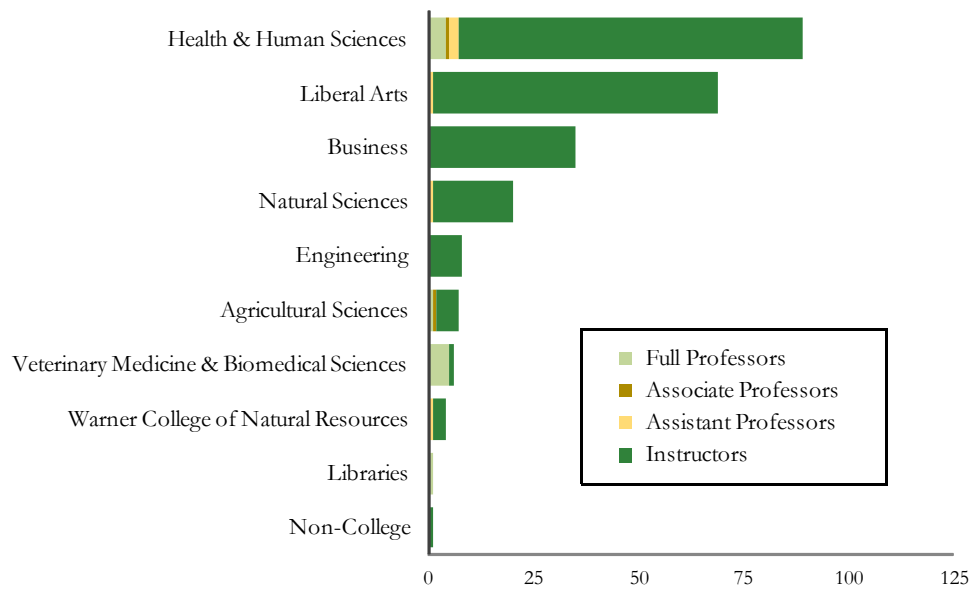
Fiscal Year	Special Faculty FTE	Percent Change from Previous Year
2003-04	204.6	0%
2004-05	202.4	-1%
2005-06	211.1	4%
2006-07	220.7	5%
2007-08	294.4	33%
2008-09	283.0	-4%
2009-10	281.5	-1%
2010-11	306.3	9%
2011-12	321.2	5%
2012-13	343.1	7%

Faculty on Temporary Appointments

Faculty by College and Rank

	Full Professors	Associate Professors	Assistant Professors	Instructors	Total Faculty
Agricultural Sciences	1	1	0	5	7
Business	0	0	0	35	35
Engineering	0	0	0	8	8
Health & Human Sciences	4	1	2	82	89
Liberal Arts	0	0	1	68	69
Libraries	1	0	0	0	1
Natural Sciences	0	0	1	19	20
Non-College	0	0	0	1	1
Veterinary Medicine & Biomedical Sciences	5	0	0	1	6
Warner College of Natural Resources	0	0	1	3	4
University Total	11	2	5	222	240

Faculty on Temporary Appointments by College and Rank



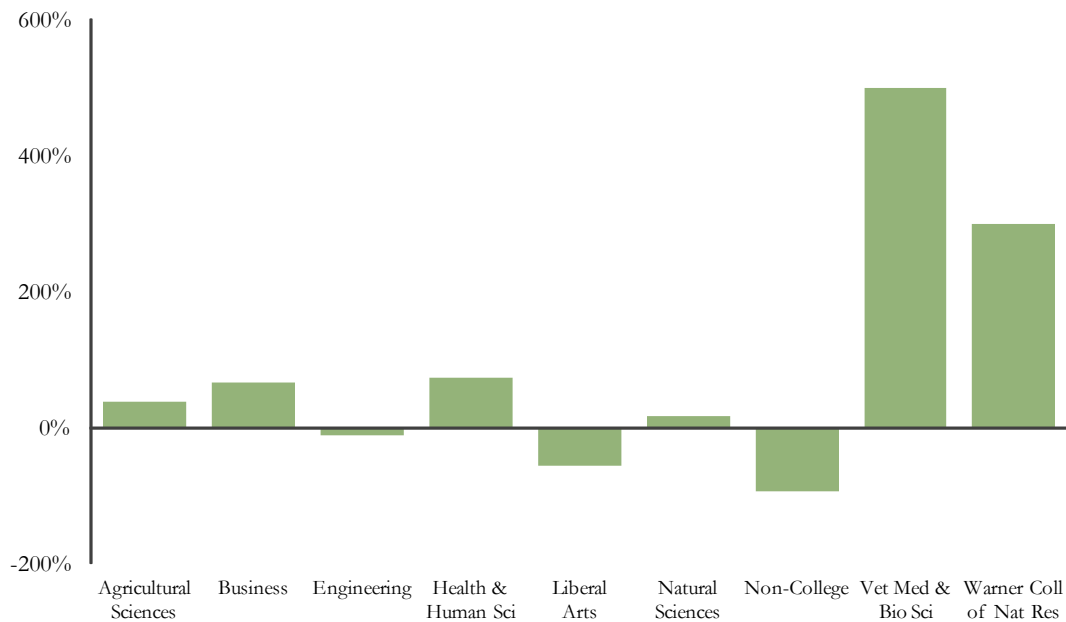
Note: Includes all faculty employed on a temporary appointment as of September 30, 2013.

Faculty on Temporary Appointments

History of Faculty on Temporary Appointments by College

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agricultural Sciences	5	6	3	2	6	5	4	4	4	7	40%
Business	21	27	27	29	24	20	29	31	34	35	67%
Engineering	9	8	9	6	6	8	7	8	6	8	-11%
Health & Human Sciences	51	56	54	70	75	70	75	83	99	89	75%
Liberal Arts	150	165	179	15	53	53	65	71	71	69	-54%
Libraries	0	0	0	0	0	0	0	1	1	1	N/A
Natural Sciences	17	12	18	18	23	21	23	18	24	20	18%
Non-College	13	11	6	5	3	1	3	2	2	1	-92%
Veterinary Med & Biomedical Sci	1	3	4	3	4	4	2	5	6	6	500%
Warner College of Natural Resources	1	7	3	1	2	0	1	2	6	4	300%
University Total	268	295	303	149	196	182	209	225	253	240	-10%

AY 2004-05 to AY 2013-14 Percent Change in Faculty on Temporary Appointments by College

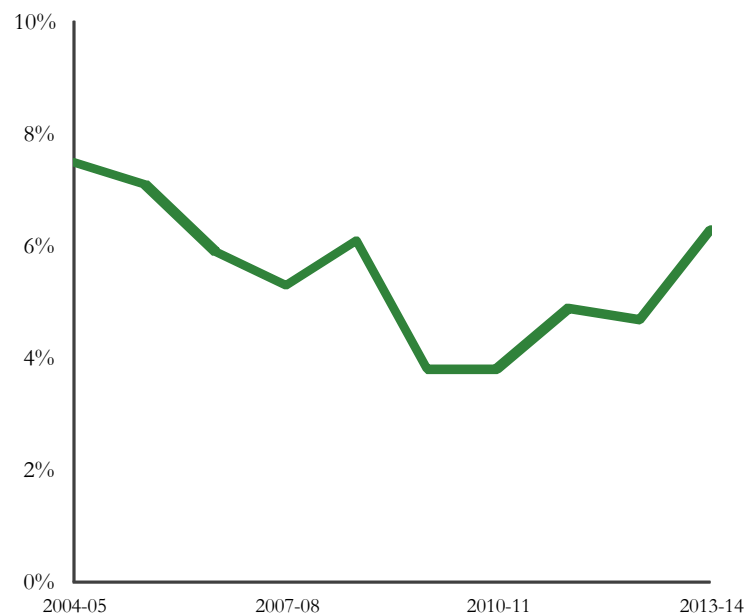


Faculty on Temporary Appointments

History of Faculty on Temporary Appointments by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013-14 Change
Asian	4	6	6	3	1	2	3	3	2	8	100%
Black	0	1	1	1	0	0	1	0	3	2	N/A
Hispanic	12	12	10	4	10	4	4	7	6	5	-58%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	1	0	N/A
Native American	4	2	1	0	1	1	0	0	0	0	-100%
Total Minority Faculty	20	21	18	8	12	7	8	11	12	15	-25%
Non-Resident Alien	3	6	11	0	7	3	7	5	2	3	0%
Non-Minority Faculty	245	268	274	143	177	172	194	209	239	222	-9%
Total Faculty	268	295	303	151	196	182	209	225	253	240	-10%
Minority Faculty as a Percent of Total Faculty	7.5%	7.1%	5.9%	5.3%	6.1%	3.8%	3.8%	4.9%	4.7%	6.3%	

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



Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used. The federal IPEDS definition is used for reporting international faculty. Faculty with a visa type of permanent residents are not reported in the non-resident alien category but with their ethnic group.

Faculty on Temporary Appointments

History of Faculty on Temporary Appointments by Rank and Gender

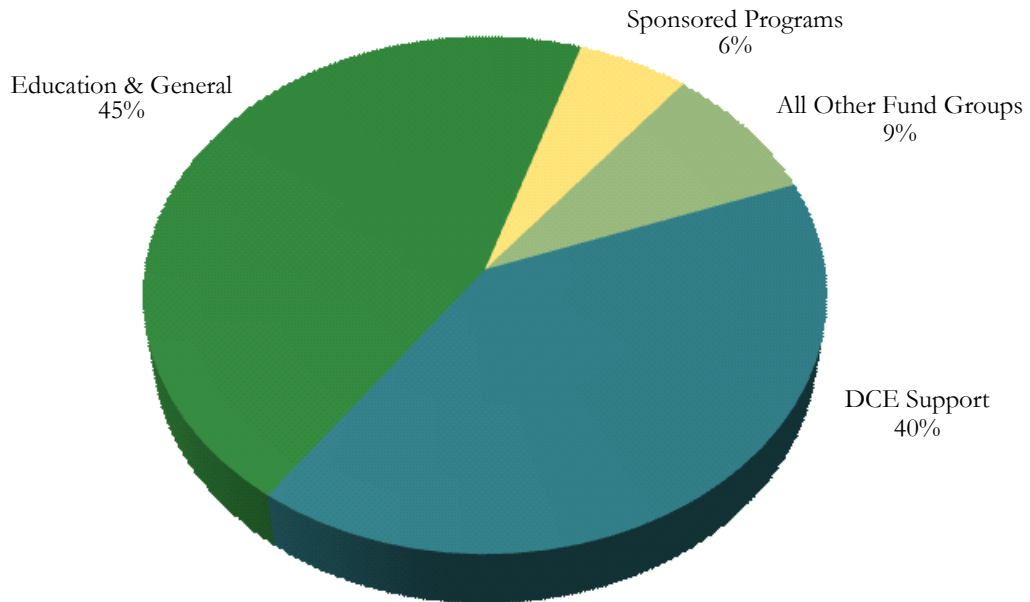
	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Full Professors											
Men	10	11	14	7	7	5	7	8	10	10	0%
Women	0	0	0	0	0	0	1	3	1	1	N/A
Associate Professors											
Men	1	1	1	1	2	1	3	2	2	2	100%
Women	0	1	1	1	1	0	0	0	0	0	0%
Assistant Professors											
Men	2	5	9	3	4	1	1	3	3	1	-50%
Women	6	6	7	5	9	6	5	5	6	4	-33%
Instructors											
Men	93	102	102	54	78	72	77	91	95	88	-5%
Women	124	135	147	78	95	97	115	113	136	134	8%
Lecturers											
Men	12	12	7	0	0	0	0	0	0	0	-100%
Women	20	22	15	0	0	0	0	0	0	0	-100%
Total by Gender											
Men	118	131	133	65	91	79	88	104	110	101	-14%
Women	150	164	170	84	105	103	121	121	143	139	-7%
Total Faculty	268	295	303	149	196	182	209	225	253	240	-10%

