

Preface

The Colorado State University *Fact Book* is published annually. Within the book, you will find four major sections: *Students, Employees, Costs and Financial Aid and Expenditures and Resources*. Within the subsections of each major section, the information is presented in the following order:

- Current Year or Term
- Multiple-Year Histories
- Peer Institution Comparisons

Sources of information for each subsection are listed in the *Appendix*.

Additions to this year's *Fact Book* include a section on Undergraduate Student Credit Hours by Faculty and Course Type and a section on New Faculty.

We welcome and encourage your suggestions for additional information to future editions or for reorganizations of the material presently included.

Keith Ickes
Director,
Office of Budgets and
Institutional Analysis

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Appendix - Sources of Information



Employees

Employee Highlights

Total ranked faculty

Regular Appointments: **1,004**

Temporary Appointments: **276**

Special Appointments: **143**

Total new faculty hired: **35**

Percent of faculty who had a nine-month appointment: **79%**

Percent of faculty who were women: **22%**

Percent of faculty who had a doctorate: **88%**

Percent of faculty who were ethnic minorities: **8.2%**

Percent of faculty age 60 or over: **16%**

Percent of faculty who were tenured:

Women **61%**

Men **86%**

Total administrative professionals with regular or special appointments: **1,232**

Total graduate assistants: **1,339**

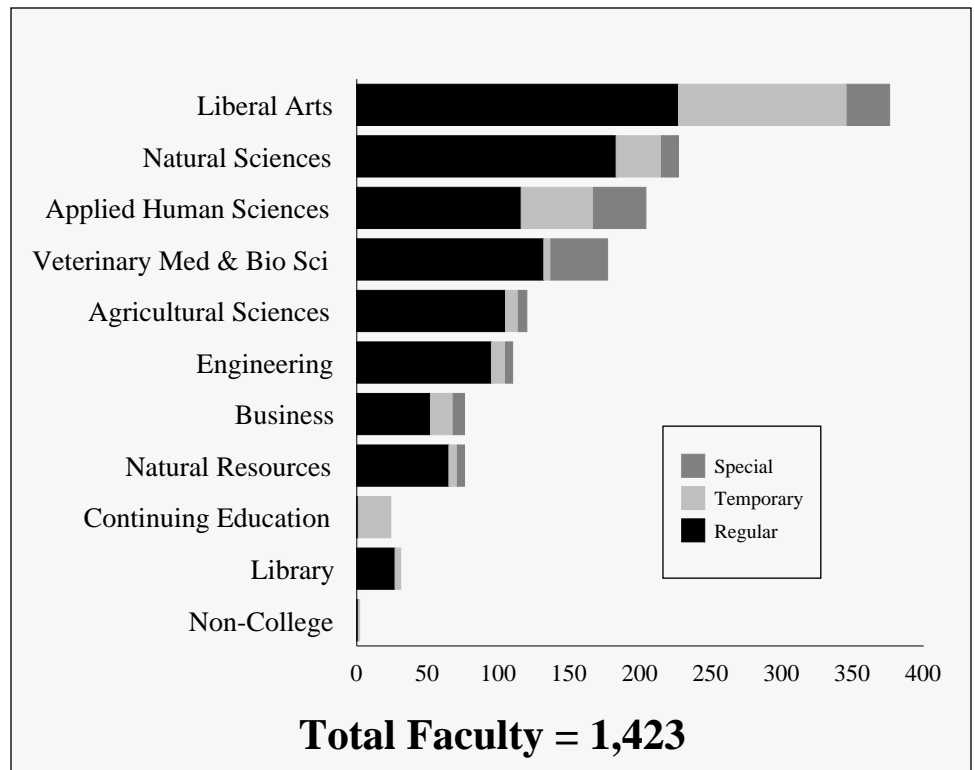
Total state classified staff: **2,090**

Note: These facts highlight information for fall term 1996 and apply to tenure-track faculty with regular appointments (unless otherwise noted).

Faculty by Appointment Type

Fall 1996

A total of 1,423 professors, associate professors, assistant professors, instructors and lecturers were employed at CSU.

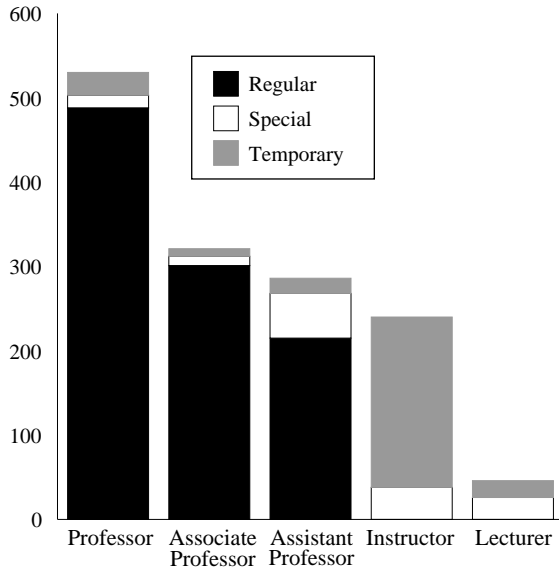


Seventy-one percent of all faculty employed at CSU were on regular appointments.

	<u>Regular</u>	<u>Temporary</u>	<u>Special</u>	<u>Total</u>
Agricultural Sciences	105	9	6	120
Applied Human Sciences	116	51	37	204
Business	52	16	8	76
Engineering	95	10	5	110
Liberal Arts	227	119	30	376
Natural Resources	65	6	5	76
Natural Sciences	183	32	12	227
Veterinary Med & Bio Sci	132	5	40	177
Library	27	4	0	31
Non-College	1	1	0	2
Continuing Education	1	23	0	24
University Summary	1,004	276	143	1,423

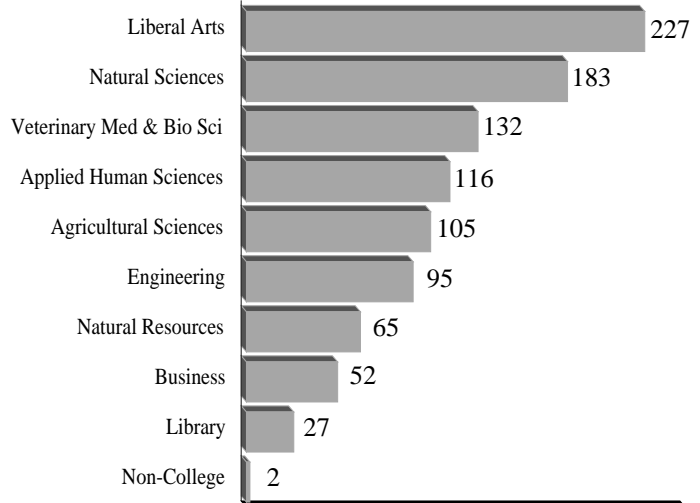
Fall 1996

By Rank and Appointment Type



The largest number of temporary faculty were at the rank of instructor.

Regular Appointments

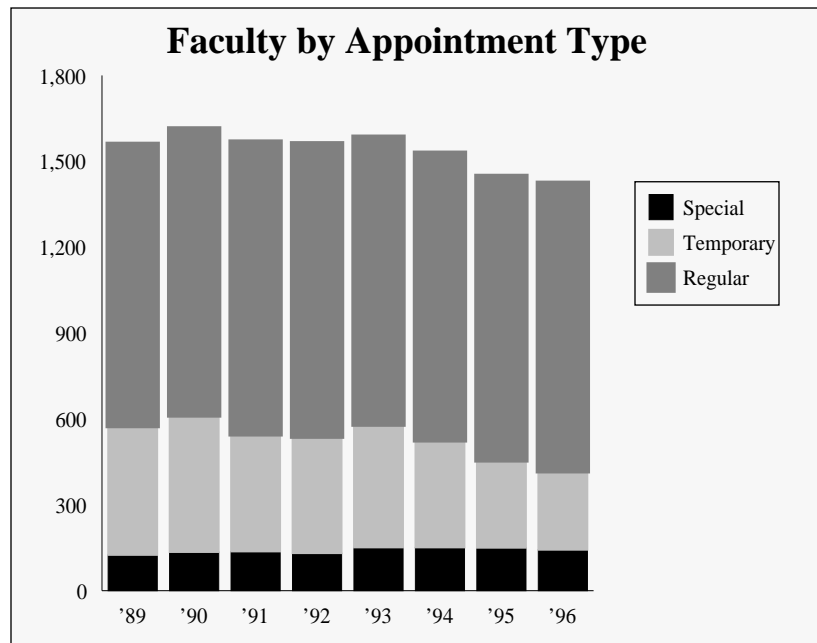


Total Faculty = 1,004

Twenty-three percent of faculty on regular appointments were employed by the College of Liberal Arts.

Eight-Year History

The number of special appointments remained relatively unchanged over the eight-year period while the number of regular and temporary appointments decreased.



New Faculty

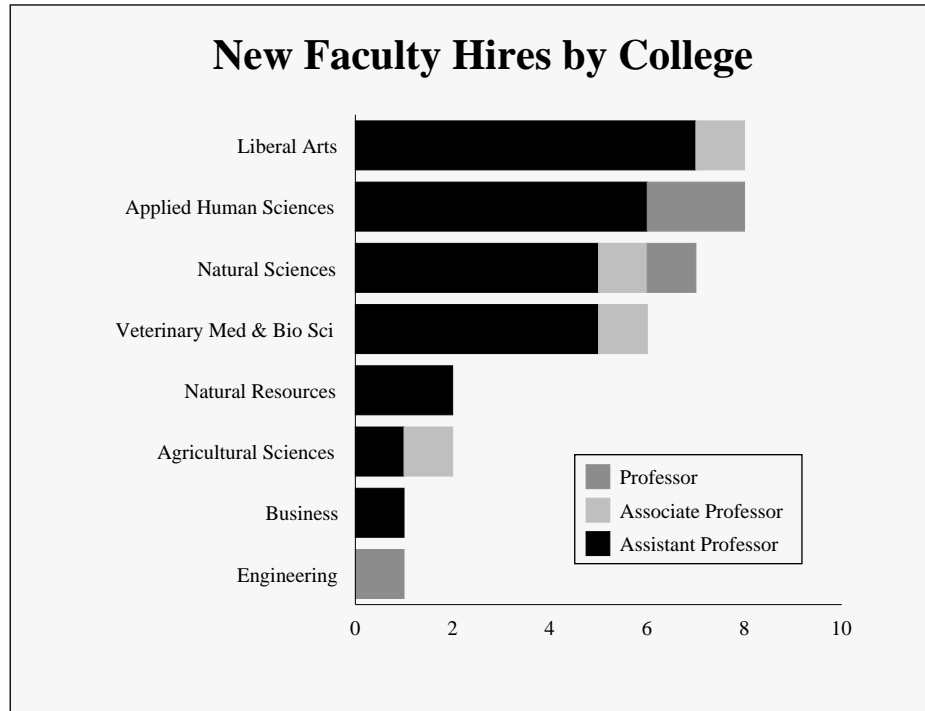
Fall 1996

Facts about New Faculty

- ◆ Thirty-five new faculty members were hired on regular appointments.
- ◆ A total of four full professors, four associate professors and 27 assistant professors were hired.
- ◆ All four full professors were hired as department heads.
- ◆ All four full professors hired were men. Of the four associate professors hired, one was a woman and of the 27 assistant professors hired, 11 were women. Thirty-four percent of new hires were women.
- ◆ Of the four full professors hired, one was an ethnic minority. Of the six associate professors hired, all were nonminorities and of the 27 assistant professors hired, six were ethnic minorities. Twenty percent of new hires were ethnic minorities.
- ◆ The age of the full professors hired ranged from 43 to 54 with an average age of 49. Of the associate professors hired, ages ranged from 38 to 49 with an average age of 43. New assistant professors ranged in age from 28 to 54 with an average age of 37.
- ◆ One associate professor hired had a master's degree, two assistant professors had professional degrees while all others had a doctorate as their highest degree earned.
- ◆ All four full professors were hired with tenure.

Fall 1996

Thirty-five new faculty members were hired on regular appointments for fall term 1996.



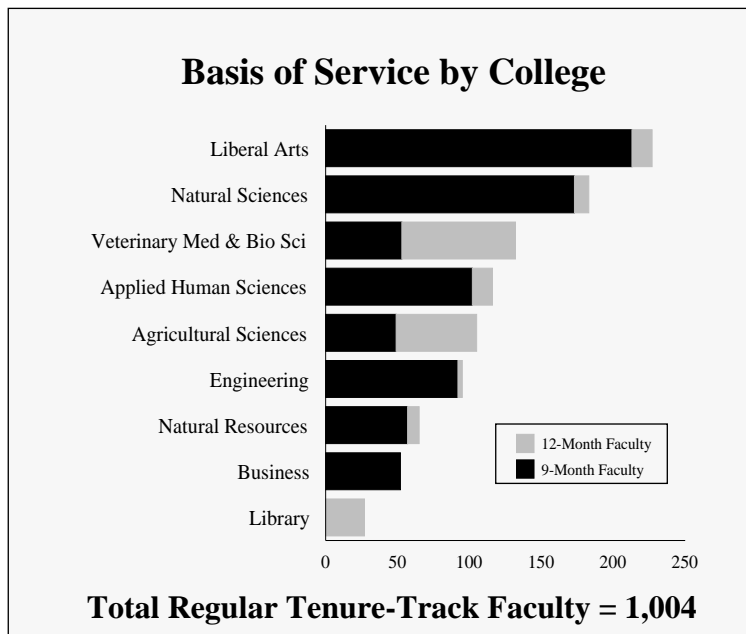
Salaries of New Faculty

	<u>Basis of Service</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Average Salary</u>	<u>Total Faculty</u>
Professor	12	\$86,000	\$124,000	\$110,306	4
Associate Professor	9	44,000	67,500	54,375	4
Assistant Professor	9	33,000	60,000	42,304	25
	12	60,000	62,000	61,000	2