History of Faculty on Temporary Appointments by Gender



Faculty on Temporary Appointments

FTE for Faculty on Temporary Appointments By Fund Group

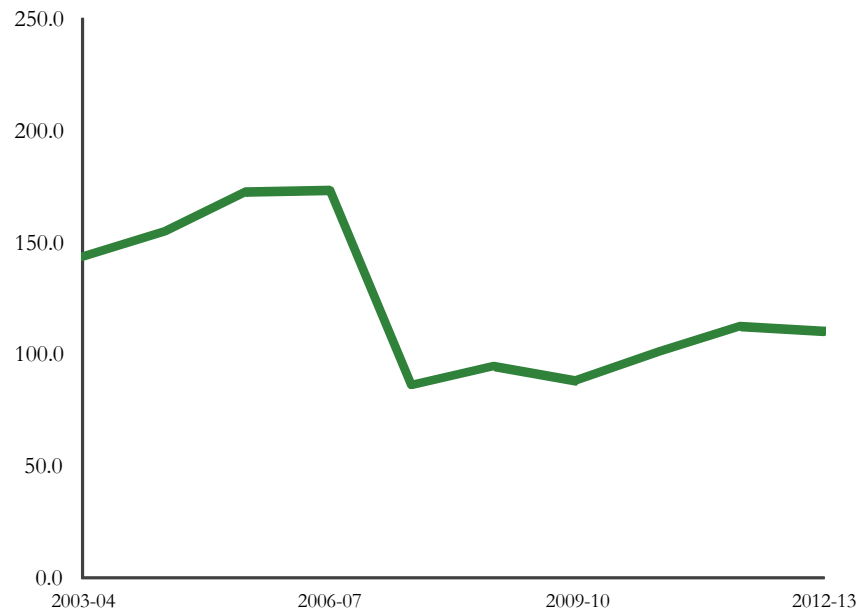


Total FTE = 110.8

	Temporary Faculty FTE	Fund Group as a Percent of Total
DCE Support	44.9	40%
Education & General	49.9	45%
Sponsored Programs	6.4	6%
All Other Fund Groups	9.6	9%
Total	110.8	100%

Faculty on Temporary Appointments

History of FTE for Faculty on Temporary Appointments



Fiscal Year	Temporary Faculty FTE	Percent Change from Previous Year
2003-04	143.6	8%
2004-05	154.8	8%
2005-06	172.8	12%
2006-07	173.5	0%
2007-08	85.9	-50%
2008-09	95.0	11%
2009-10	88.1	-7%
2010-11	101.5	15%
2011-12	112.5	11%
2012-13	110.8	-2%

Administrative Professionals (Excludes Research Associates)

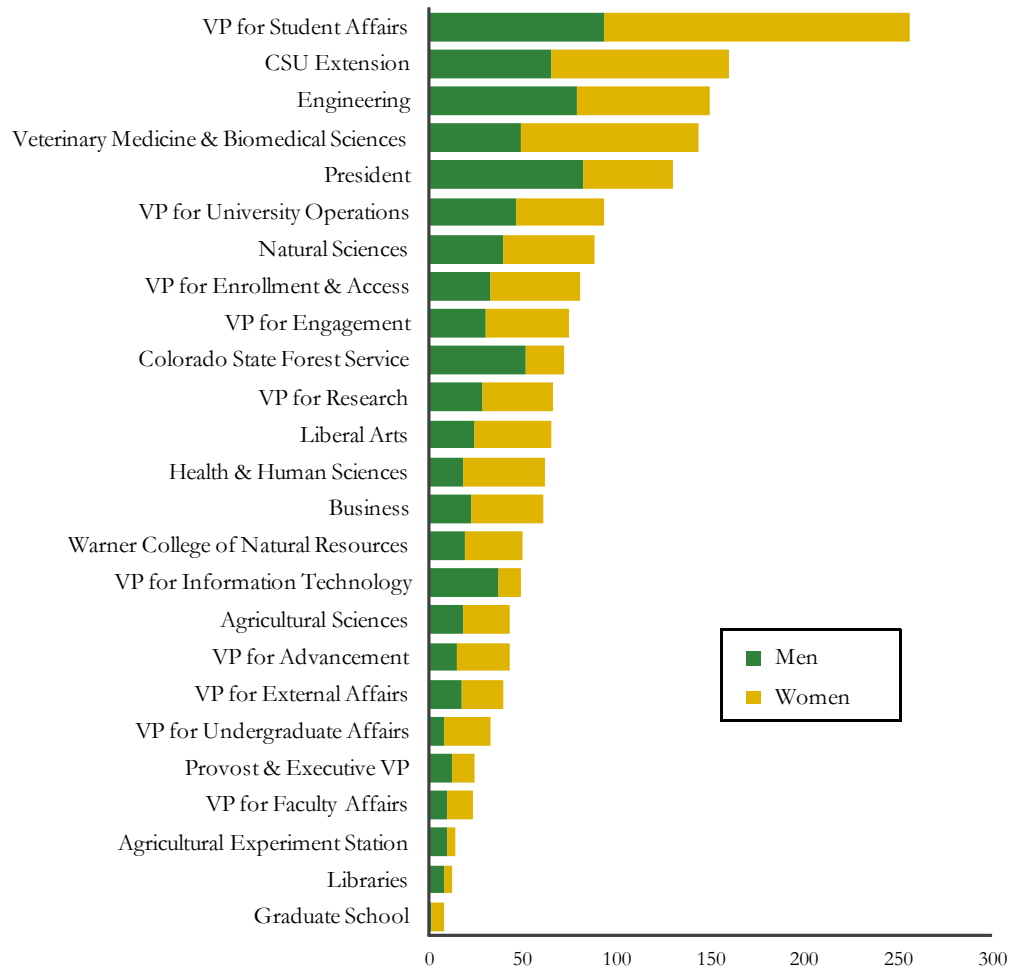
Administrative Professional Headcount by Gender and Agency, College or Administrative Area

	Men	Percent Men	Women	Percent Women	Total
Agencies					
Agricultural Experiment Station	10	71%	4	29%	14
Colorado State Forest Service	51	71%	21	29%	72
CSU Extension	65	41%	95	59%	160
Colleges					
Agricultural Sciences	18	42%	25	58%	43
Business	22	36%	39	64%	61
Engineering	79	53%	70	47%	149
Health & Human Sciences	18	29%	44	71%	62
Liberal Arts	24	37%	41	63%	65
Natural Sciences	39	44%	49	56%	88
Veterinary Medicine & Biomedical Sciences	49	34%	94	66%	143
Warner College of Natural Resources	19	38%	31	62%	50
Administration					
President	82	63%	48	37%	130
Provost & Executive Vice President	12	50%	12	50%	24
Graduate School	1	13%	7	87%	8
Libraries	8	67%	4	33%	12
VP for Advancement	15	35%	28	65%	43
VP for Engagement	30	41%	44	59%	74
VP for Enrollment & Access	33	41%	47	59%	80
VP for External Affairs	17	44%	22	56%	39
VP for Faculty Affairs	10	43%	13	57%	23
VP for Information Technology	37	76%	12	24%	49
VP for Research	28	42%	38	58%	66
VP for Student Affairs	93	36%	163	64%	256
VP for Undergraduate Affairs	8	24%	25	76%	33
VP for University Operations	46	50%	47	50%	93
University Total	814	44%	1,023	56%	1,837

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. Includes administrative professionals on regular or special appointments as of September 30, 2013. In 2012-13 and 2013-14, 110 state classified staff were moved to administrative professional positions.

Administrative Professionals (Excludes Research Associates)

Administrative Professional Headcount by Agency, College or Administrative Area



Total Administrative Professionals (excludes Research Associates) = 1,837

Administrative Professionals (Excludes Research Associates)

History of Administrative Professional Headcount by Job Title

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Administrator	8	8	9	9	9	11	11	11	13	13	63%
Assistant Coach	24	23	24	24	24	23	24	25	28	30	25%
Assistant Coordinator	13	15	14	20	21	22	20	24	26	38	192%
Assistant Director	53	68	80	94	103	109	108	115	129	149	181%
Assistant Manager	5	5	5	9	12	12	16	18	19	27	440%
Assistant to Dean	10	11	13	14	13	13	14	12	12	16	60%
Assistant to Director	5	5	5	9	10	10	11	10	11	13	160%
Associate Director	17	23	29	32	32	36	31	34	43	44	159%
Coach	10	10	10	10	10	10	10	10	12	13	30%
Coordinator	163	169	183	191	231	258	280	287	329	383	135%
Counselor	41	35	32	45	45	49	48	48	60	62	51%
County Extension Director	33	32	35	34	31	27	25	28	32	34	3%
Director	102	115	125	143	151	145	166	171	177	194	90%
Executive Director	10	10	9	8	10	10	8	12	14	15	50%
Extension Agent	109	91	101	101	89	79	78	68	71	71	-35%
Extension Specialist	31	30	31	30	21	19	30	23	24	20	-35%
Forester	96	88	89	87	83	84	91	90	75	64	-33%
Manager	34	35	39	47	57	58	60	69	97	128	276%
Research Coordinator	--	5	8	12	16	14	11	12	13	16	N/A
Res Sci/Scholar I	41	36	38	34	40	43	52	66	67	69	68%
Res Sci/Scholar II	49	53	46	55	63	58	60	62	68	74	51%
Res Sci/Scholar III	35	32	28	28	33	35	32	28	24	27	-23%
SC to AP Conversion	---	---	---	---	---	---	---	---	---	110	N/A
Sr Res Sci/Scholar	27	20	22	21	19	20	20	27	25	23	-15%
All Other Job Titles	93	103	120	131	142	136	135	150	172	204	119%
University Total	1,009	1,022	1,095	1,188	1,265	1,281	1,341	1,400	1,541	1,837	82%

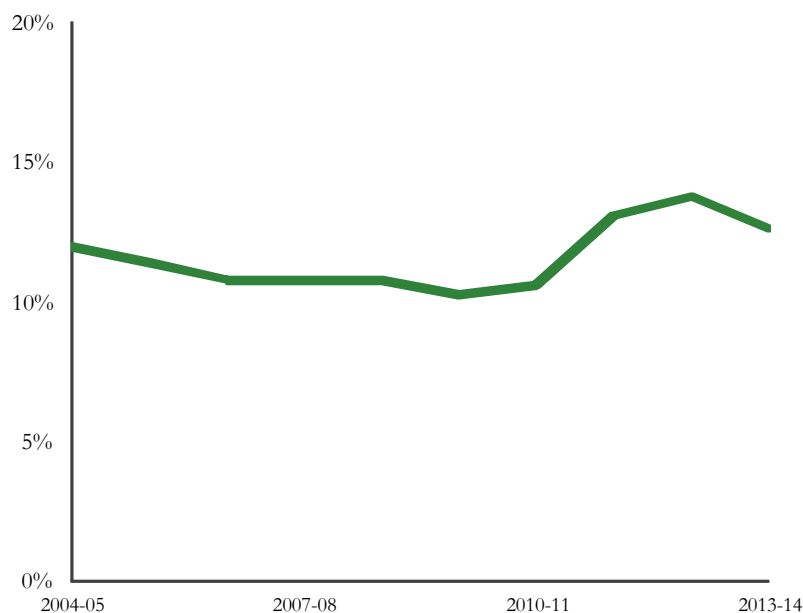
Note: The "All Other Job Titles" category includes employees in job titles with fewer than 13 employees in 2013-14. In 2012-13 and 2013-14, 110 state classified staff were moved to administrative professional positions and are listed under SC to AP Conversion.