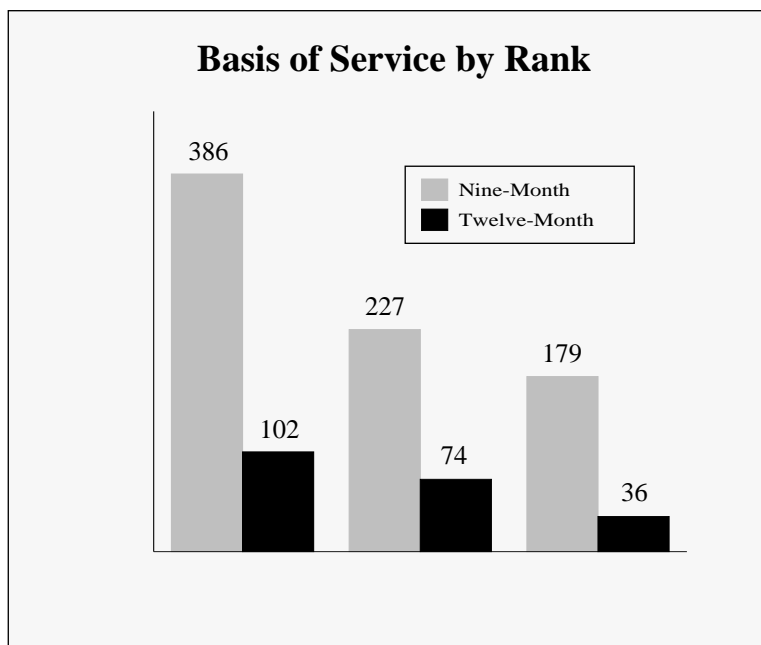
Faculty by Basis of Service

Fall 1996

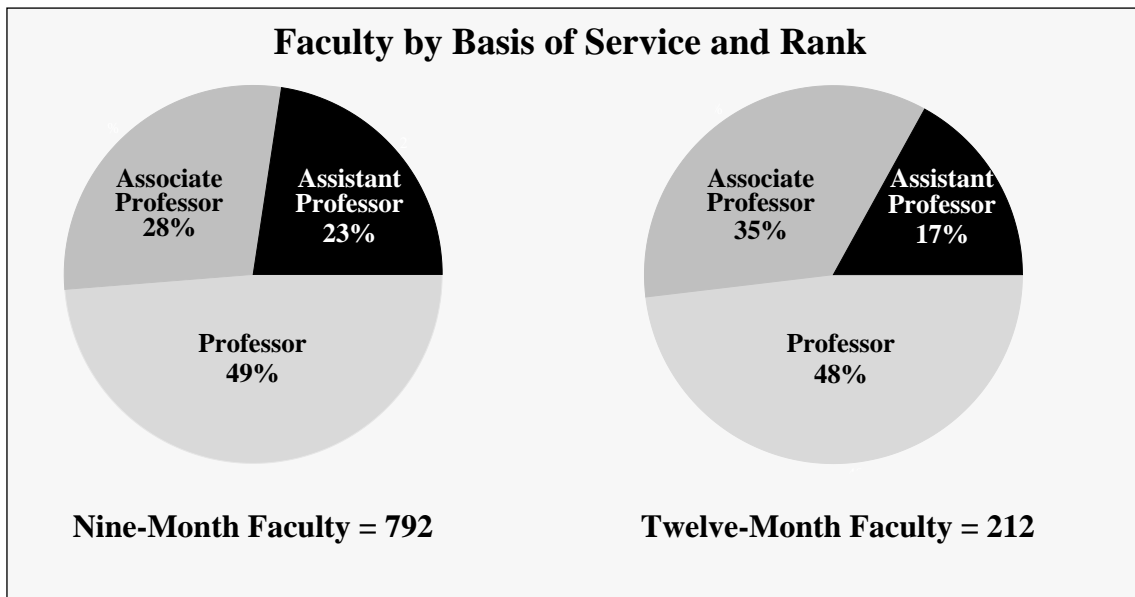
Agricultural Sciences and Veterinary Medicine & Biomedical Sciences had the largest number of twelve-month faculty.



Seventy-nine percent of faculty were on 9-month appointments while 21% were on 12-month appointments.

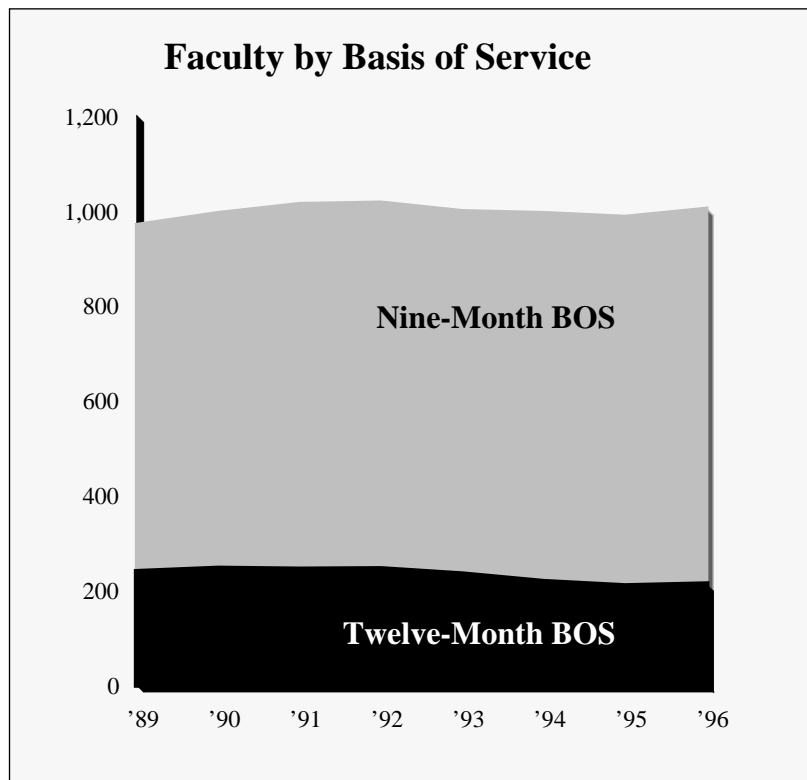


Fall 1996



Eight-Year History

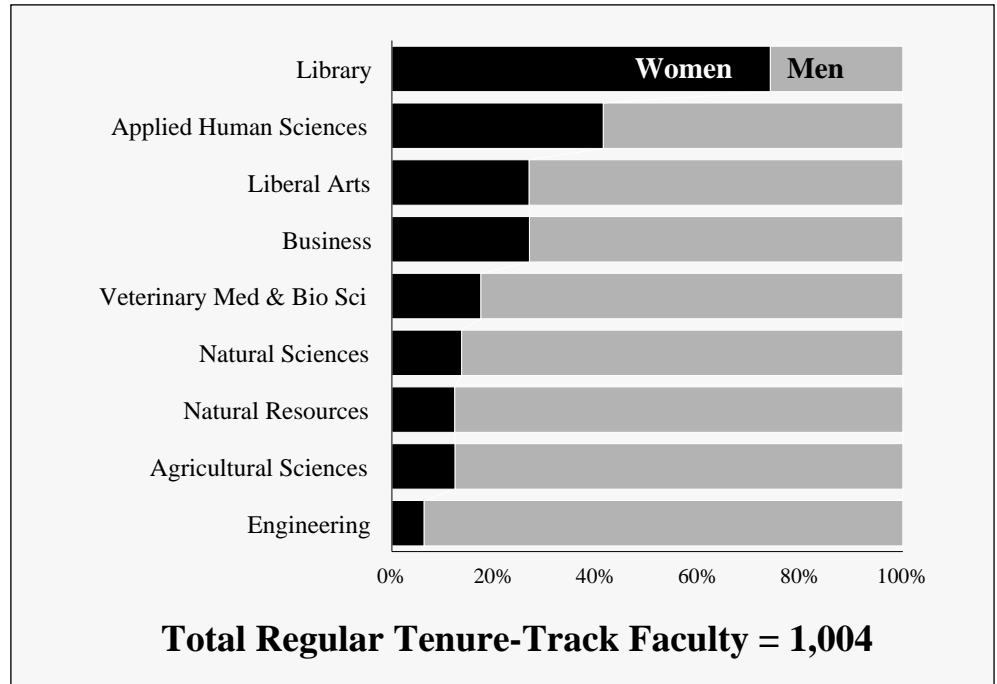
The total number of faculty on 12-month appointments decreased by 238 in 1989 to 212 in 1996.



Faculty by Gender

Fall 1996

Of the faculty with regular tenure-track appointments, 22% were women.



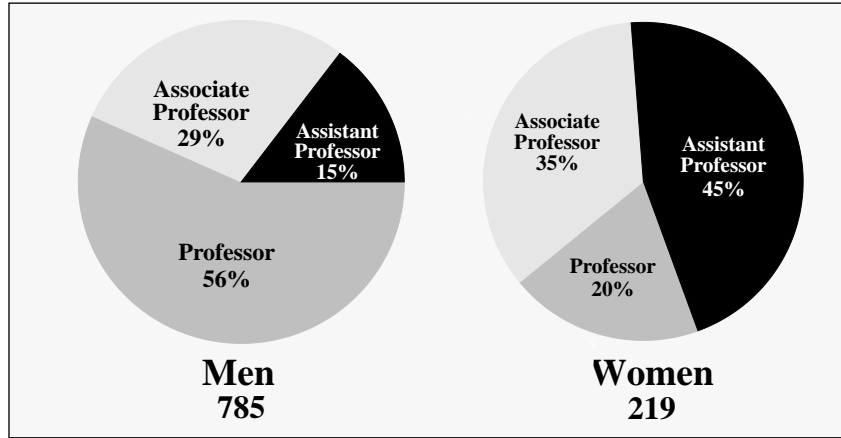
The College of Liberal Arts employed the largest number of women faculty members while the library had the largest percentage of women.

	<u>Total Men</u>	<u>Percent Men</u>	<u>Total Women</u>	<u>Percent Women</u>
Agricultural Sciences	92	88%	13	12%
Applied Human Sciences	68	59%	48	41%
Business	38	73%	14	27%
Engineering	89	94%	6	6%
Liberal Arts	166	73%	61	27%
Library	7	26%	20	74%
Natural Resources	57	88%	8	12%
Natural Sciences	158	86%	25	14%
Veterinary Med & Bio Sci	109	83%	23	17%
Non-College	1	50%	1	50%
University Summary	785	78%	219	22%

Fall 1996

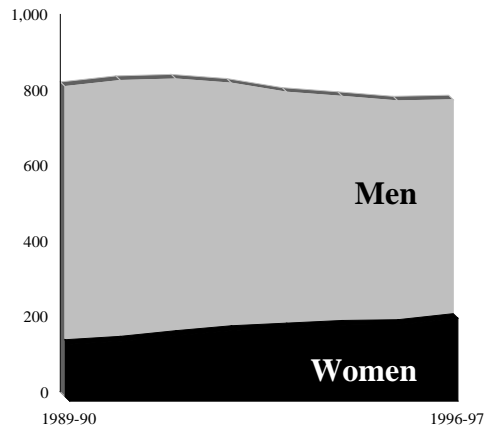
Faculty by Rank and Gender

Fifty-six percent of men and 20% of women were at the rank of full professor.



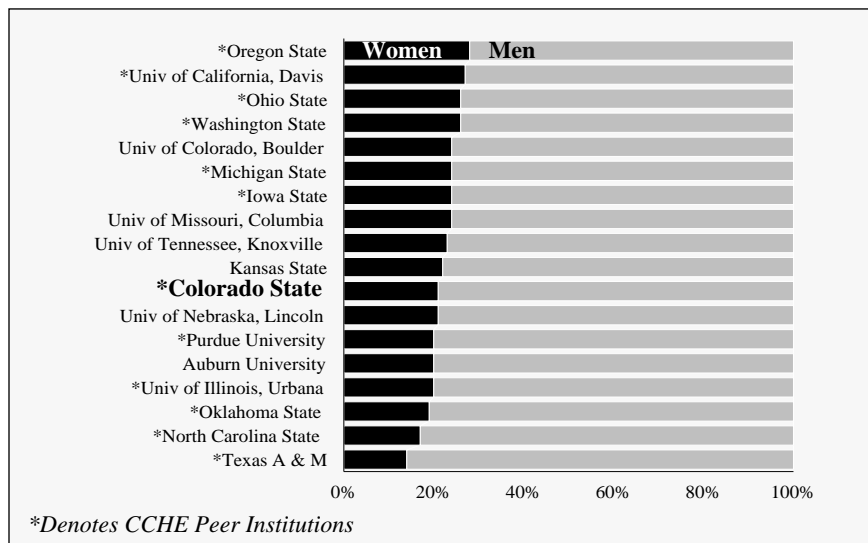
Eight-Year History

The percentage of women faculty on regular tenure-track appointments increased from 15% in 1989-90 to 22% in 1996-97.



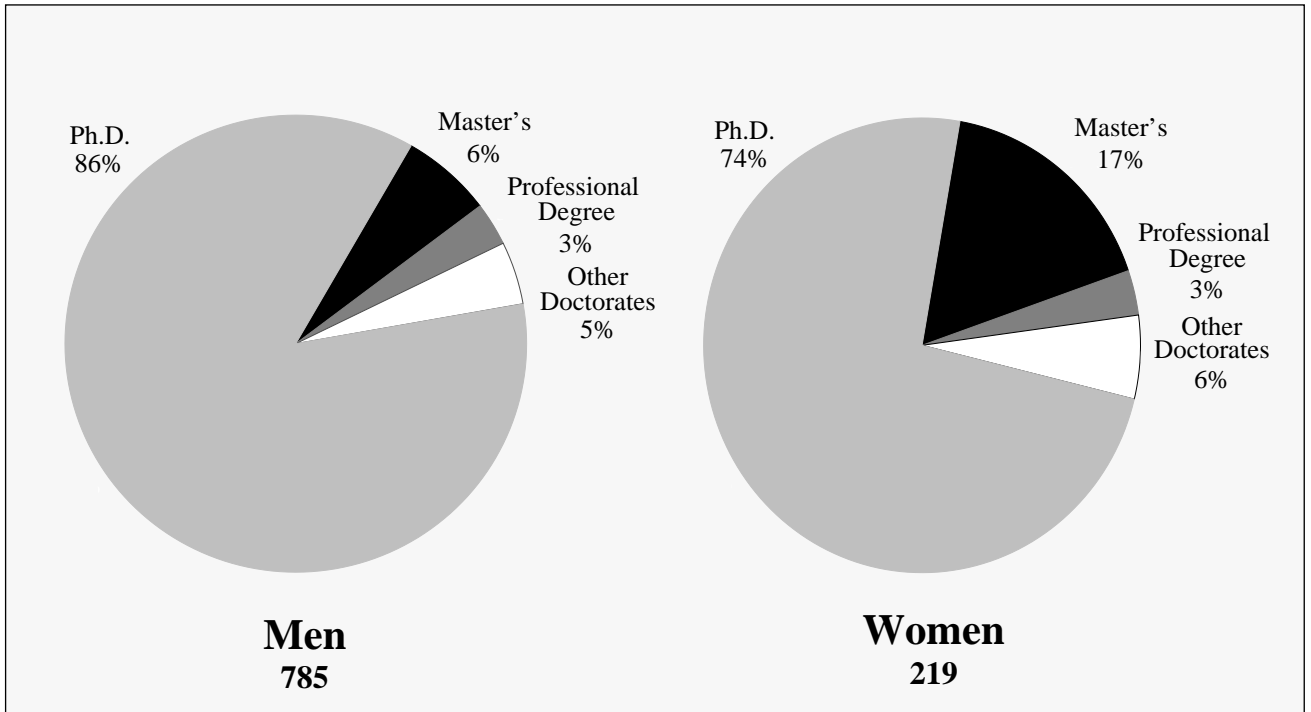
Comparison of Institutions - Fall 1996

CSU ranked 11th of 18 institutions in the percentage of women faculty.



Faculty by Highest Degree Earned

Fall 1996



Eighty-six percent of men and 74% of women on tenure-track appointments had a Ph.D. as the highest degree earned.