Administrative Professionals (Excludes Research Associates)

History of Administrative Professional Headcount by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Asian	34	30	29	29	33	35	41	41	44	51	50%
Black	27	25	25	28	34	32	34	34	41	44	63%
Hawaiian/ Pac Islander	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	3	3	N/A
Hispanic	53	51	54	62	60	57	58	81	93	98	85%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	17	22	25	N/A
Native American	7	10	10	9	10	8	9	8	9	11	57%
Total Minority	121	116	118	128	137	132	142	184	212	232	92%
Non-resident Aliens	30	41	37	33	43	46	34	38	31	34	13%
Non-Minority	858	865	940	1,027	1,085	1,103	1,165	1,178	1,298	1,571	83%
University Total	1,009	1,022	1,095	1,188	1,265	1,281	1,341	1,400	1,541	1,837	82%
Minorities as a Percent of Total Administrative Professionals	12.0%	11.4%	10.8%	10.8%	10.8%	10.3%	10.6%	13.1%	13.8%	12.6%	

Administrative Professional Minorities as a Percent of All Administrative Professionals



Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used for 2010-11. The federal IPEDS definition is used for reporting international employees. Employees with a visa type of permanent resident are not reported in the non-resident alien category but with their ethnic group. Part of the increase in Hispanic employees may be due to the change in ethnic categories requiring all faculty who are part Hispanic to be reported as Hispanic instead of with their other ethnic group.

Administrative Professionals (Excludes Research Associates)

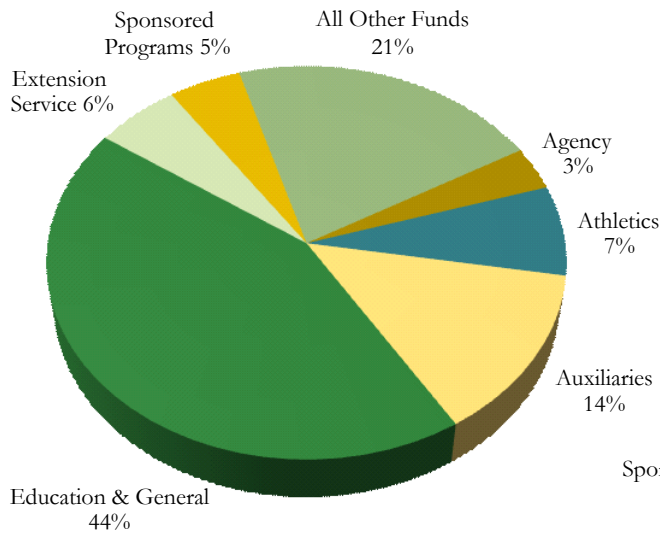
History of Administrative Professional Headcount

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agencies											
Agricultural Experiment Station	15	13	15	15	15	15	13	14	15	14	-7%
Colorado State Forest Service	101	92	93	91	90	91	100	100	83	72	-29%
CSU Extension	179	158	172	172	165	154	168	153	164	160	-11%
Colleges											
Agricultural Sciences	22	19	28	30	32	33	32	30	30	43	95%
Business	18	15	21	27	30	34	32	36	45	61	239%
Engineering	108	106	102	105	113	110	120	135	146	149	38%
Health & Human Sci	26	24	26	32	32	36	36	45	56	62	138%
Liberal Arts	23	26	31	35	34	39	46	45	46	65	183%
Natural Sciences	47	45	44	49	56	63	62	71	76	88	87%
Veterinary Medicine & Biomedical Sciences	61	61	71	68	82	86	94	102	125	143	134%
Warner College of Natural Resources	44	42	41	40	44	40	41	44	43	50	14%
Administration											
President	68	72	95	106	111	97	96	103	118	130	91%
Provost & Executive Vice President	52	55	12	31	37	40	27	33	42	24	-54%
Graduate School	3	2	3	7	9	7	7	6	5	8	167%
Libraries	13	13	15	22	20	20	16	15	15	12	-8%
VP for Advancement	23	46	19	32	39	39	35	34	33	43	87%
VP for Engagement	--	--	34	40	24	22	39	44	56	74	N/A
VP for Enrollment & Access	--	--	38	48	49	47	52	50	56	80	N/A
VP for External Relations	--	--	--	--	18	21	25	26	28	39	N/A
VP for Faculty Affairs	--	--	--	--	--	--	--	--	--	23	N/A
VP for Information Technology	--	--	8	7	7	6	9	12	15	49	N/A
VP for Research	35	21	25	29	34	36	35	35	42	66	89%
VP for Student Affairs	155	171	155	165	164	172	181	189	219	256	65%
VP for Undergraduate Affairs	--	18	18	24	25	26	27	27	30	33	N/A
VP for University Operations	16	23	29	13	35	47	48	51	53	93	481%
University Total	1,009	1,022	1,095	1,188	1,265	1,281	1,341	1,400	1,541	1,837	82%

Administrative Professionals (Excludes Research Associates)

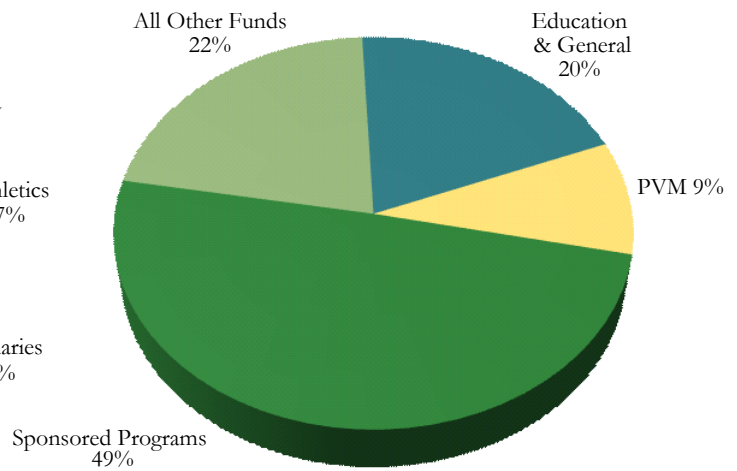
Administrative Professional FTE

Regular Appointments



Total FTE = 1,170.9

Special Appointments

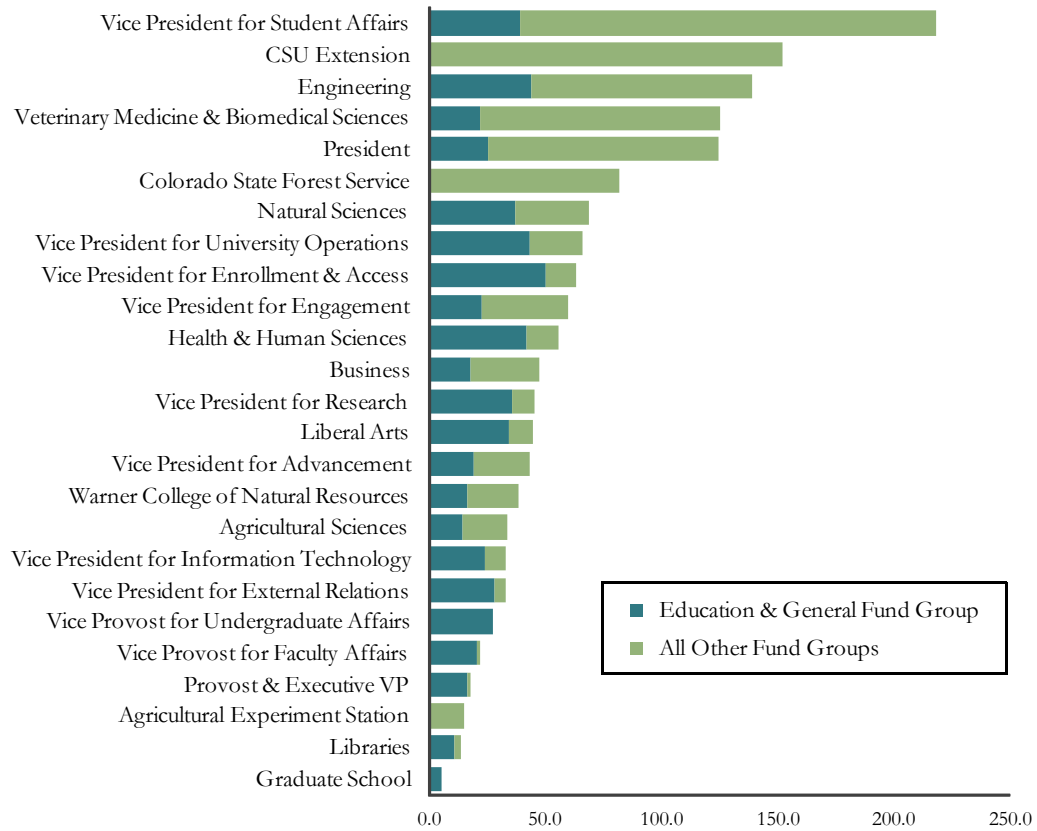


Total FTE = 399.9

	Regular Appointments		Special Appointments	
	Total FTE	Percent of FTE	Total FTE	Percent of FTE
Agency	41.7	3%	3.4	1%
Athletics	86.6	7%	0.0	0%
Auxiliaries	158.4	14%	3.0	1%
Education & General	517.4	44%	78.8	20%
Extension Service	67.7	6%	3.0	1%
Professional Veterinary Medicine	12.8	1%	37.4	9%
Sponsored Programs	58.0	5%	197.9	49%
All Other Fund Groups	228.3	20%	76.4	19%
Total FTE	1,170.9	100%	399.9	100%

Administrative Professionals (Excludes Research Associates)

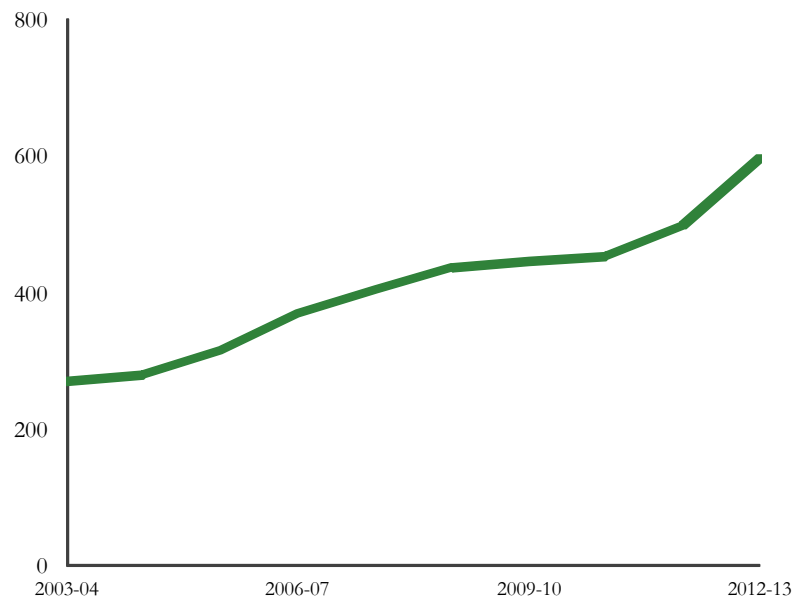
Administrative Professional FTE by Agency, College or Administrative Area