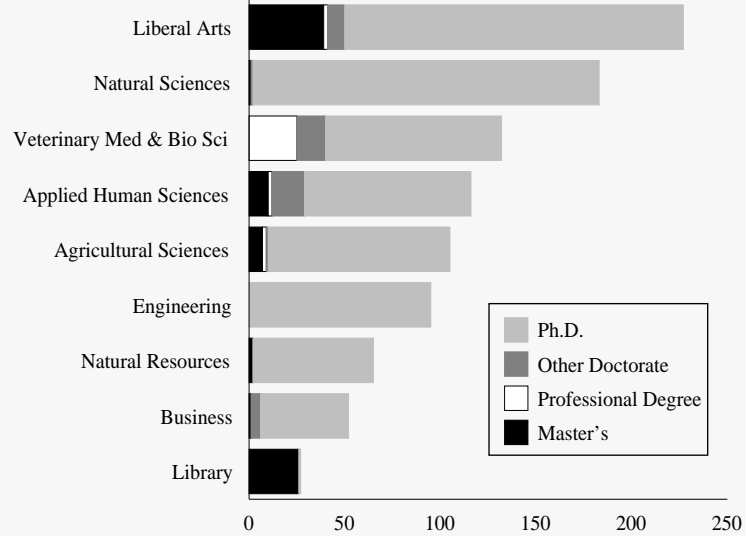
Nine percent of faculty on tenure-track appointments had a master's degree as the highest degree earned.

Rank	Master's	Ph.D.	Professional Degree	Other Doctorate
Professor	27	436	5	20
Associate Professor	32	234	15	20
Assistant Professor	28	168	11	8
Total	87	838	31	48

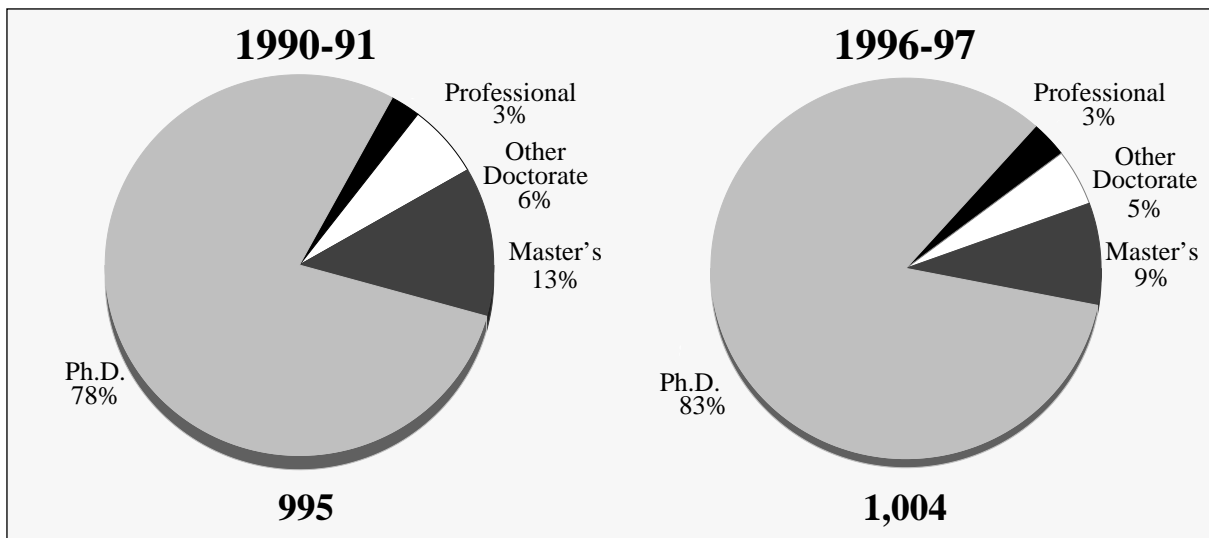
Fall 1996

A master's degree is the terminal degree in many disciplines especially in the College of Liberal Arts and the Library.

Faculty by College and Highest Degree Earned



Seven-Year Comparison

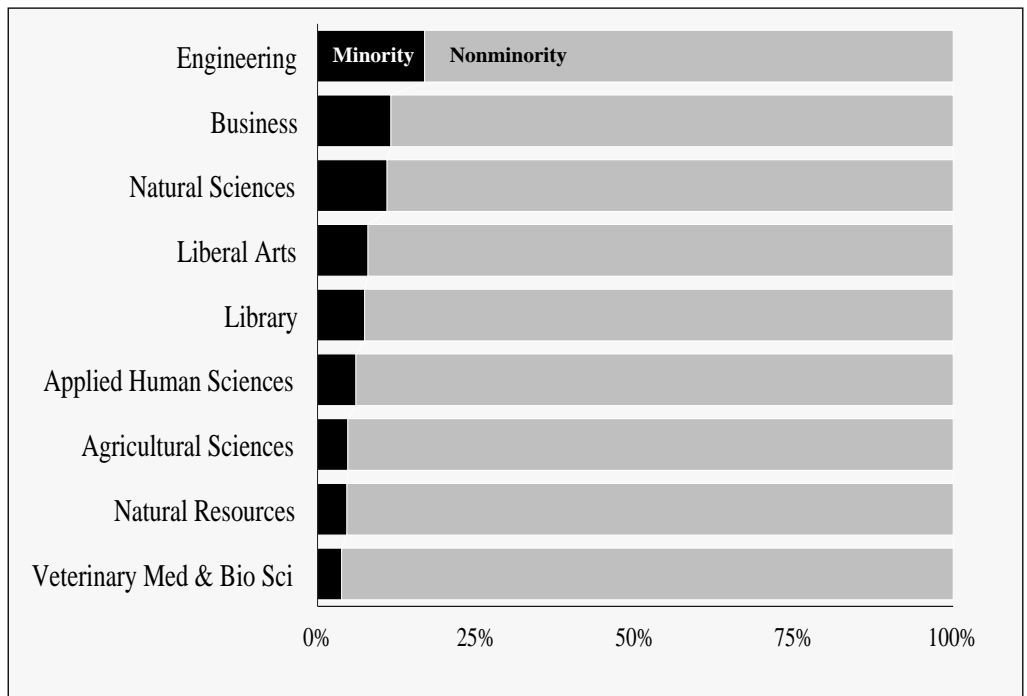


The percentage of faculty with a Ph.D. as the highest degree earned increased from 78% in 1990-91 to 83% in 1996-97.

Faculty by Ethnic Origin

Fall 1996

The College of Engineering had the largest percentage of minority faculty with 16.8%.

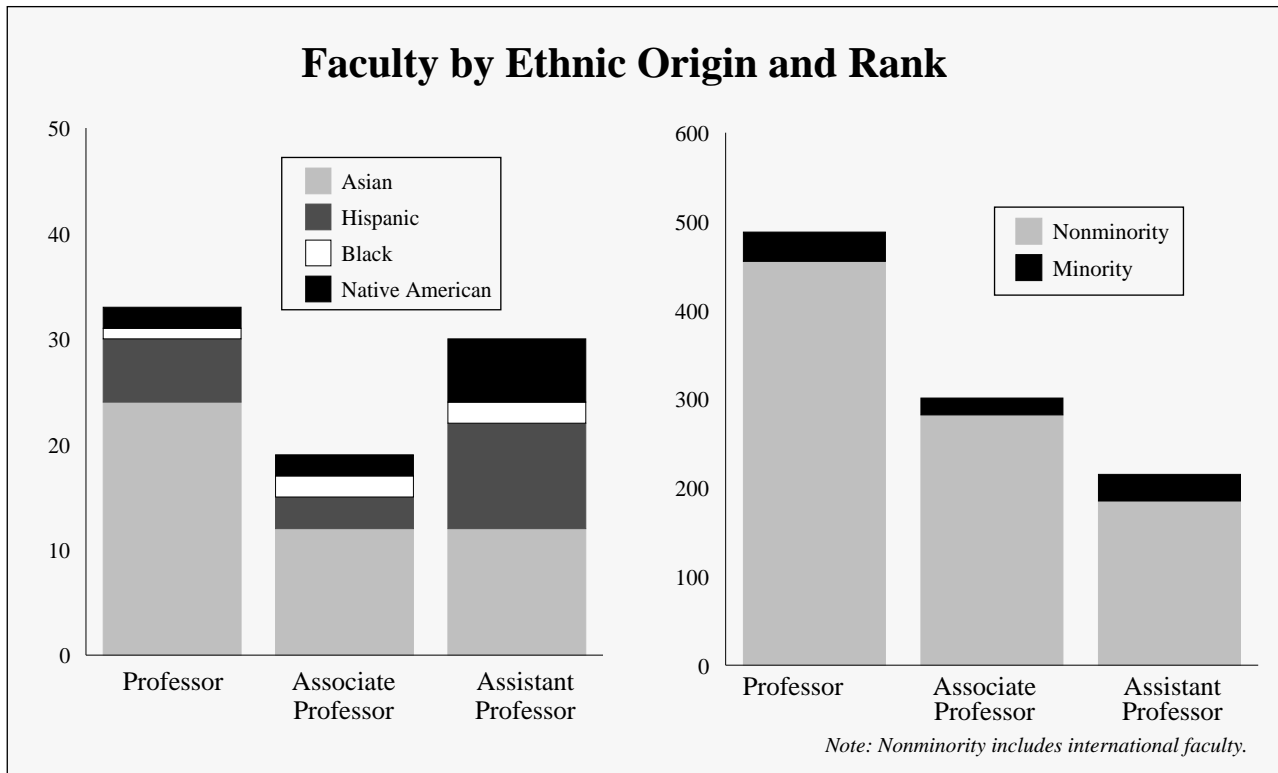


Eighty-two or 8.2% of faculty were ethnic minorities.

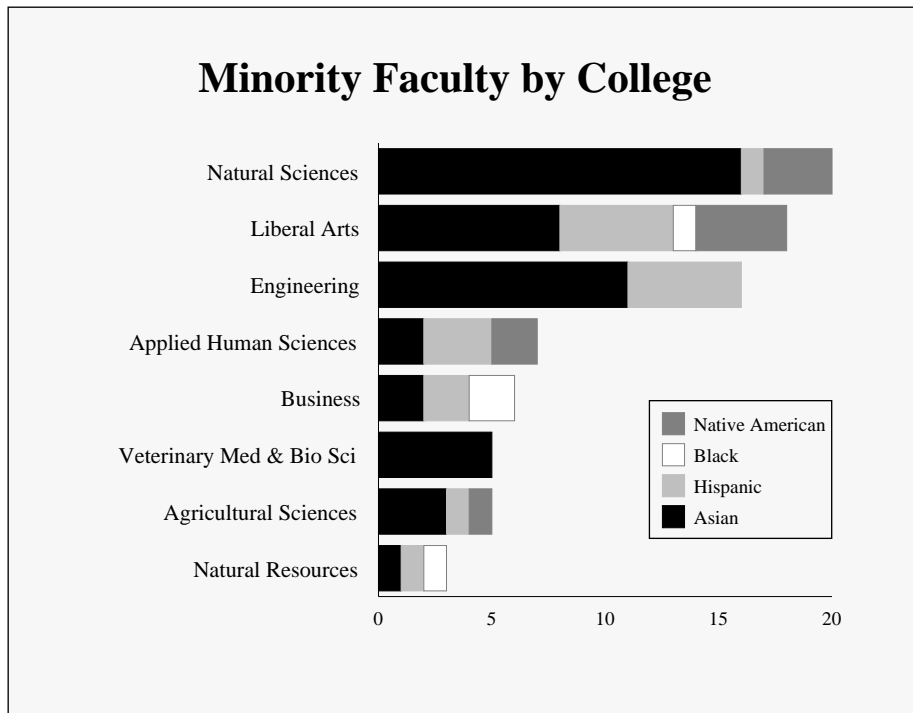
	<u>Native American</u>	<u>Black</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Non-Minorities</u>	<u>Percent of Minorities</u>
Agricultural Sciences	1	0	3	1	100	4.8%
Applied Human Sciences	2	0	2	3	109	6.0%
Business	0	2	2	2	46	11.5%
Engineering	0	0	11	5	79	16.8%
Liberal Arts	4	1	8	5	209	7.9%
Natural Resources	0	1	1	1	62	4.6%
Natural Sciences	3	0	16	1	163	10.9%
Veterinary Med & Bio Sci	0	0	5	0	127	3.8%
Library	0	1	0	1	25	7.4%
Non-College	0	0	0	0	2	0.0%
University Summary	10	5	48	19	922	8.2%

Note: International faculty with a visa type of J1, H1 or H2 are included in nonminorities.

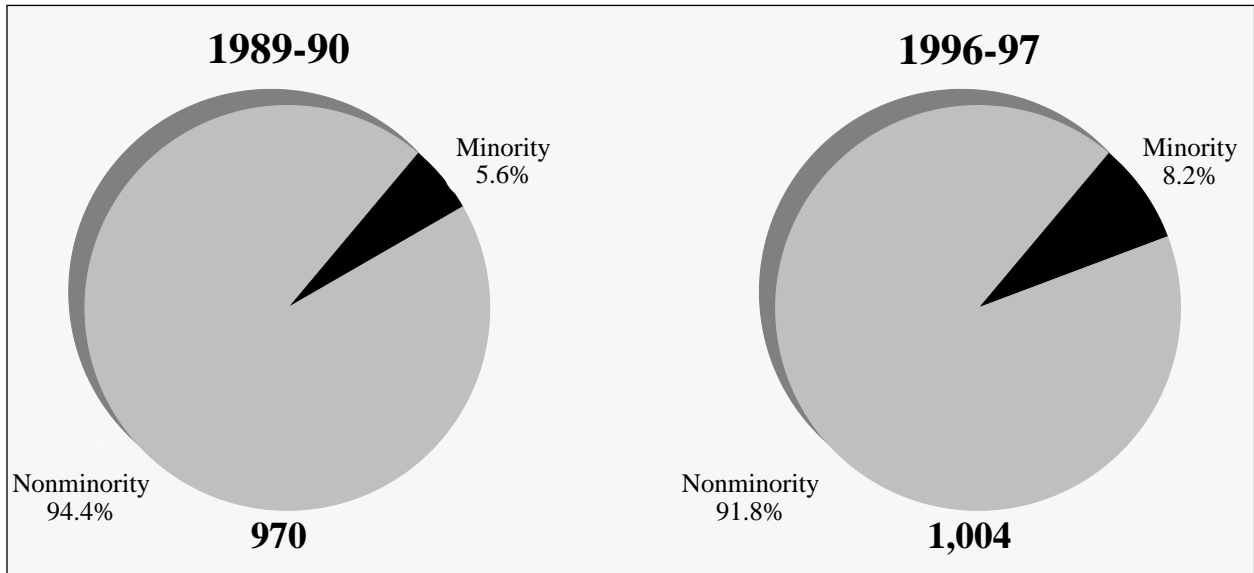
Fall 1996



Natural Sciences, Liberal Arts and Engineering had the largest number of minority faculty.