Total FTE = 1,570.8

Administrative Professionals (Excludes Research Associates)

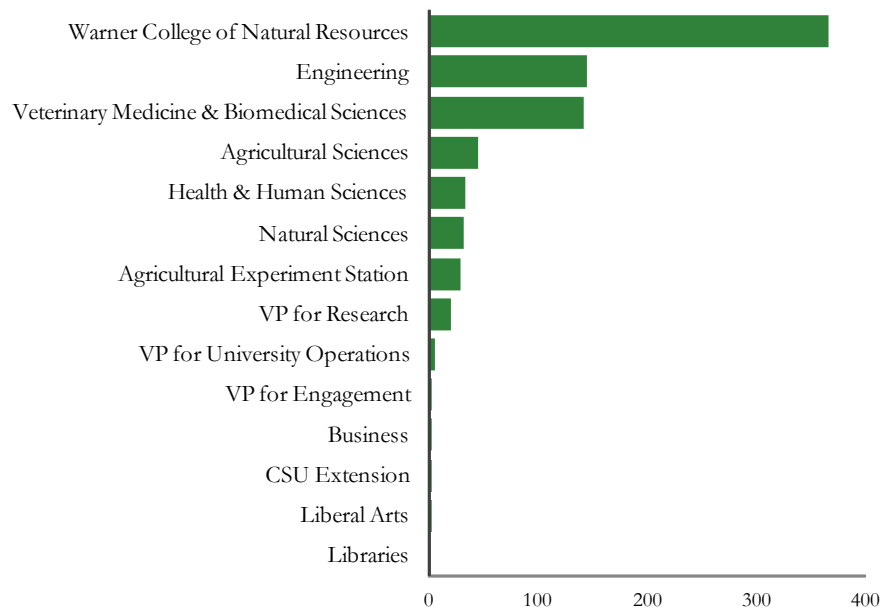
Education & General Administrative Professional FTE



Fiscal Year	Total Education & General Administrative Professional FTE	Percent Change from Previous Year
2003-04	271	1%
2004-05	279	3%
2005-06	314	13%
2006-07	370	18%
2007-08	404	9%
2008-09	436	8%
2009-10	447	3%
2010-11	454	2%
2011-12	498	10%
2012-13	596	20%

Research Associates

Research Associate Headcount by College or Area



	Men	Percent Men	Women	Percent Women	Total Research Associates
Agencies					
Agricultural Experiment Station	18	62%	11	38%	29
CSU Extension	1	50%	1	50%	2
Colleges					
Agricultural Sciences	24	53%	21	47%	45
Business	1	50%	1	50%	2
Engineering	112	77%	33	23%	145
Health & Human Sciences	6	18%	28	82%	34
Liberal Arts	0	0%	2	100%	2
Natural Sciences	10	31%	22	69%	32
Veterinary Medicine & Biomedical Sciences	44	31%	98	69%	142
Warner College of Natural Resources	214	58%	152	42%	366
Administration					
Libraries	0	0%	1	100%	1
VP for Engagement	0	0%	3	100%	3
VP for Research	10	48%	11	52%	21
VP for University Operations	4	80%	1	20%	5
Total Research Associates	444	54%	385	46%	829

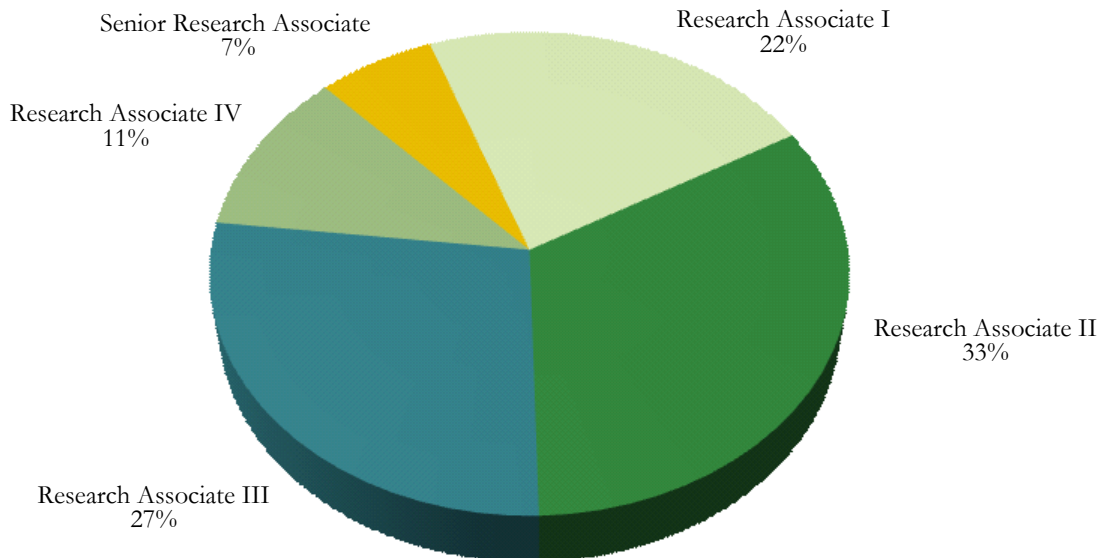
Note: Because the funding and function of research associates differs significantly from most other administrative professional positions, they are reported separately in this section. Includes research associates on regular or special appointments who were employed as of September 30, 2013.

Research Associates

Research Associate Headcount by Job Title and College or Administrative Area

	Research Associate I	Research Associate II	Research Associate III	Research Associate IV	Senior Research Associate	Total
Agencies						
Agricultural Experiment Station	18	10	1	0	0	29
CSU Extension	1	0	1	0	0	2
Colleges						
Agricultural Sciences	6	14	11	9	5	45
Business	1	0	0	0	1	2
Engineering	8	35	59	25	18	145
Health & Human Sciences	6	16	8	3	1	34
Liberal Arts	1	1	0	0	0	2
Natural Sciences	4	8	11	6	3	32
Veterinary Medicine & Biomedical Sciences	50	47	34	7	4	142
Warner College of Natural Resources	80	132	94	40	20	366
Administration						
Libraries	1	0	0	0	0	1
VP for Engagement	0	3	0	0	0	3
VP for Research	8	6	6	0	1	21
VP for University Operations	0	1	1	2	1	5
University Total	184	273	226	92	54	829

Research Associates by Job Title



Total Research Associates = 829

Research Associates

History of Research Associates by College or Administrative Area

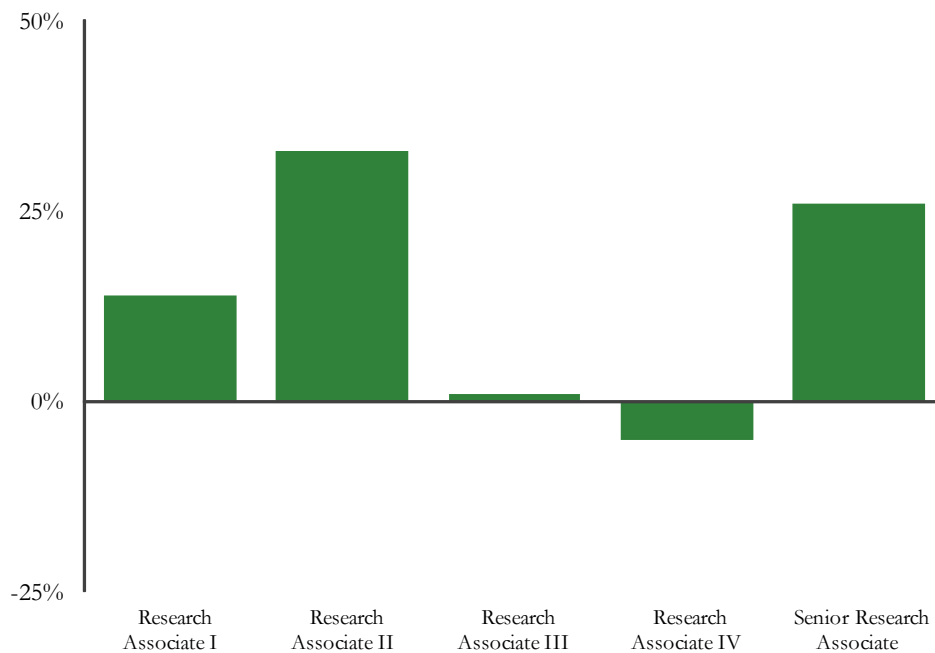
	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agencies											
Agricultural Experiment Station	15	15	16	15	18	19	21	27	28	29	93%
Colorado State Forest Service	0	0	0	0	0	1	0	0	0	0	0%
CSU Extension	1	2	3	3	4	5	4	4	4	2	100%
Colleges											
Agricultural Sci	57	62	57	59	58	49	58	52	52	45	-21%
Business	2	1	1	2	2	2	3	4	3	2	0%
Engineering	162	165	167	139	149	150	149	146	146	145	-10%
Health & Human Sciences	25	27	29	31	31	26	31	35	32	34	36%
Liberal Arts	1	1	3	8	6	4	6	3	2	2	100%
Natural Sciences	31	24	23	25	24	31	32	29	36	32	3%
Veterinary Med & Biomedical Sci	149	159	161	160	161	153	153	148	136	142	-5%
Warner College of Natural Resources	279	284	307	347	348	350	304	320	322	366	31%
Administration											
Executive VP	--	--	--	5	5	--	--	--	--	---	
Provost & Executive VP	3	1	0	0	0	0	0	0	0	0	-100%
Libraries	0	0	0	0	0	0	0	0	0	1	N/A
VP for Engagement	--	0	0	1	1	3	4	5	4	3	N/A
VP for Research	3	4	5	5	11	13	14	12	13	21	600%
VP for University Operations	3	4	5	0	0	5	4	4	4	5	67%
University Total	731	749	777	800	818	811	783	789	782	829	13%

Research Associates

History of Research Associates by Job Title

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Research Associate I	162	170	183	193	201	198	199	189	164	184	14%
Research Associate II	206	215	225	231	241	253	241	245	257	273	33%
Research Associate III	223	219	224	233	240	226	207	215	222	226	1%
Research Associate IV	97	102	94	90	83	82	81	88	84	92	-5%
Senior Research Associate	43	43	51	53	53	52	55	52	55	54	26%
Total	731	749	777	800	818	811	783	789	782	829	13%

AY 2004-05 to AY 2013-14 Percent Change in Research Associates by Job Title

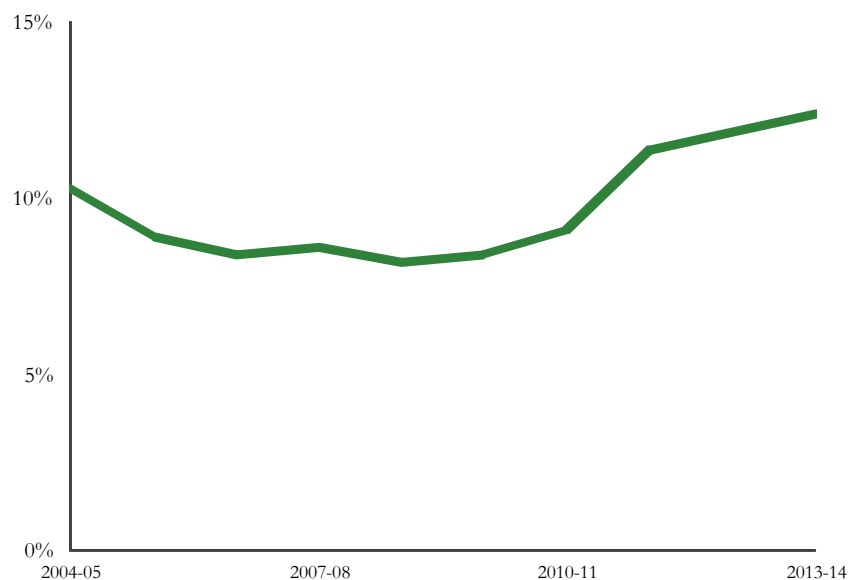


Research Associates

History of Research Associates by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Asian	45	38	34	38	31	34	38	29	34	37	-18%
Black	5	5	6	4	5	5	6	10	9	11	120%
Hawaiian/Pacific Islander	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	6	7	N/A
Hispanic	17	17	18	20	23	21	20	32	31	34	100%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	8	9	N/A
Native American	8	7	7	7	8	8	7	7	5	5	-38%
Total Minority	75	67	65	69	67	68	71	90	93	103	37%
Non-resident Alien	13	27	21	22	19	20	15	17	16	14	8%
Non-Minority	643	655	691	709	732	723	697	682	673	712	11%
Total Research Associates	731	749	777	800	818	811	783	789	782	829	13%
Minority Research Associates as a Percent of Total Research Associates	10.3%	8.9%	8.4%	8.6%	8.2%	8.4%	9.1%	11.4%	11.9%	12.4%	

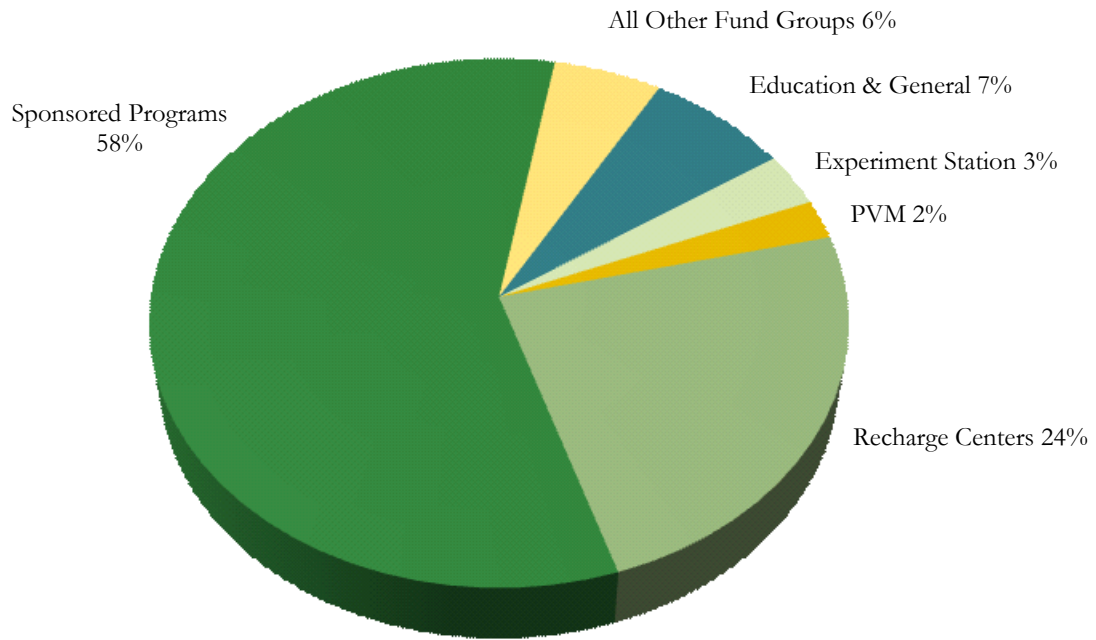
Research Associate Minorities as a Percent of Total Research Associates



Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used for 2010-11. The IPEDS federal definition is used for reporting international employees. Employees with a visa type of permanent resident are not reported in the non-resident alien category but in their ethnic group. A portion of the increase in Hispanic employees may be due to the change in ethnic categories requiring all employees who are part Hispanic to be reported as Hispanic instead of with their other ethnic group.

Research Associates

Research Associate FTE by Fund Group

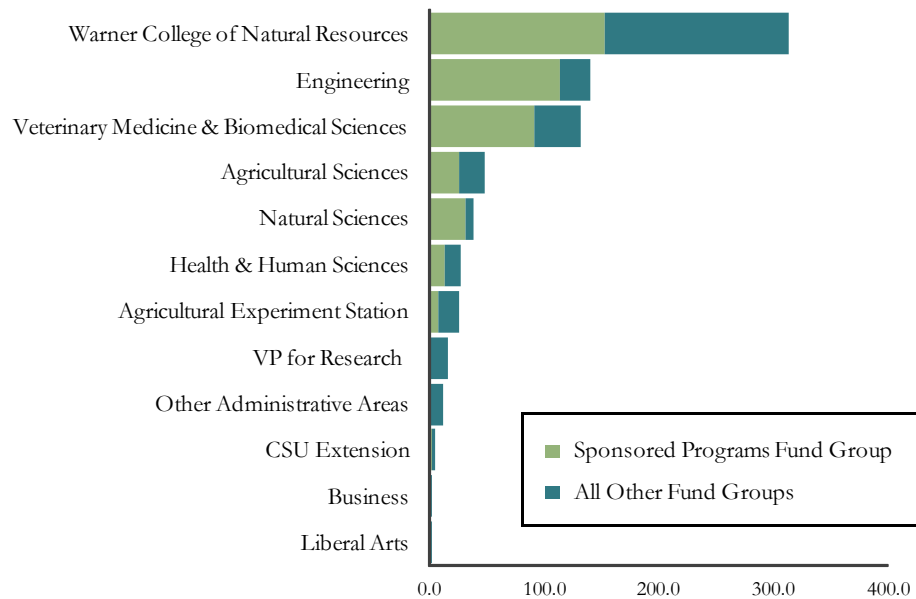


Total FTE = 762.6

	Research Associate FTE	Percent of Total FTE
Education & General	55.4	7%
Experiment Station	25.0	3%
PVM	18.2	2%
Recharge Centers	180.9	24%
Sponsored Programs	441.1	58%
All Other Fund Groups	42.0	6%
Total	762.6	100%

Research Associates

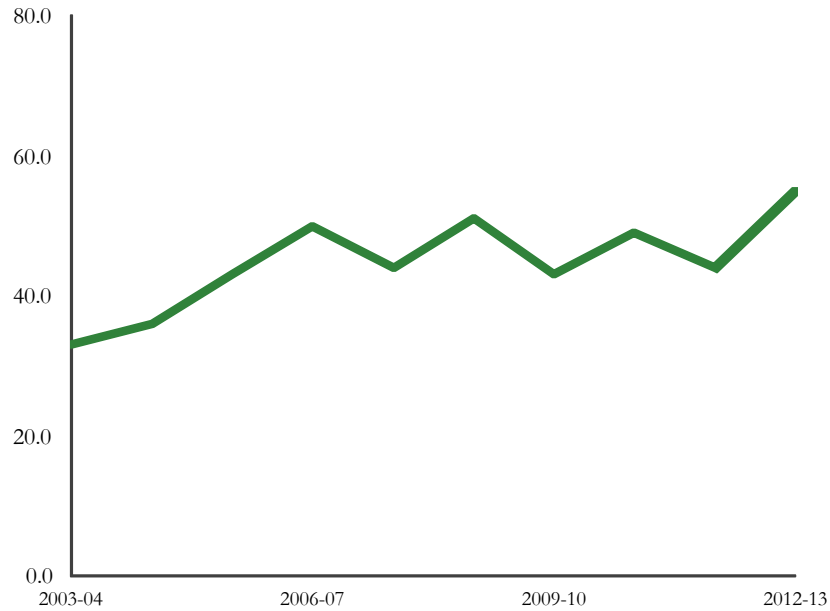
Research Associate FTE by Agency, College or Administrative Area



	Sponsored Programs Research Associate FTE	All Other Funds Research Associate FTE	All Research Associate FTE
Agencies			
Agricultural Experiment Station	7.7	18.3	26.0
CSU Extension	2.3	2.3	4.6
Colleges			
Agricultural Sciences	25.4	22.8	48.2
Business	1.0	1.8	2.8
Engineering	113.7	27.0	140.7
Health & Human Sciences	13.3	14.0	27.3
Liberal Arts	1.2	0.8	2.0
Natural Sciences	31.5	6.5	38.0
Veterinary Medicine & Biomedical Sciences	91.7	40.3	132.0
Warner College of Natural Resources	152.4	160.4	312.8
Administration			
VP for Research	0.0	15.9	15.9
Other Administrative Areas	0.8	11.4	12.2
University Total	441.1	321.5	762.6

Research Associates

Education & General Research Associate FTE



Fiscal Year	Total Education & General Research Associate FTE	Percent Change from Previous Year
2004	33	-13%
2005	36	9%
2006	43	19%
2007	50	16%
2008	44	-12%
2009	51	16%
2010	43	-16%
2011	49	14%
2012	44	-10%
2013	55	25%