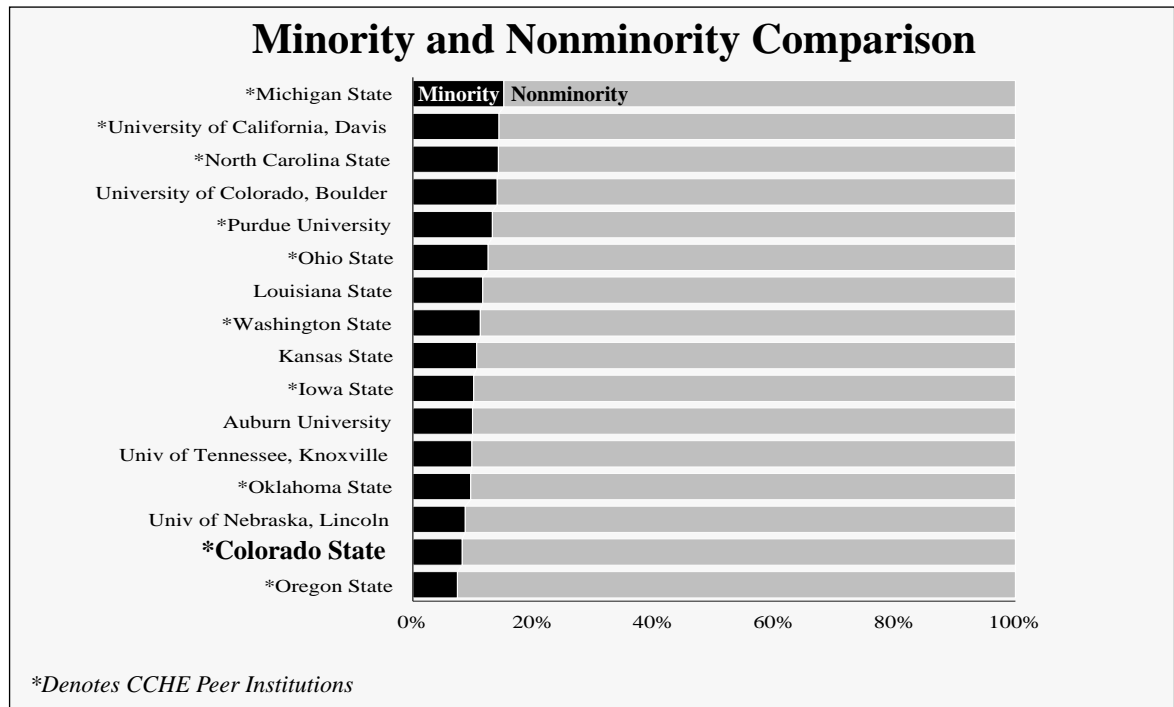


Eight-Year Comparison



The percentage of minority faculty increased from 5.6% in 1989-90 to 8.2% in 1996-97.

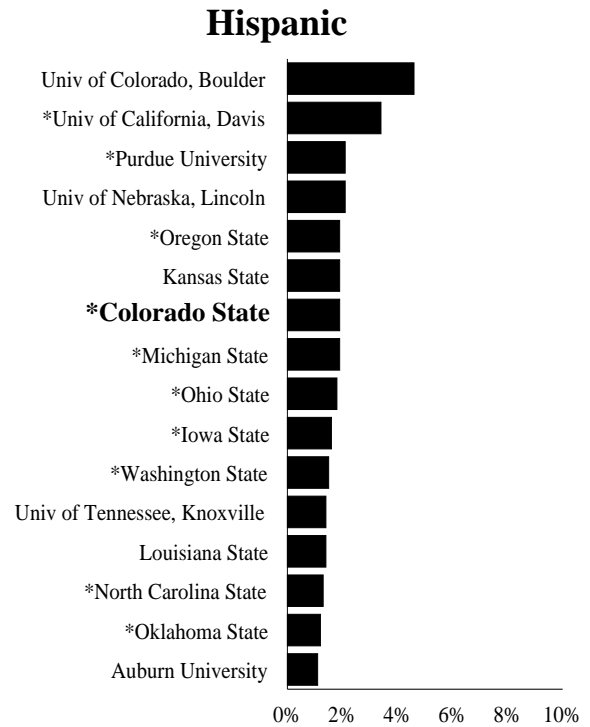
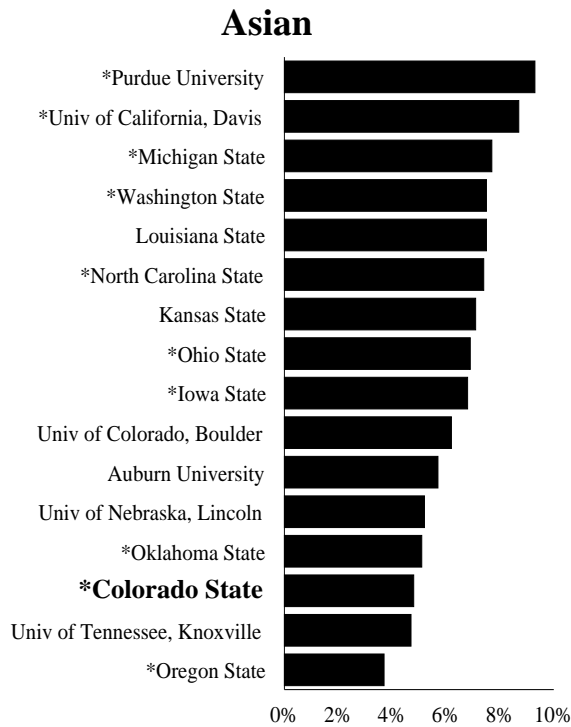
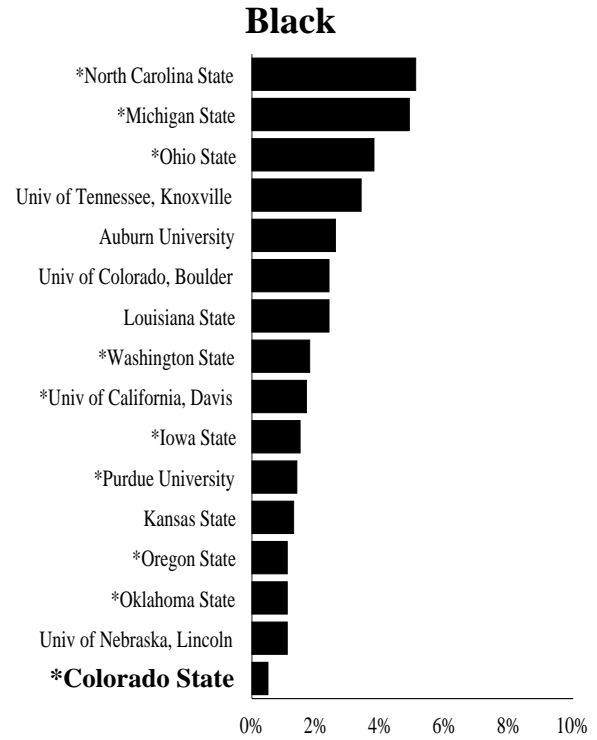
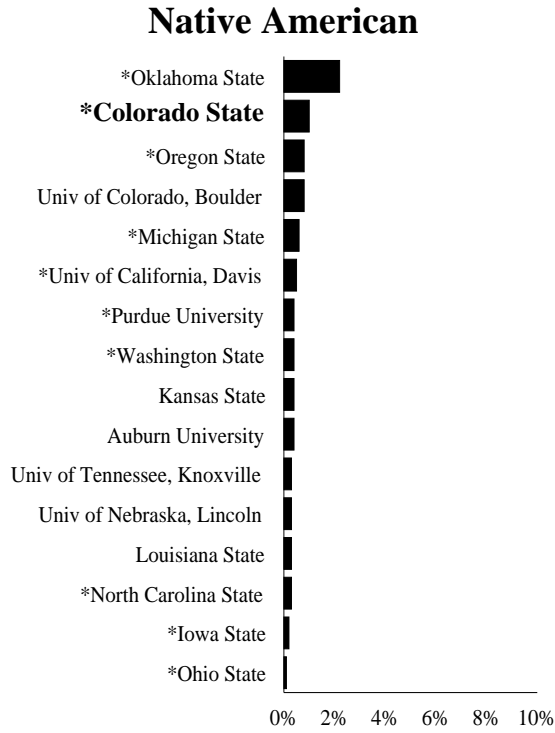
Comparison of Institutions - Fall 1996



Colorado State University ranked 15th of 16 peer institutions in the percentage of minority faculty.

Comparison of Institutions- Fall 1996

Faculty Comparison by Ethnic Group

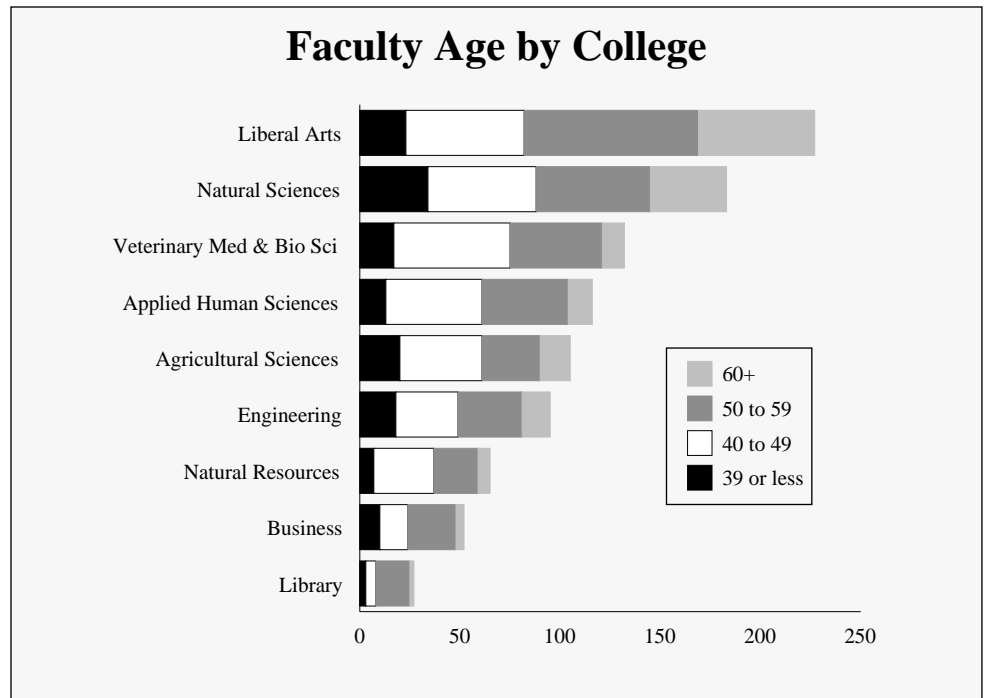


*Denotes CCHE Peer Institutions

Faculty by Age

Fall 1996

Seventy percent of faculty were between the ages of 40 and 59.



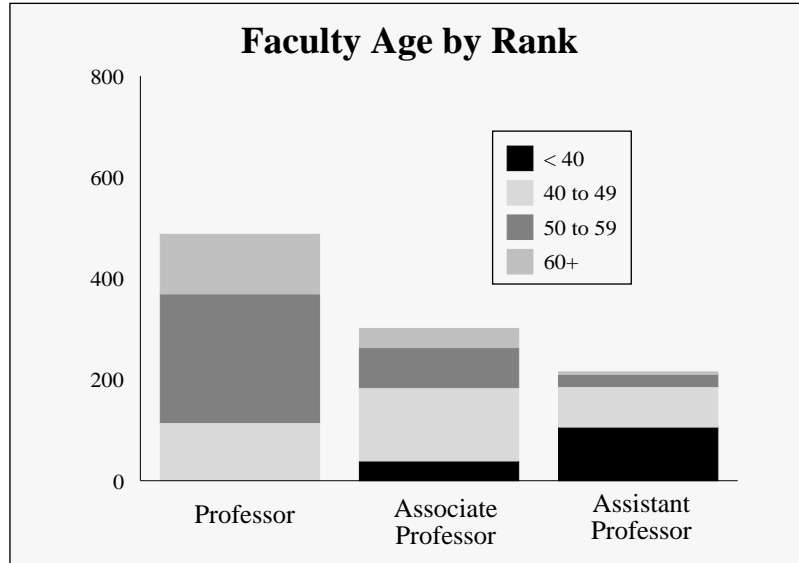
Faculty Age

Sixteen percent of all faculty with regular appointments were age 60 and over.

	<u>60+</u>	<u>50-59</u>	<u>40-49</u>	<u>30-39</u>	<u><30</u>
Agricultural Sciences	15	29	41	20	0
Applied Human Sciences	12	43	48	13	0
Business	4	24	14	10	0
Engineering	14	32	31	17	1
Liberal Arts	58	87	59	22	1
Natural Resources	6	22	30	7	0
Natural Sciences	38	57	54	33	1
Veterinary Med & Bio Sci	11	46	58	17	0
Library	2	17	5	3	0
Non-College	1	1	0	0	0
University Summary	161	358	340	142	3

Fall 1996

The average age for full professors was 56, for associate professors 49 and for assistant professors 42.

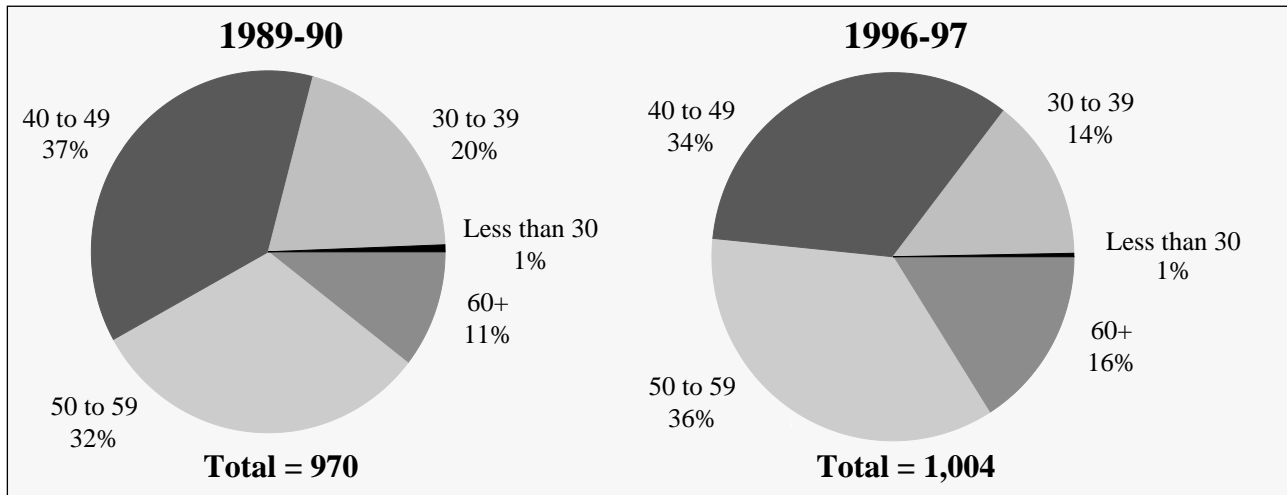


Only three faculty members with regular appointments were under the age of 30 and all were assistant professors.