State Classified Employees

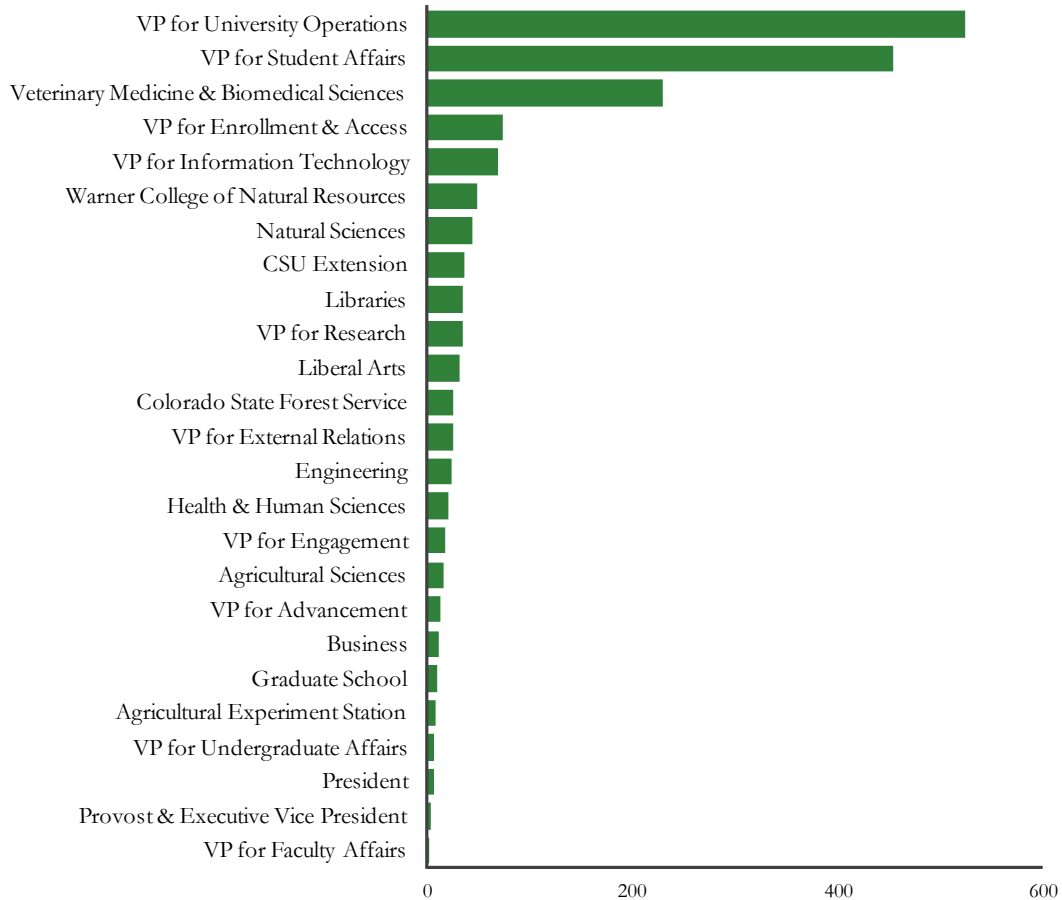
State Classified Employees by Gender

	Men	Percent Men	Women	Percent Women	Total State Classified Employees
Agencies					
Agricultural Experiment Station	5	63%	3	37%	8
Colorado State Forest Service	2	8%	23	92%	25
CSU Extension	1	3%	36	97%	37
Colleges					
Agricultural Sciences	2	13%	14	87%	16
Business	1	9%	10	91%	11
Engineering	2	9%	21	91%	23
Health & Human Sciences	3	15%	17	85%	20
Liberal Arts	2	6%	30	94%	32
Natural Sciences	5	11%	39	89%	44
Veterinary Medicine & Biomedical Sciences	49	21%	180	79%	229
Warner College of Natural Resources	29	60%	19	40%	48
Administration					
President	0	0%	6	100%	6
Provost & Executive Vice President	0	0%	3	100%	3
Graduate School	0	0%	9	100%	9
Libraries	7	20%	28	80%	35
VP for Advancement	3	23%	10	77%	13
VP for Engagement	3	18%	14	82%	17
VP for Enrollment & Access	9	12%	65	88%	74
VP for External Relations	9	36%	16	64%	25
VP for Faculty Affairs	0	0%	1	100%	1
VP for Information Technology	55	80%	14	20%	69
VP for Research	13	37%	22	63%	35
VP for Student Affairs	176	39%	277	61%	453
VP for Undergraduate Affairs	1	14%	6	86%	7
VP for University Operations	342	65%	182	35%	524
University Total	719	41%	1,045	59%	1,764

Note: Includes state classified employees who were employed as of September 30, 2013. In 2012-13 and 2013-14, 110 state classified staff were moved from state classified positions to administrative professional positions.

State Classified Employees

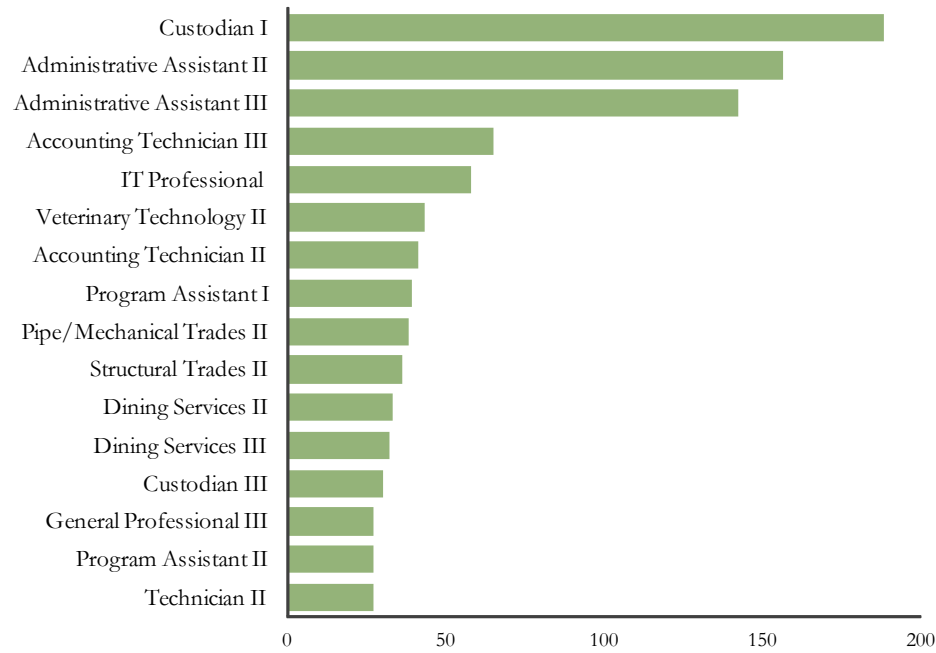
State Classified Employees by Agency, College or Administrative Area



Total State Classified Employees = 1,764

State Classified Employees

State Classified Positions with the Largest Number of Employees



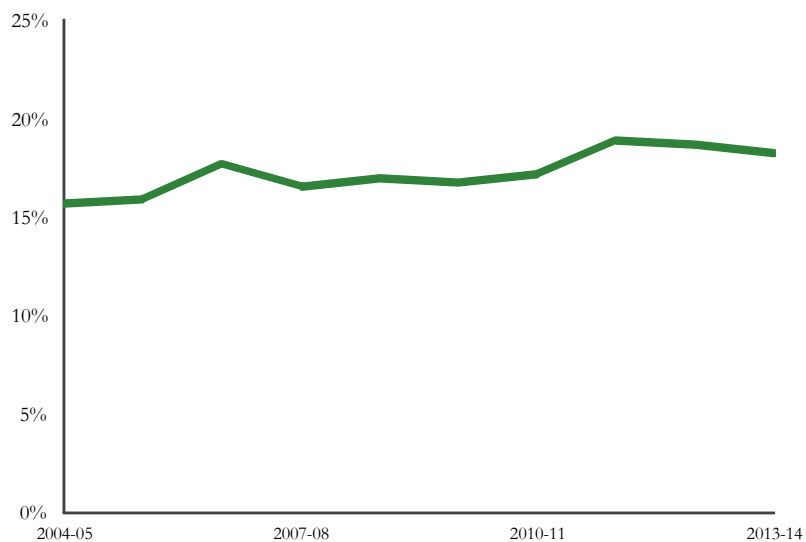
	Total Employees
Custodian I	188
Administrative Assistant II	156
Administrative Assistant III	142
Accounting Technician III	65
IT Professional	58
Veterinary Technology II	43
Accounting Technician II	41
Program Assistant I	39
Pipe/Mechanical Trades II	38
Structural Trades II	36
Dining Services II	33
Dining Services III	32
Custodian III	30
General Professional III	27
Program Assistant II	27
Technician II	27

State Classified Employees

History of State Classified Employees by Ethnicity

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Asian	30	37	41	39	36	37	48	26	24	21	-30%
Black	19	16	22	19	22	23	20	17	19	11	-42%
Hawaiian/ Pac Islander	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13	11	10	N/A
Hispanic	240	242	268	262	279	265	263	272	261	241	0%
Multi-Racial	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19	25	23	N/A
Native American	31	30	29	28	24	21	20	19	17	17	-45%
Total Minority	320	325	360	348	361	346	351	366	357	323	1%
Non-Resident Alien	3	4	3	2	4	5	5	6	3	3	0%
Non-Minority	1,711	1,719	1,672	1,742	1,756	1,709	1,679	1,568	1,550	1,438	-16%
University Total	2,034	2,048	2,035	2,092	2,121	2,060	2,035	1,940	1,910	1,764	-13%
Minorities as a Percent of Total State Classified Employees	15.7%	15.9%	17.7%	16.6%	17.0%	16.8%	17.2%	18.9%	18.7%	18.3%	

State Classified Minorities as a Percent of Total State Classified Employees



Note: New federal ethnicity and race categories were implemented in the fall of 2010. However, this information was incomplete at the time of publication so previous categories were used for 2010-11. The federal IPEDS definition is used for reporting international employees. Employees with a visa type of permanent resident are not reported in the non-resident alien category but with their ethnic group. Part of the increase in Hispanic employees may be due to the change in ethnic categories requiring all employees who are part Hispanic to be reported as Hispanic instead of with their other ethnic group. The addition of the Multi-Racial category may have decreased the number of employees reported in the Asian, Black and Native American categories. The addition of the Hawaiian/Pacific Islander category may have decreased the number of employees in the Asian category.