Faculty by Age

	<u>60+</u>	<u>50-59</u>	<u>40-49</u>	<u>30-39</u>	<u>< 30</u>
Professor	118	255	115	0	0
Associate Professor	38	79	145	39	0
Assistant Professor	5	24	80	103	3
All Ranks Combined	161	358	340	142	3

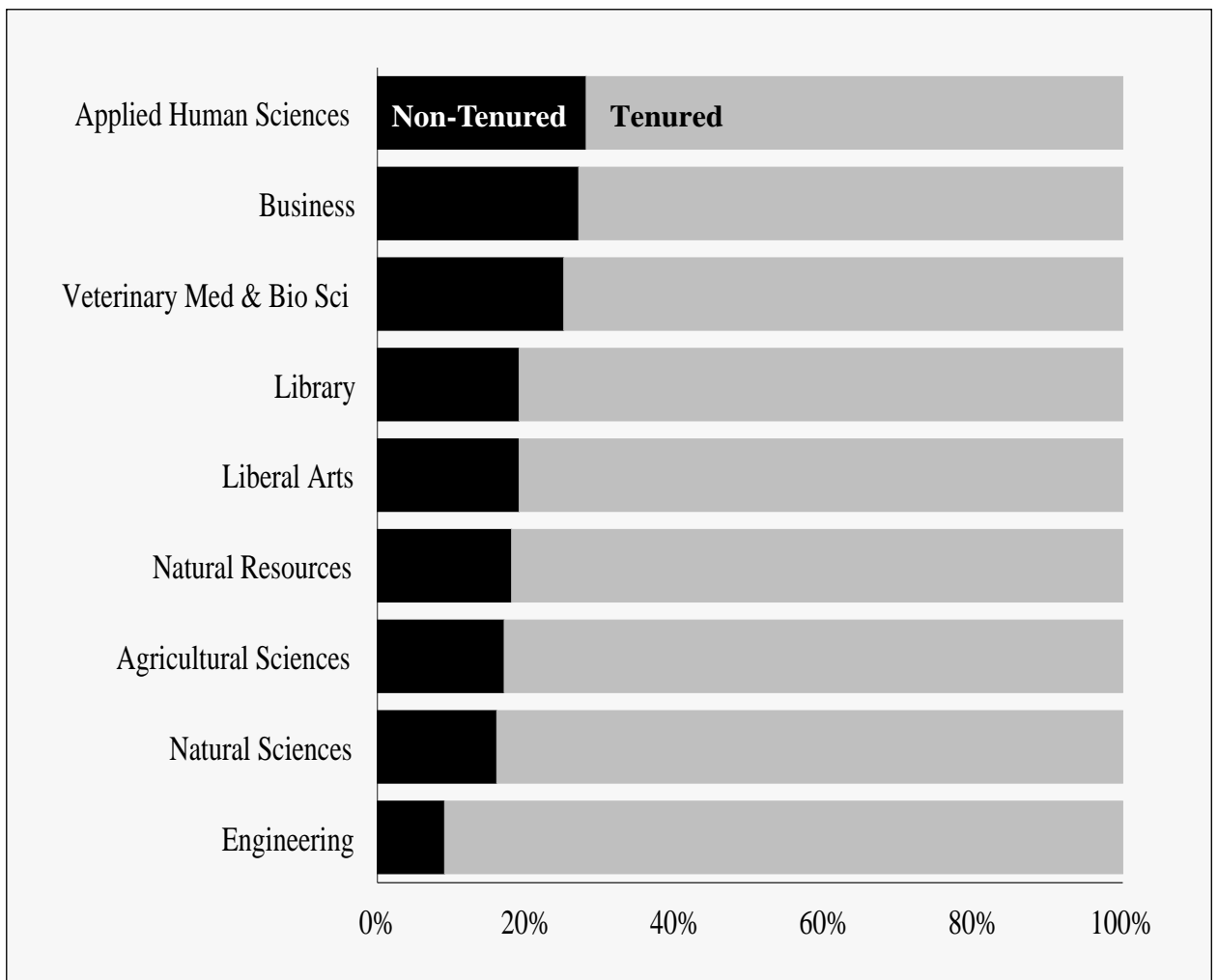
Eight-Year Comparison



The number of faculty 60 and older increased from 11% in 1989-90 to 16% in 1996-97.

Faculty by Tenure Status

Fall 1996



The largest percentage of non-tenured faculty were in Applied Human Sciences and Business.

Fall 1996**Percent by College, Rank and Gender**

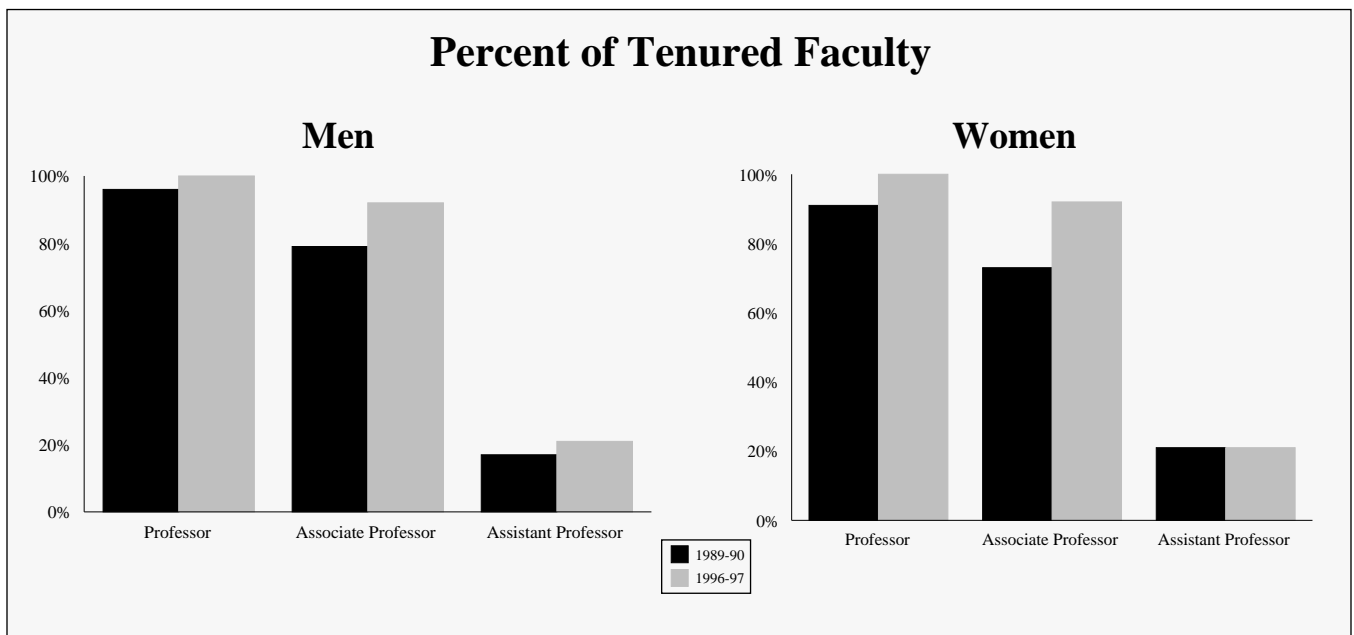
	Men		Women	
	Total Faculty	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences				
Professor	50	100%	3	100%
Associate Professor	27	93%	5	60%
Assistant Professor	15	27%	5	40%
Total	92	86%	13	62%
Applied Human Sciences				
Professor	36	100%	13	100%
Associate Professor	17	88%	16	81%
Assistant Professor	15	7%	19	26%
Total	68	76%	48	65%
Business				
Professor	20	100%	0	0%
Associate Professor	12	92%	4	100%
Assistant Professor	6	17%	10	20%
Total	38	84%	14	43%
Engineering				
Professor	56	100%	1	100%
Associate Professor	25	100%	1	100%
Assistant Professor	8	38%	4	0%
Total	89	94%	6	33%
Liberal Arts				
Professor	83	100%	16	100%
Associate Professor	59	95%	20	100%
Assistant Professor	24	29%	25	8%
Total	166	88%	61	62%
Natural Resources				
Professor	39	100%	0	0%
Associate Professor	11	91%	3	100%
Assistant Professor	7	0%	5	20%
Total	57	86%	8	50%
Natural Sciences				
Professor	104	100%	7	100%
Associate Professor	34	91%	7	100%
Assistant Professor	20	20%	11	9%
Total	158	88%	25	60%

All full and associate professors in the College of Engineering were tenured.

Eighty-six percent of men and 61% of women were tenured.

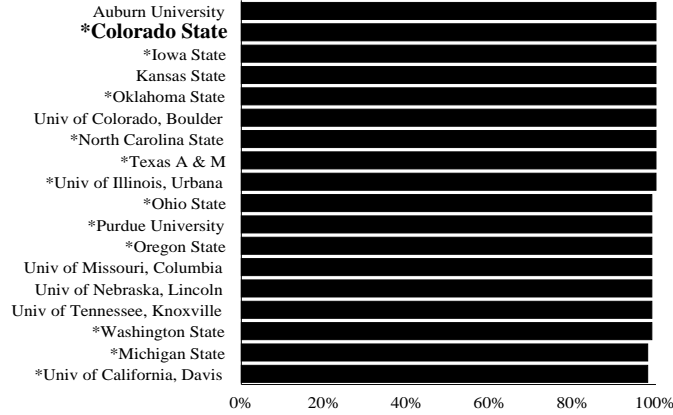
	Men		Women	
	Total Faculty	Percent Tenured	Total Faculty	Percent Tenured
Veterinary Medicine & Biomedical Sciences				
Professor	54	98%	3	100%
Associate Professor	37	81%	9	89%
Assistant Professor	18	22%	11	9%
Total	109	80%	23	52%
Library				
Professor	2	100%	0	0%
Associate Professor	3	100%	11	100%
Assistant Professor	2	0%	9	67%
Total	7	71%	20	85%
University Summary				
Professor	445	100%	43	100%
Associate Professor	225	92%	76	92%
Assistant Professor	115	21%	100	21%
Total	785	86%	219	61%