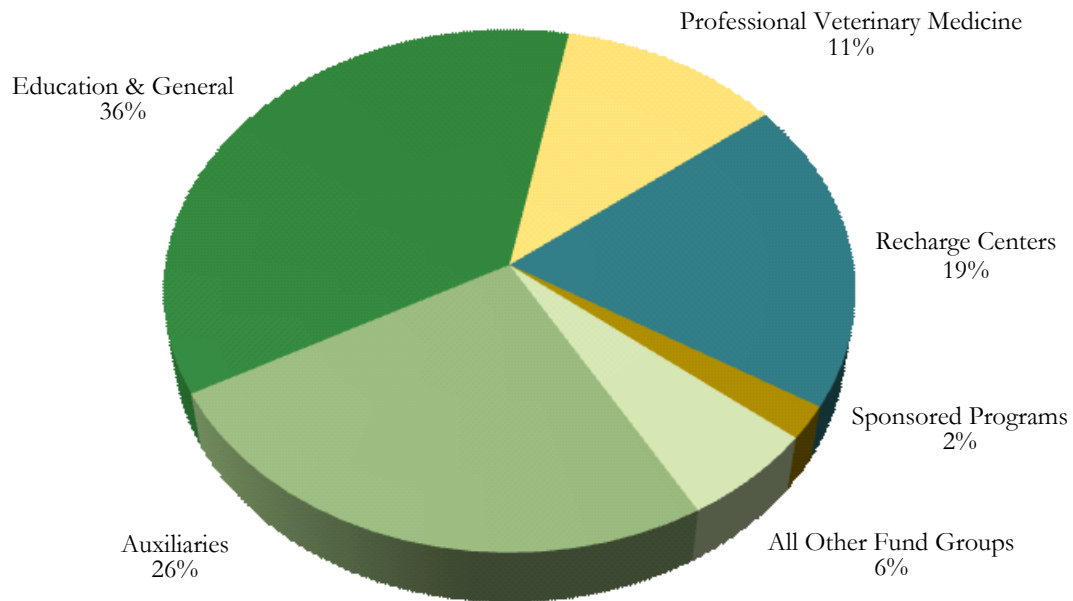
State Classified Employees

History of State Classified Employees by Agency, College or Administrative Area

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agencies											
Agricultural Experiment Station	11	11	10	11	11	11	11	10	9	8	-27%
Colorado State Forest Service	30	29	27	37	39	44	46	44	24	25	-17%
CSU Extension	24	23	28	30	30	28	27	26	36	37	54%
Colleges											
Agricultural Sciences	36	30	31	25	27	24	22	20	20	16	-56%
Business	13	13	14	15	16	14	14	14	15	11	-15%
Engineering	48	42	40	42	45	43	40	33	27	23	-52%
Health & Human Sci	37	36	35	39	40	37	34	30	20	20	-46%
Liberal Arts	36	34	37	40	40	38	33	35	36	32	-11%
Natural Sciences	63	60	57	54	53	48	50	45	47	44	-30%
Veterinary Medicine & Biomedical Sci	251	264	274	284	274	261	251	242	246	229	-9%
Warner College of Natural Resources	49	54	50	48	44	48	65	55	58	48	-2%
Administration											
President	14	17	63	15	14	11	8	7	6	6	-57%
Executive Vice President	--	--	--	122	72	--	--	--	--	--	N/A
Provost & Executive Vice President	35	132	75	7	10	9	4	3	3	3	-91%
Graduate School	6	8	7	8	7	7	9	9	10	9	50%
Libraries	60	58	54	53	54	53	43	37	34	35	-42%
VP for Advancement	70	65	19	19	18	17	16	15	15	13	-81%
VP for Engagement	--	--	19	21	15	16	19	21	18	17	N/A
VP for Enrollment & Access	--	--	109	116	116	115	112	105	107	74	N/A
VP for External Relations	--	--	--	--	52	50	42	38	37	25	N/A
VP for Faculty Affairs	--	--	--	--	--	--	--	--	--	1	N/A
VP for Information Technology	--	--	99	115	115	114	113	105	98	69	N/A
VP for Research	148	57	58	48	52	53	49	43	41	35	-76%
VP for Student Affairs	612	604	469	467	482	479	487	470	460	453	-26%
VP for Undergradu- ate Affairs	--	--	8	8	8	8	7	7	7	7	N/A
VP for University Operations	491	511	452	468	487	532	533	526	536	524	7%
University Total	2,034	2,048	2,035	2,092	2,121	2,060	2,035	1,940	1,910	1,764	-13%

State Classified Employees

State Classified Employee FTE by Fund Group

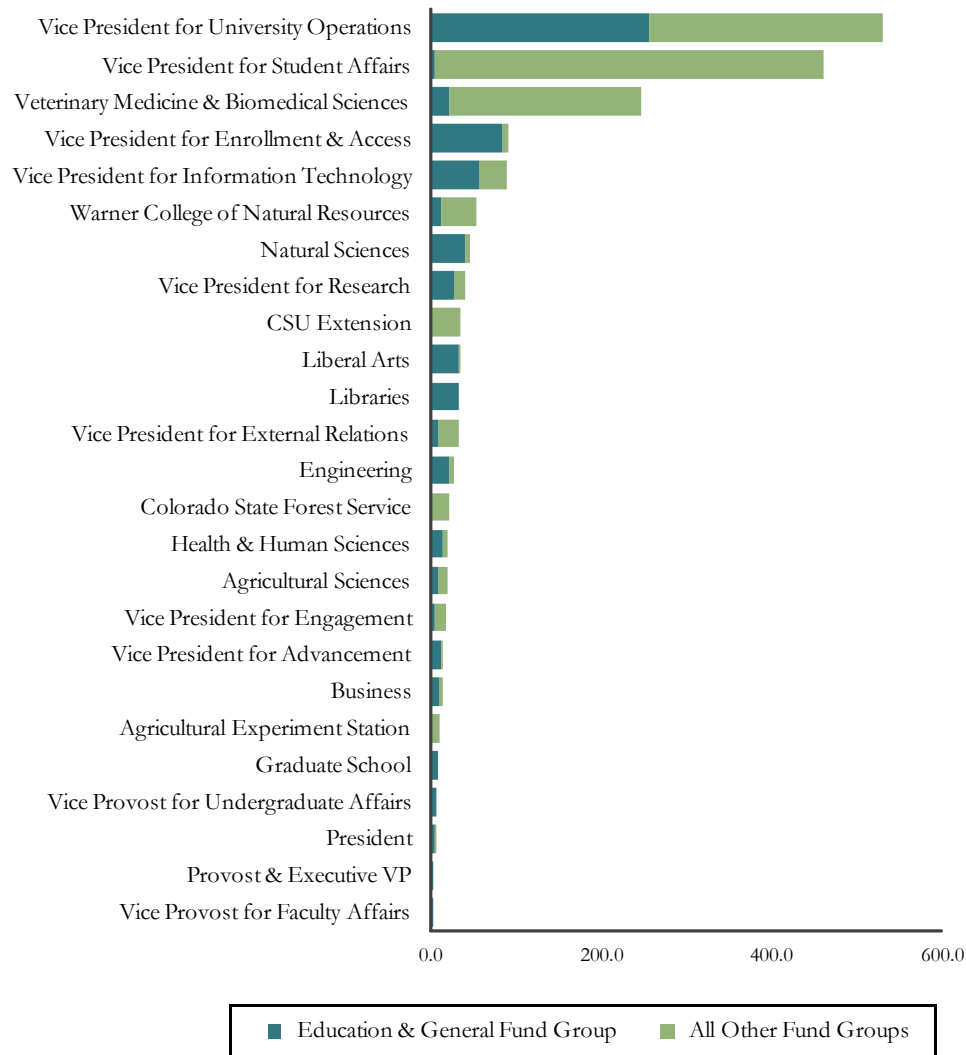


Total FTE = 1,851.6

	Total State Classified Employee FTE	Percent of Total FTE
Auxiliaries	471.5	26%
Education & General	664.9	36%
Professional Veterinary Medicine	211.4	11%
Recharge Centers	356.2	19%
Sponsored Programs	38.5	2%
All Other Fund Groups	109.1	6%
Total Fund Groups	1,851.6	100%

State Classified Employees

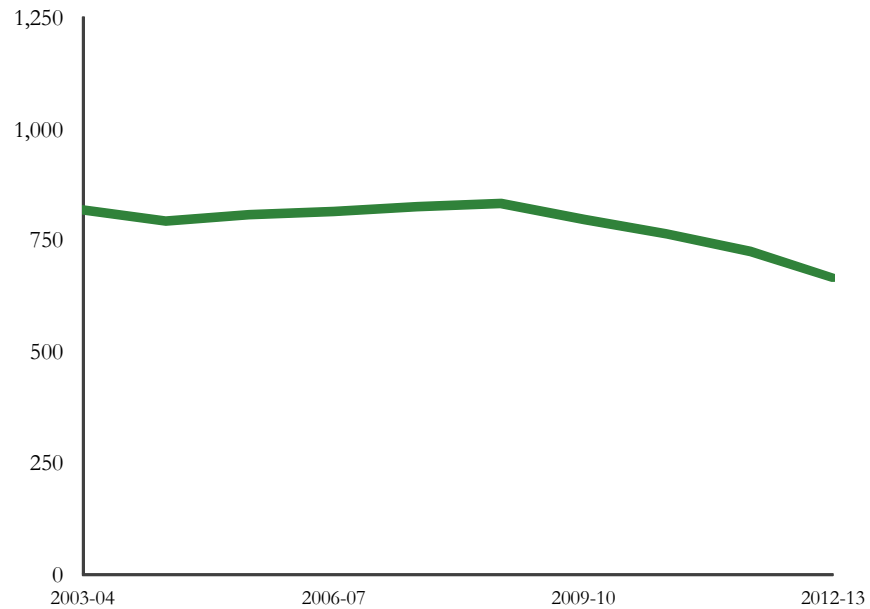
State Classified Employee FTE by Agency, College or Administrative Area



Total FTE = 1,851.6

State Classified Employees

Education & General State Classified Employee FTE



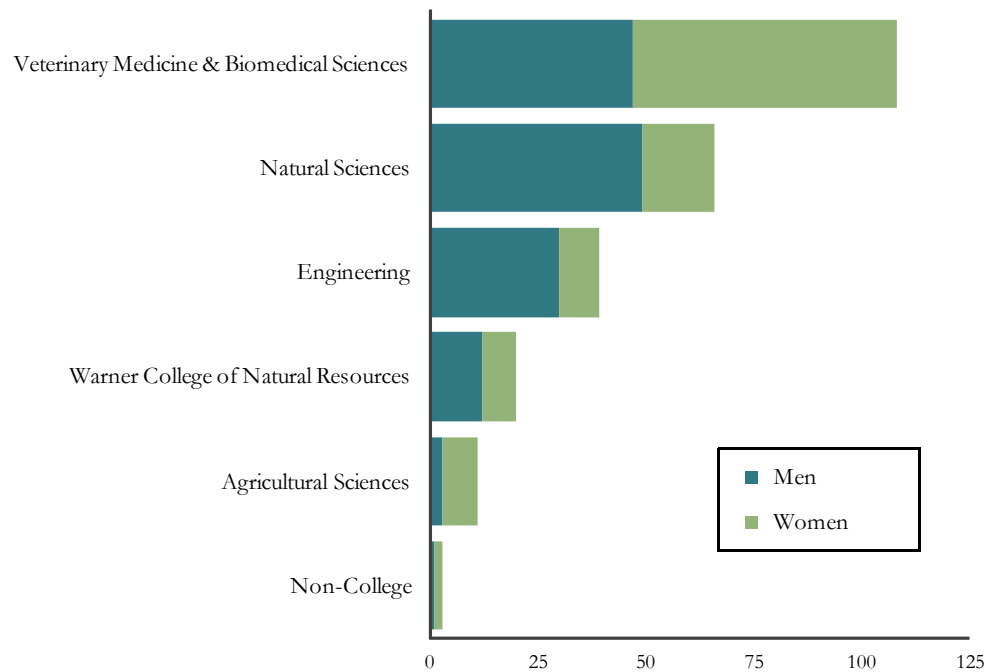
Fiscal Year	E & G State Classified Employee FTE	Percent Change from Previous Year
2004	819	-10%
2005	796	-3%
2006	810	2%
2007	816	1%
2008	828	1%
2009	833	1%
2010	799	-4%
2011	765	-4%
2012	725	-5%
2013	665	-8%

Post Doctorates

Post Doctorate Headcount by College and Gender

	Men		Women		Total Post Doctorates
	Number	Percent	Number	Percent	
Agricultural Sciences	3	27%	8	73%	11
Engineering	30	77%	9	23%	39
Natural Sciences	49	74%	17	26%	66
Non-College	1	33%	2	67%	3
Veterinary Medicine & Biomedical Sciences	47	44%	61	56%	108
Warner College of Natural Resources	12	60%	8	40%	20
University Total	142	57%	105	43%	247

Post Doctorates by College



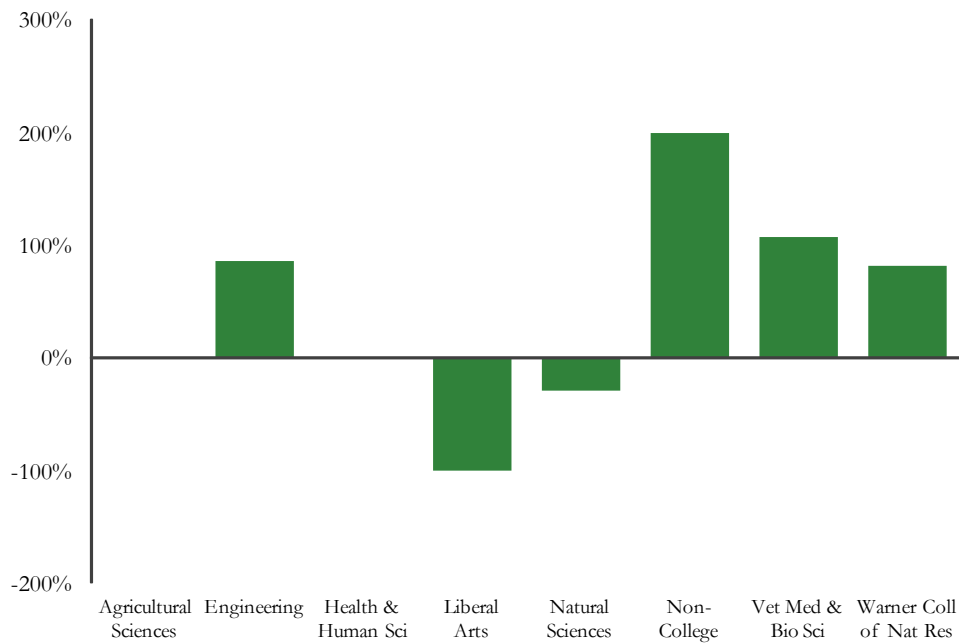
Note: Includes all post doctorates employed as of September 30, 2013.

Post Doctorates

History of Post Doctorates

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agricultural Sci	11	9	10	15	15	14	13	18	17	11	0%
Engineering	21	18	27	33	34	33	30	30	38	39	86%
Health & Human Sciences	0	0	1	1	2	3	1	1	1	0	0%
Liberal Arts	1	0	0	0	0	0	0	0	0	0	-100%
Natural Sciences	92	93	84	75	68	63	64	76	78	66	-28%
Non-College	1	1	1	0	2	2	1	3	4	3	200%
Veterinary Med & Biomedical Sci	52	55	58	67	63	50	52	47	108	108	108%
Warner College of Natural Resources	11	10	10	9	14	15	14	18	23	20	82%
University Total	189	186	191	200	198	180	175	193	269	247	31%

AY 2004-05 to AY 2013-14 Percent Change
in Post Doctorates by College

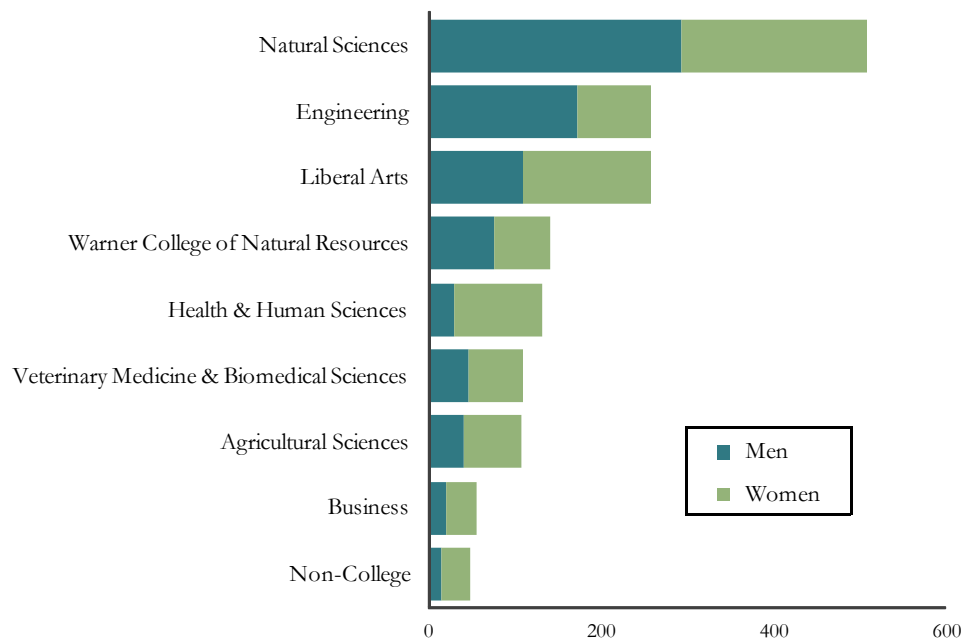


Graduate Assistants

Graduate Assistant Headcount by Gender and College

	Men		Women		Total Graduate Assistants
	Number	Percent	Number	Percent	
Agricultural Sciences	41	38%	67	62%	108
Business	21	38%	34	62%	55
Engineering	173	67%	85	33%	258
Health & Human Sciences	30	23%	102	77%	132
Liberal Arts	109	42%	148	58%	257
Natural Sciences	293	58%	214	42%	507
Non-College	15	31%	34	69%	49
Veterinary Medicine & Biomedical Sciences	46	42%	63	58%	109
Warner College of Natural Resources	76	54%	64	46%	140
University Total	804	50%	811	50%	1,615

Graduate Assistant Headcount by College



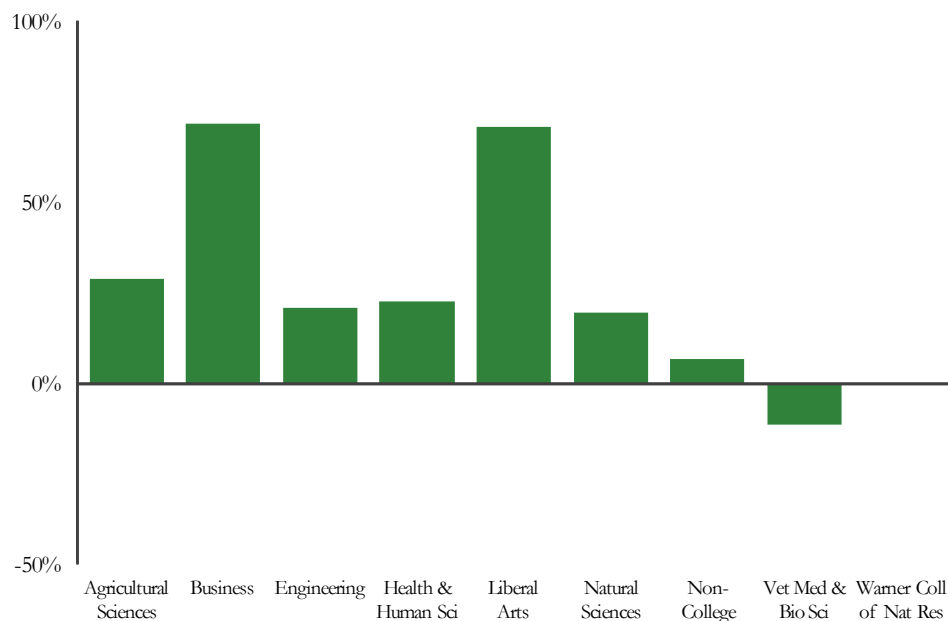
Note: Includes graduate assistants employed as of September 30, 2013.

Graduate Assistants

History of Graduate Assistant Headcount by College

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2004-05 to AY 2013- 14 Change
Agricultural Sciences	84	88	87	99	106	93	101	109	103	108	29%
Business	32	29	36	46	59	56	66	55	58	55	72%
Engineering	213	241	241	249	236	208	253	301	263	258	21%
Health & Human Sci	107	105	99	104	109	106	133	119	125	132	23%
Liberal Arts	150	161	160	222	225	226	268	257	264	257	71%
Natural Sciences	423	470	473	469	460	414	500	504	490	507	20%
Non-College	46	44	47	47	45	34	49	50	51	49	7%
Veterinary Medicine & Biomedical Sci	123	131	117	120	111	107	114	108	107	109	-11%
Warner College of Natural Resources	140	123	118	104	109	84	138	149	135	140	0%
University Total	1,318	1,392	1,378	1,460	1,460	1,328	1,622	1,652	1,596	1,615	23%

AY 2004-05 to AY 2013-14 Percent Change in Graduate Assistant Headcount by College

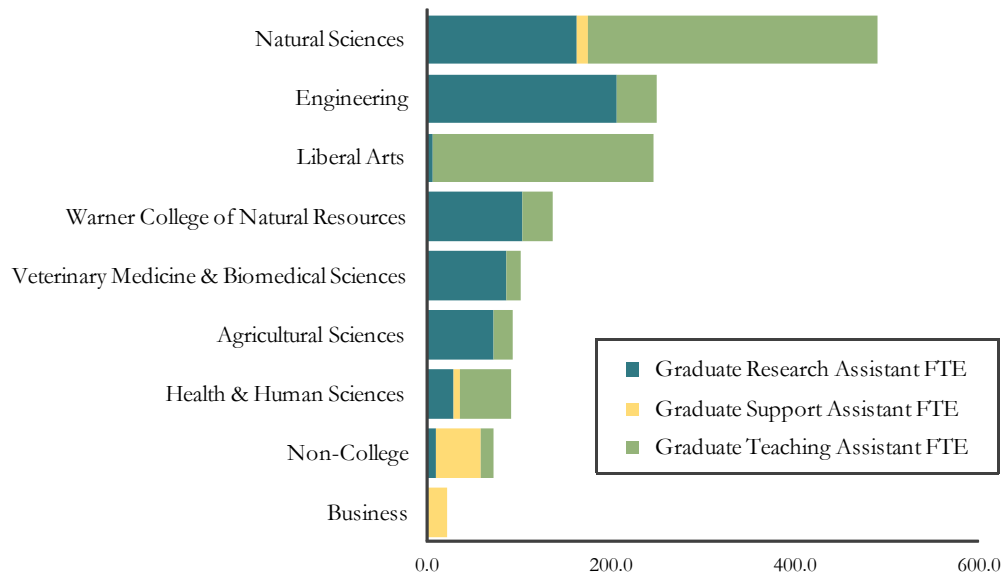


Graduate Assistants

Graduate Assistant FTE by Type and College - 2012-13

	Graduate Research Assistant FTE	Graduate Support Assistant FTE	Graduate Teaching Assistant FTE	Total Graduate Assistant FTE
Agricultural Sciences	73.1	0.0	20.5	93.6
Business	1.0	21.1	0.0	22.1
Engineering	206.0	0.0	44.0	250.0
Health & Human Sciences	29.8	5.9	56.5	92.2
Liberal Arts	6.2	0.0	239.7	245.9
Natural Sciences	162.3	12.0	315.2	489.5
Non-College	10.1	48.4	14.7	73.2
Veterinary Medicine & Biomedical Sciences	86.9	0.0	15.3	102.2
Warner College of Natural Resources	104.6	0.0	34.4	139.0
University Total	680.0	87.4	740.3	1,507.7

Graduate Assistant FTE by College



Note: Graduate teaching assistant FTE is calculated by dividing months paid by 4.5. Graduate research assistant and graduate support assistant FTE are calculated by dividing months paid by 6. Summer months are excluded for graduate teaching assistants. FTE is reported as of the end of the fiscal year.

Graduate Assistants

History of Graduate Assistant FTE by Type

	AY 2004-05	AY 2005-06	AY 2006-07	AY 2007-08	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2004-05 to AY 2012- 13 Change
Graduate Research Assistants	688.7	678.8	644.6	639.6	680.8	701.3	740.8	722.5	680.0	-1%
Graduate Support Assistants	99.7	85.7	84.7	89.2	102.9	100.4	91.3	84.6	87.4	-12%
Graduate Teaching Assistants	544.0	572.5	596.1	681.4	704.4	675.1	696.7	738.6	740.3	36%
Total Graduate Assistants	1,332.4	1,337.0	1,325.4	1,410.2	1,488.1	1,476.8	1,528.8	1,545.7	1,507.7	13%

AY 2004-05 to AY 2012-13 Percent Change in Graduate Assistant FTE