Eight-Year Comparison

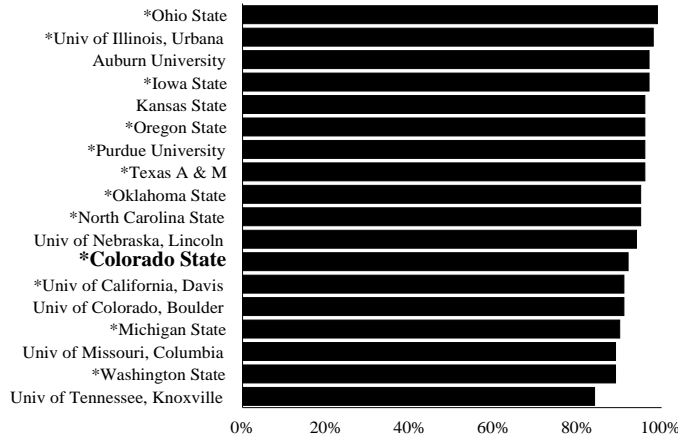


Comparison of Institutions - Fall 1996

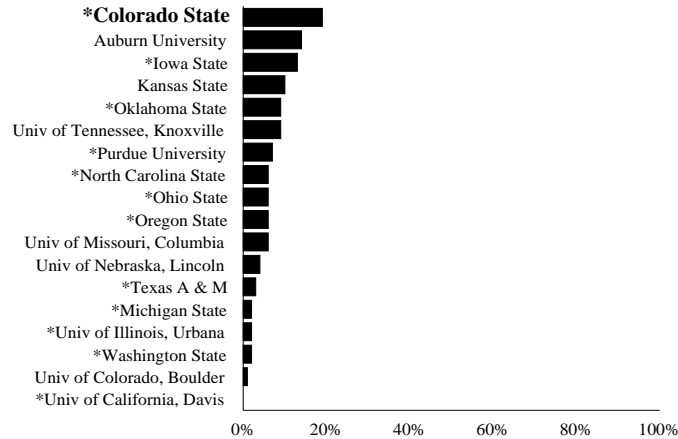
Percent of Tenured Faculty Professor



Associate Professor



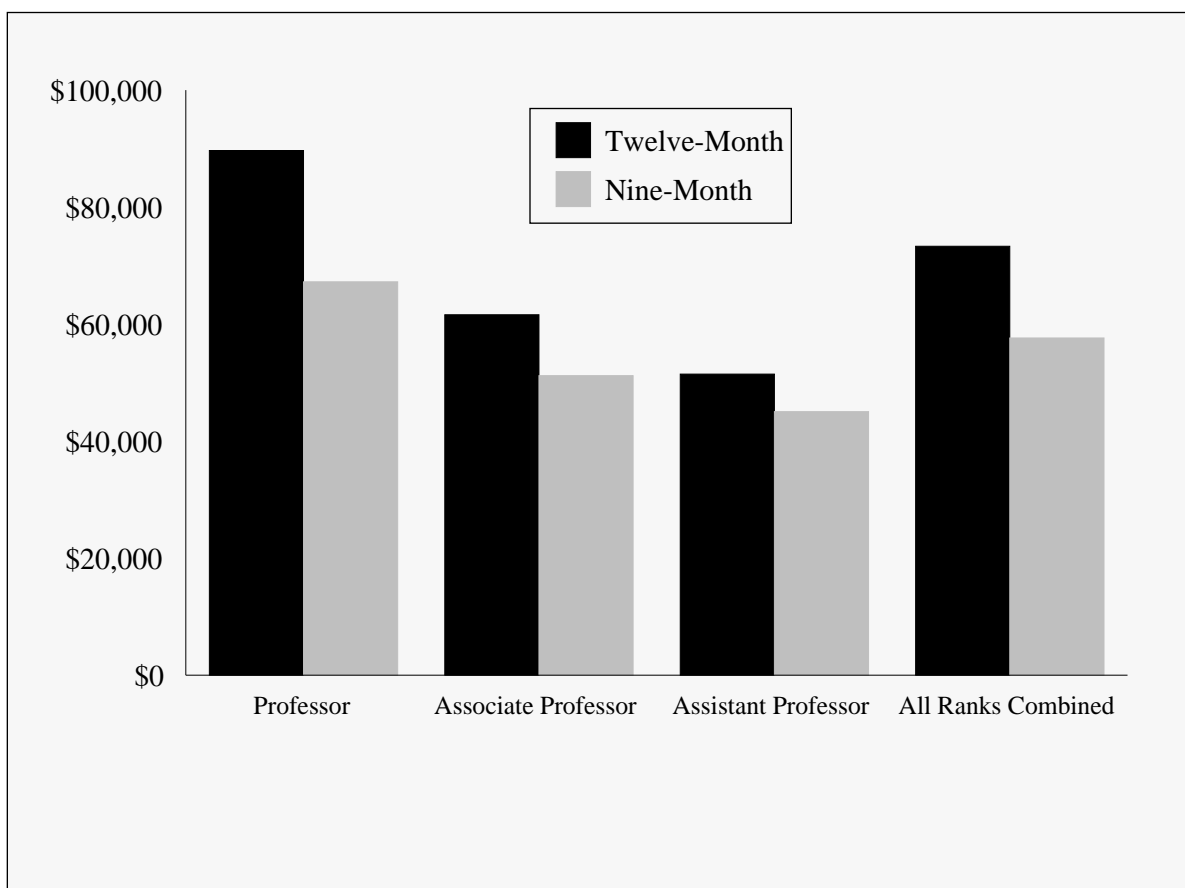
Assistant Professor



*Denotes CCHE Peer Institutions

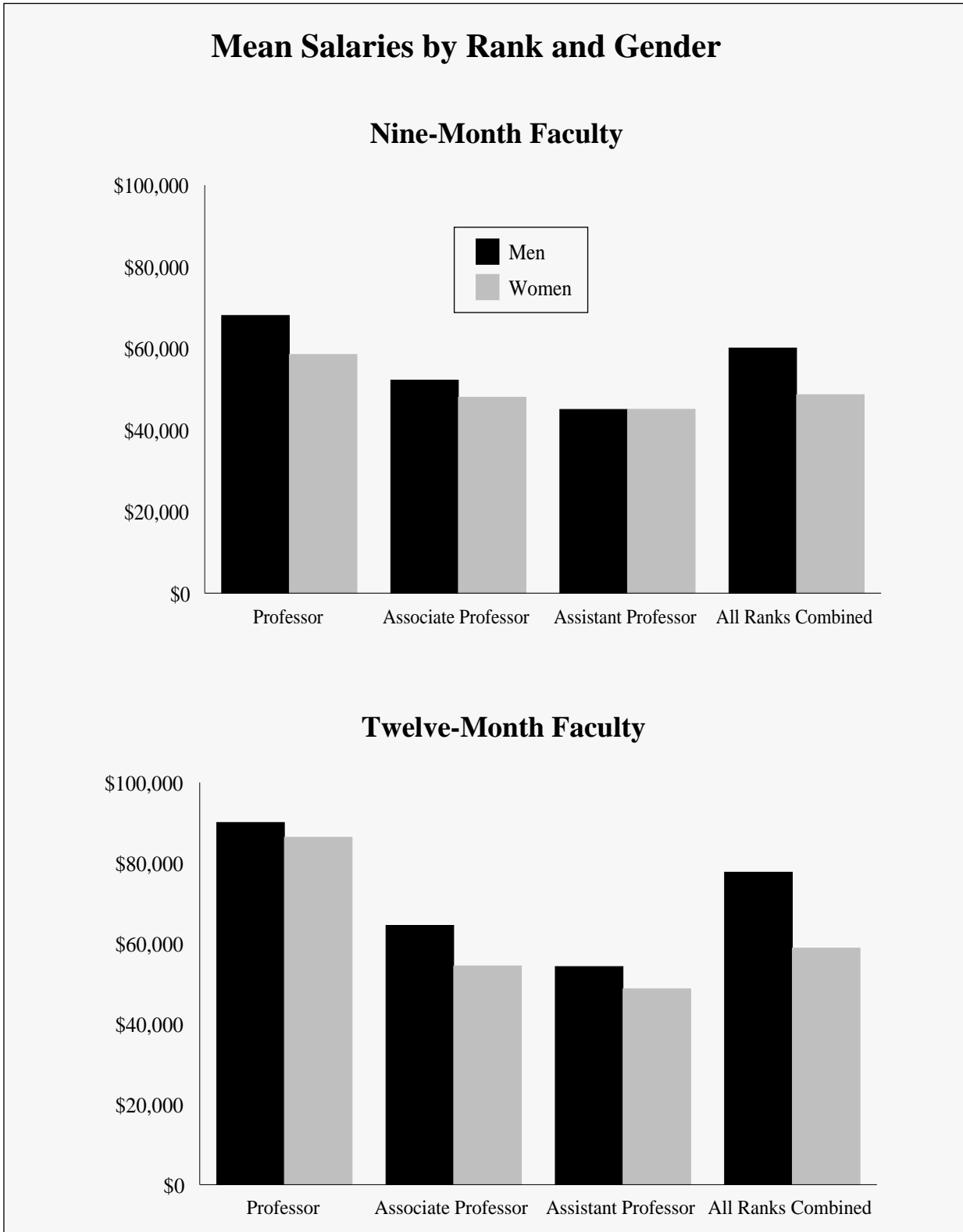
Mean Salaries of Tenure-Track Faculty

Fall 1996



The average salary for full professors was \$89,679 for a twelve-month appointment and \$67,233 for a nine-month appointment.

Fall 1996



Mean Salaries by College and Rank

	<u>9-Month BOS</u>	<u>12-Month BOS</u>
Agricultural Sciences		
Professor	\$57,129	\$80,102
Associate Professor	48,320	55,679
Assistant Professor	42,680	49,119
All Ranks Combined	51,368	67,272
Applied Human Sciences		
Professor	\$56,175	\$84,060
Associate Professor	46,432	61,350
Assistant Professor	41,556	0
All Ranks Combined	48,341	80,816
Business		
Professor	\$80,810	\$0
Associate Professor	67,850	0
Assistant Professor	63,213	0
All Ranks Combined	71,408	0
Engineering		
Professor	\$81,180	\$126,684
Associate Professor	64,940	67,900
Assistant Professor	57,575	0
All Ranks Combined	73,688	107,089
Liberal Arts		
Professor	\$59,083	\$85,200
Associate Professor	44,342	66,720
Assistant Professor	38,222	0
All Ranks Combined	49,163	78,600
Natural Resources		
Professor	\$62,521	\$88,246
Associate Professor	52,283	72,072
Assistant Professor	44,063	0
All Ranks Combined	56,659	82,181
Natural Sciences		
Professor	\$70,148	\$113,250
Associate Professor	52,207	0
Assistant Professor	46,387	0
All Ranks Combined	61,638	113,250
Veterinary Med & Bio Sci		
Professor	\$75,718	\$94,169
Associate Professor	53,303	70,747
Assistant Professor	45,646	60,813
All Ranks Combined	61,998	78,222

The mean salary for a full professor on a nine-month appointment in the College of Engineering was \$81,180.

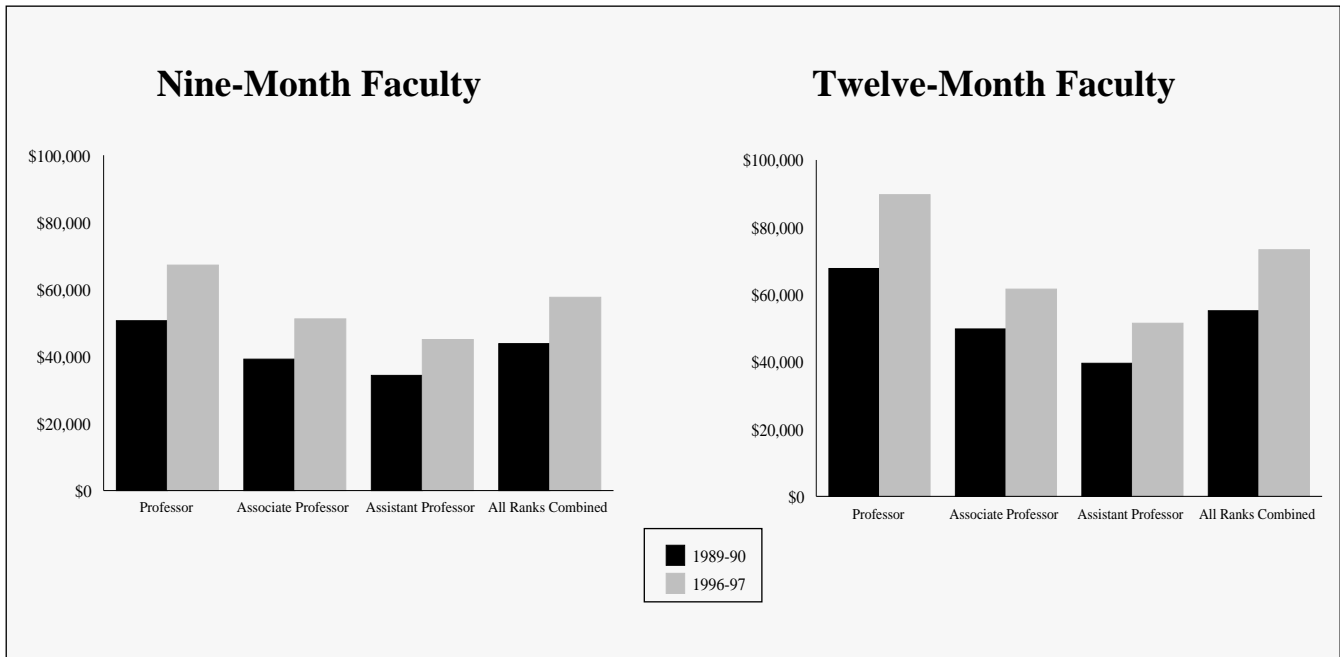
Fall 1996

The mean salary for all faculty was \$57,637 for a nine-month appointment and \$73,313 for a twelve-month appointment.

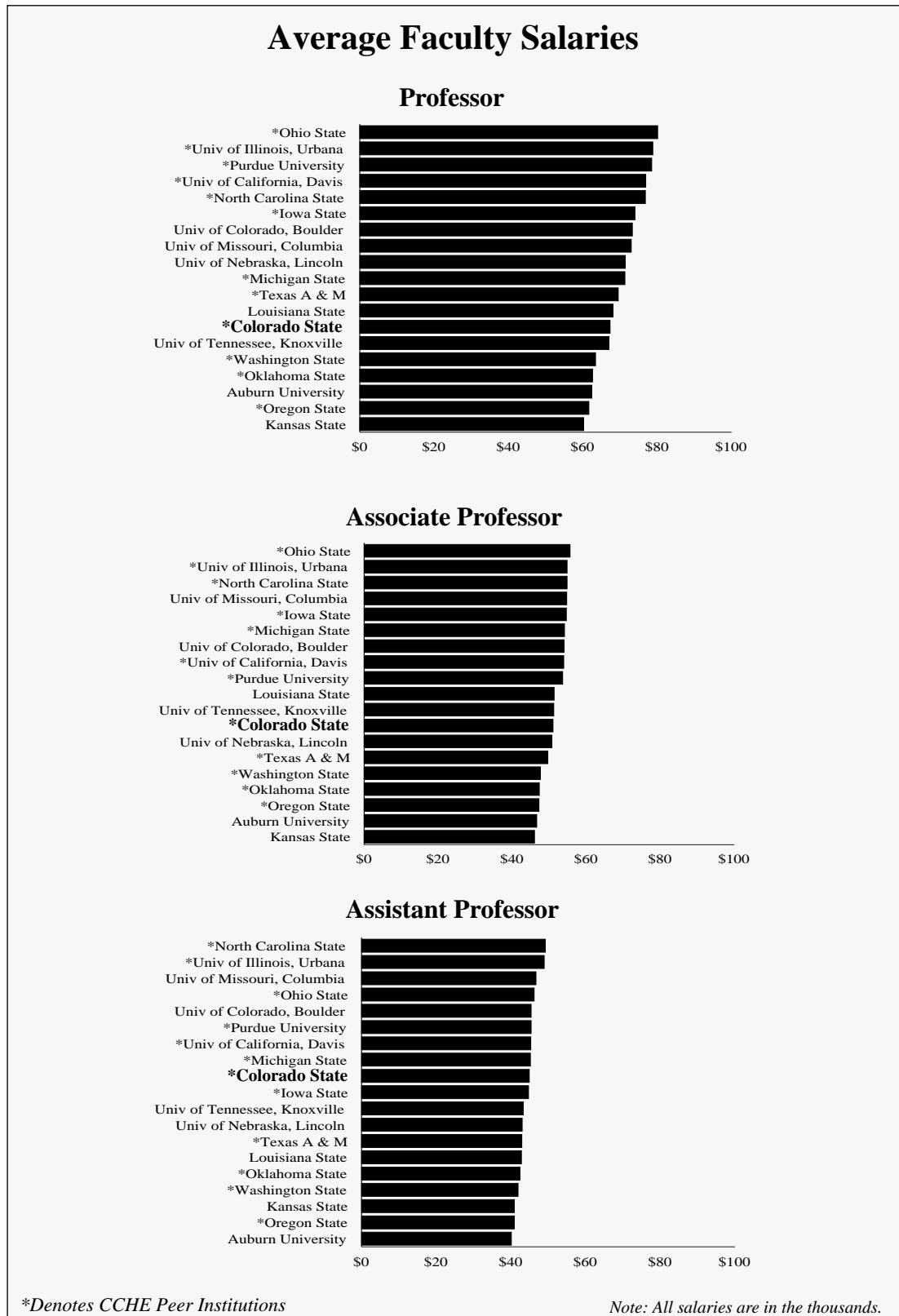
Mean Salaries by College and Rank

	<u>9-Month BOS</u>	<u>12-Month BOS</u>
Library		
Professor	\$0	\$59,296
Associate Professor	0	44,505
Assistant Professor	0	39,780
All Ranks Combined	0	43,676
University Summary		
Professor	\$67,233	\$89,679
Associate Professor	51,196	61,606
Assistant Professor	45,043	51,462
All Ranks Combined	57,637	73,313

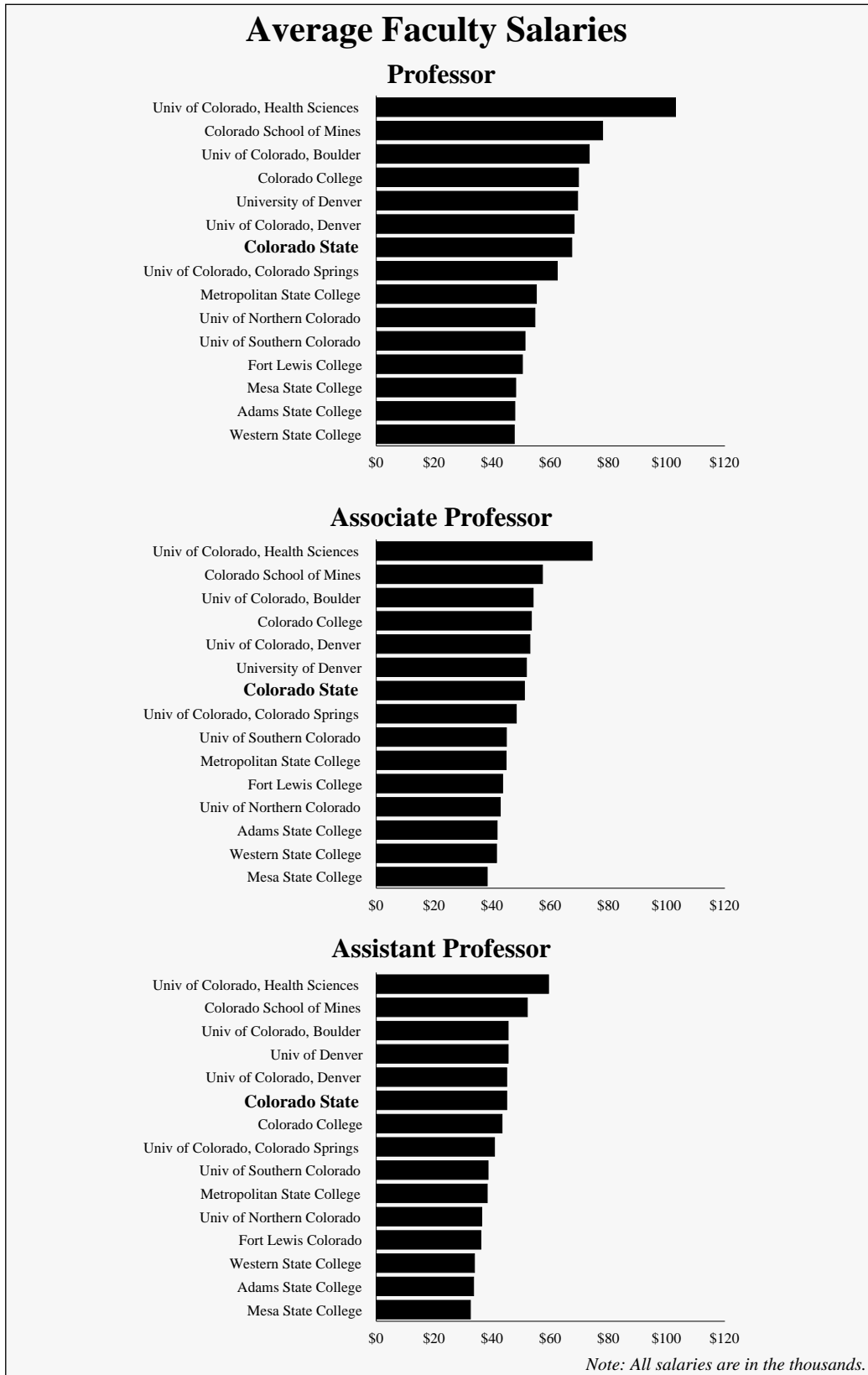
Eight-Year Comparison



Comparison of Institutions - Fall 1996



Comparison of Colorado Institutions - Fall 1996

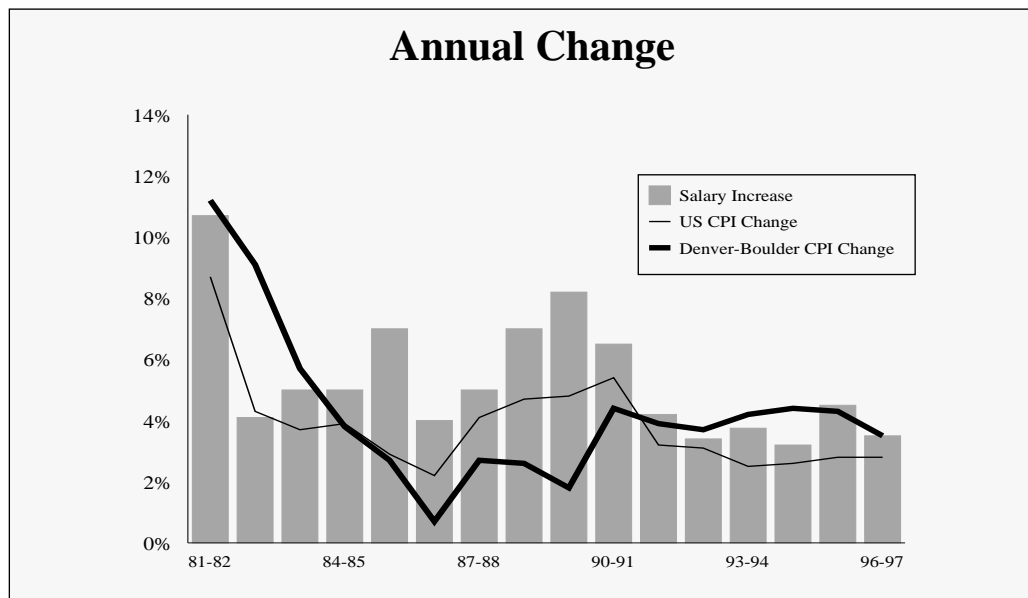


Faculty Salary Increases Compared to Changes in the Consumer Price Index

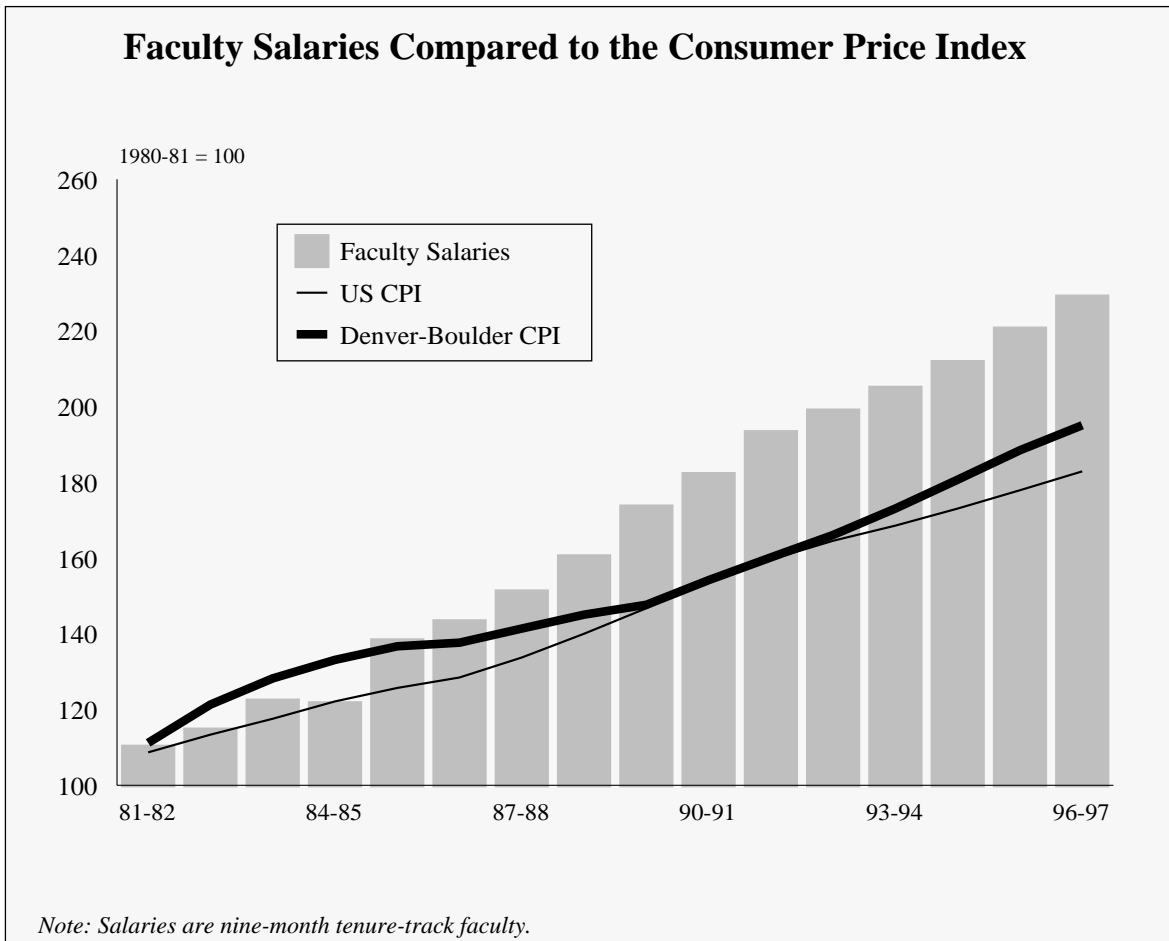
Sixteen-Year History

Faculty salaries increased 3.5% in 1996-97 while the U.S. CPI change was estimated to be 2.8% and the Denver-Boulder CPI change was 3.5%.

<u>Fiscal Year</u>	<u>Salary Increase</u>	<u>US CPI Change</u>	<u>Denver-Boulder CPI Change</u>
81 - 82	10.7%	8.7%	11.2%
82 - 83	4.1%	4.3%	9.1%
83 - 84	5.0%	3.7%	5.7%
84 - 85	5.0%	3.9%	3.8%
85 - 86	7.0%	2.9%	2.7%
86 - 87	4.0%	2.2%	0.7%
87 - 88	5.0%	4.1%	2.7%
88 - 89	7.0%	4.7%	2.6%
89 - 90	8.2%	4.8%	1.8%
90 - 91	6.5%	5.4%	4.4%
91 - 92	4.25%	3.2%	3.9%
92 - 93	3.4%	3.1%	3.7%
93 - 94	3.75%	2.5%	4.2%
94 - 95	3.25%	2.6%	4.4%
95 - 96	4.5%	2.8%	4.3%
96 - 97	4.25%	2.8%	3.5%

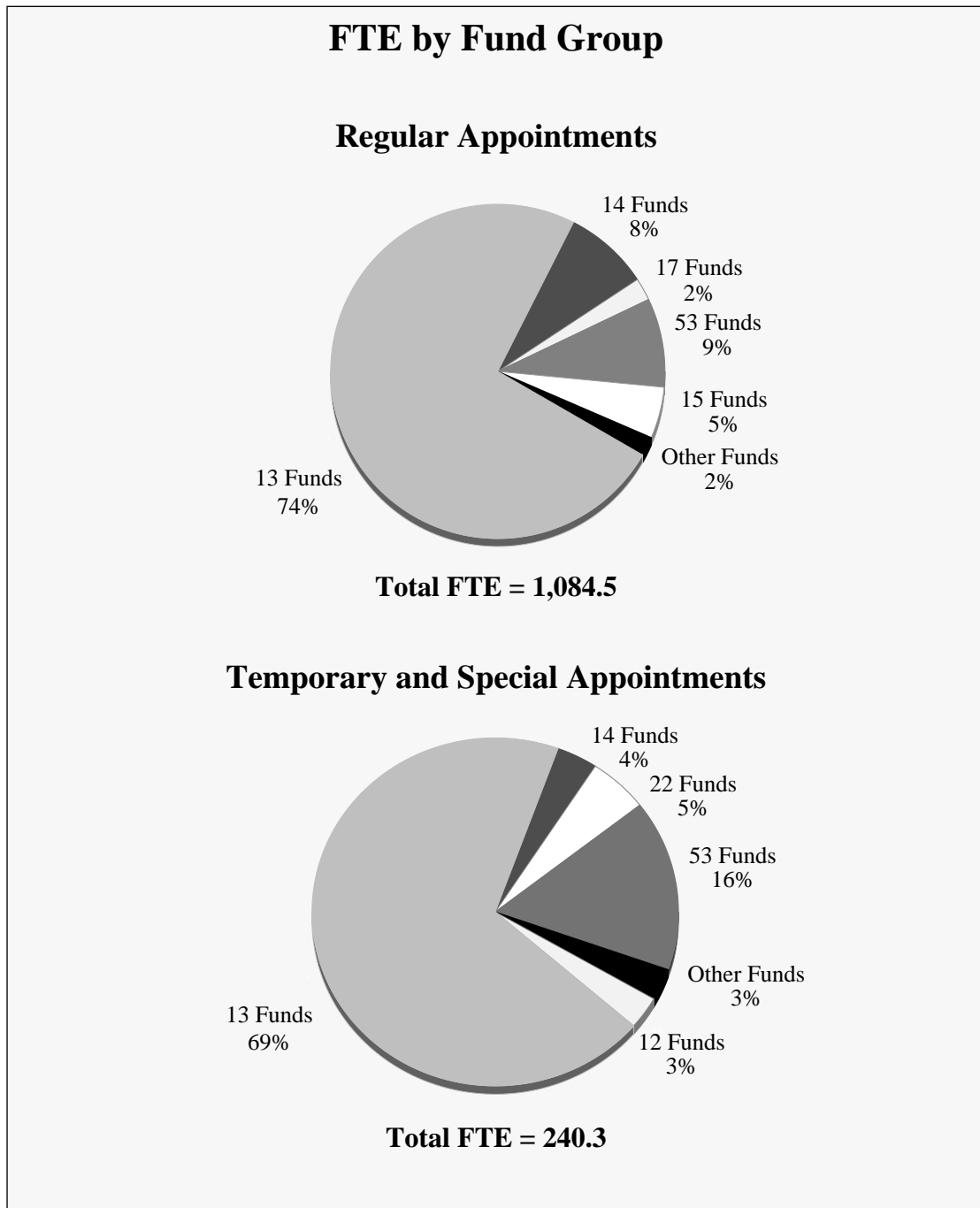


Sixteen-Year History



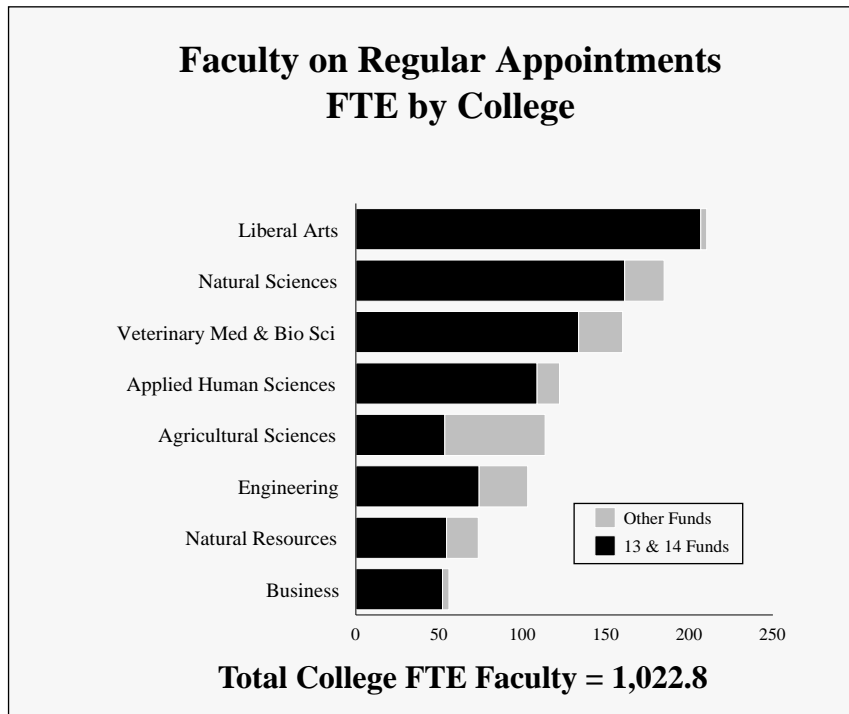
Faculty Full-Time Equivalents

Full-Year 1996-97

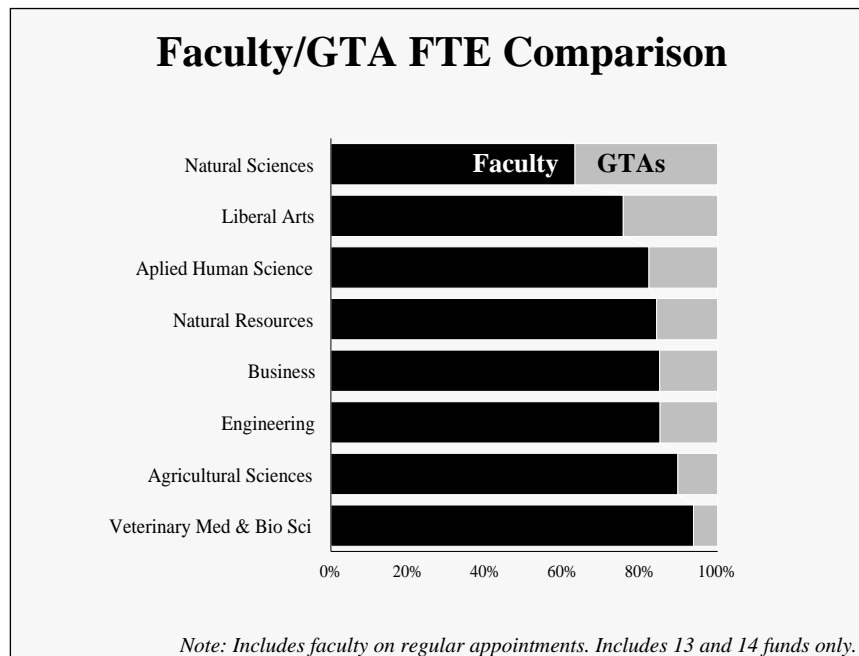


Full-Year 1996-97

The College of Agricultural Sciences had the lowest percentage of faculty on 13 and 14 funds.

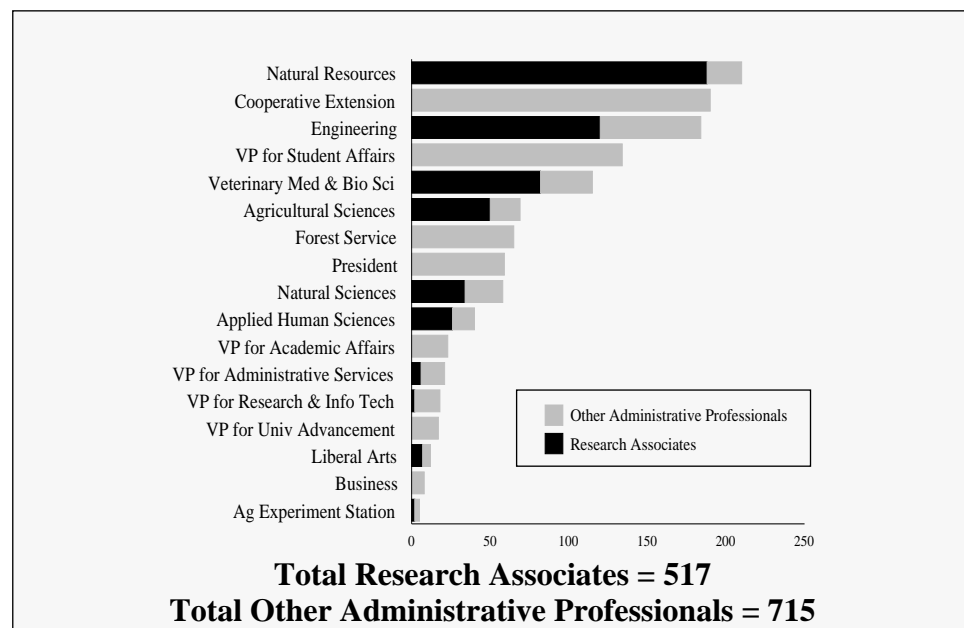
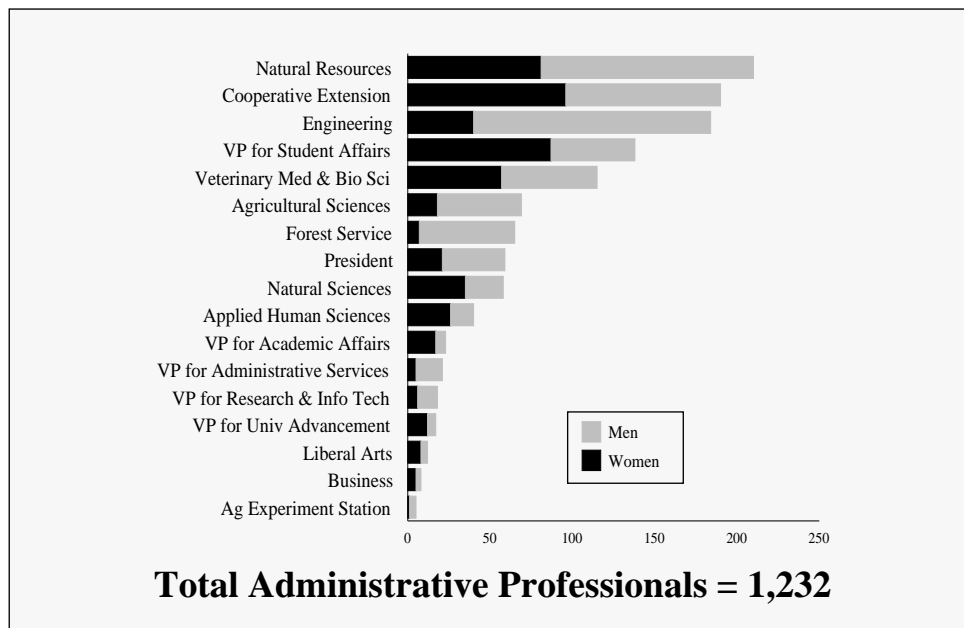


The College of Natural Sciences has the lowest faculty - graduate teaching assistant ratio.



Administrative Professionals

Fall 1996

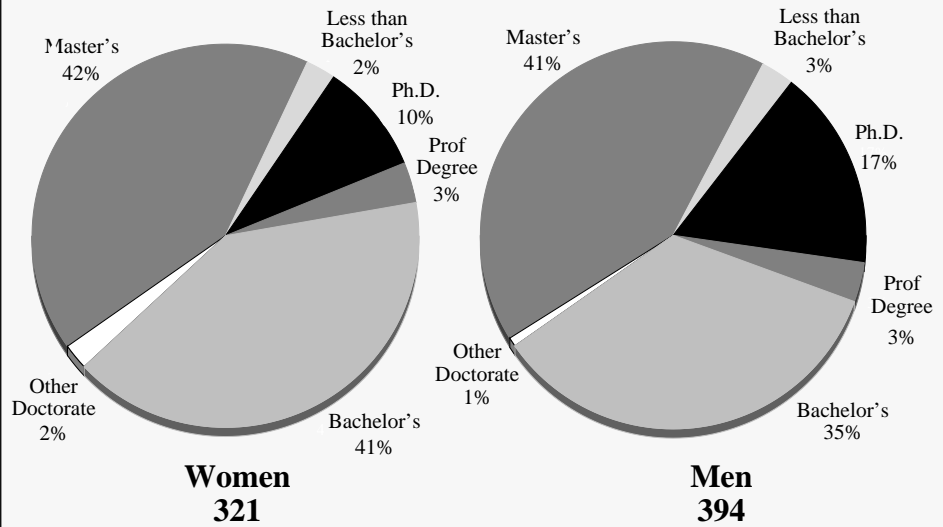


Fall 1996

*Seventeen per-
cent of men and
10% of women
administrative
professionals
(not including re-
search associ-
ates) had a Ph.D.*

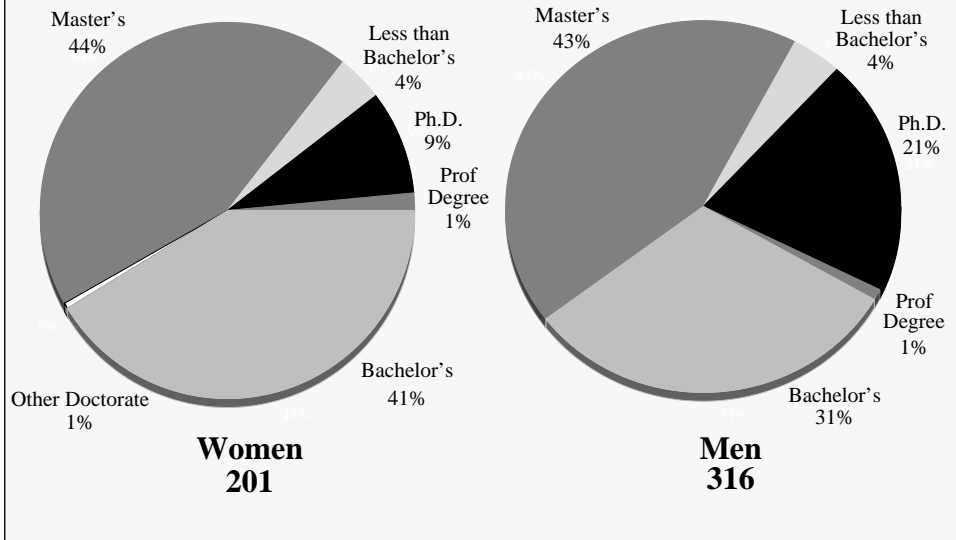
By Highest Degree

**Administrative Professionals
Excludes Research Associates**



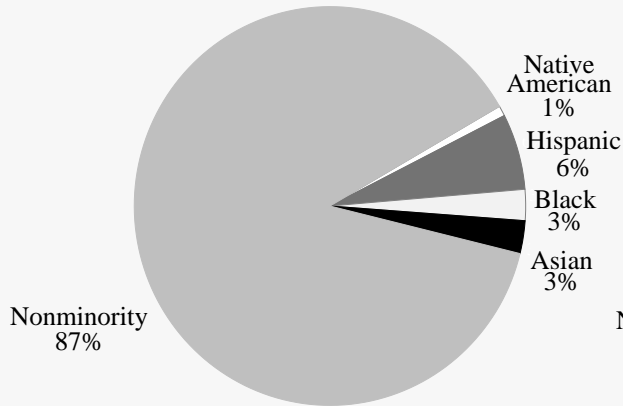
Research Associates

*Twenty-one per-
cent of men and
9% of women re-
search associates
had a Ph.D.*



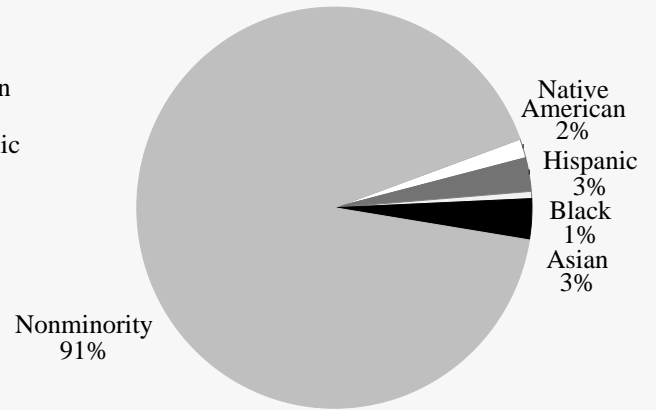
Ethnicity

Administrative Professionals
Excludes Research Associates



Total = 715

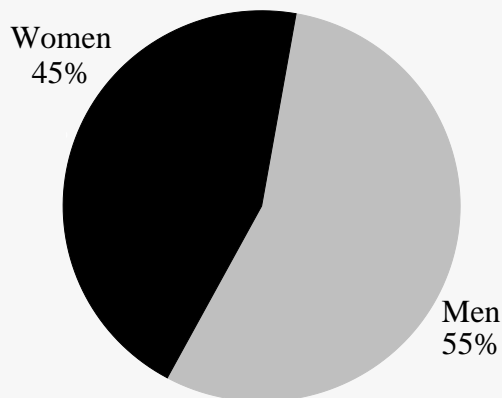
Research Associates



Total = 517

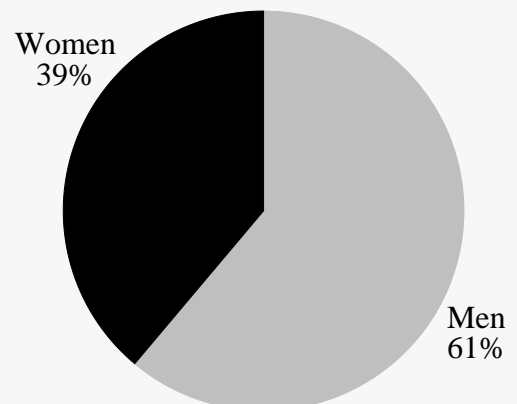
Gender

Administrative Professionals
Excludes Research Associates



Total = 715

Research Associates



Total = 517

Fall 1996**Job Title by Gender**

	<u>Total Employees</u>	<u>Percent Men</u>	<u>Percent Women</u>
Research Associate	517	61%	39%
Extension Agent	119	45%	55%
Coordinator	111	45%	55%
Director	76	53%	47%
Forester	62	89%	11%
Research Scientist	38	79%	21%
Assistant Director	36	39%	61%
Counselor	34	32%	68%
County Extension Director	32	53%	47%
Extension Specialist	27	59%	41%
Manager	25	76%	24%
Assistant Coach	23	61%	39%
Associate Director	18	39%	61%
Assistant Coordinator	11	27%	73%
Senior Research Scientist	11	82%	18%
Assistant to Dean	10	50%	50%
Coach	10	80%	20%
Physician	8	50%	50%
Psychologist	8	50%	50%
Assistant Manager	7	86%	14%
Administrator	4	75%	25%
Assistant to Manager	4	25%	75%
Extension District Director	4	100%	0%
All other job titles	37	54%	46%
Total	1,232	58%	42%

Six-Year History

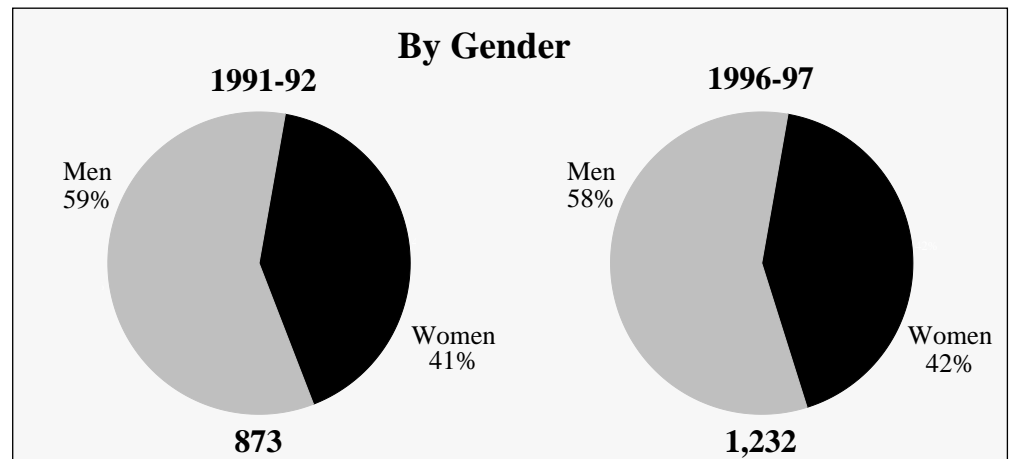
Although the number of administrative professionals increased by 359 over the past six years, 254 or 71% were re-search associates.

By Job Title

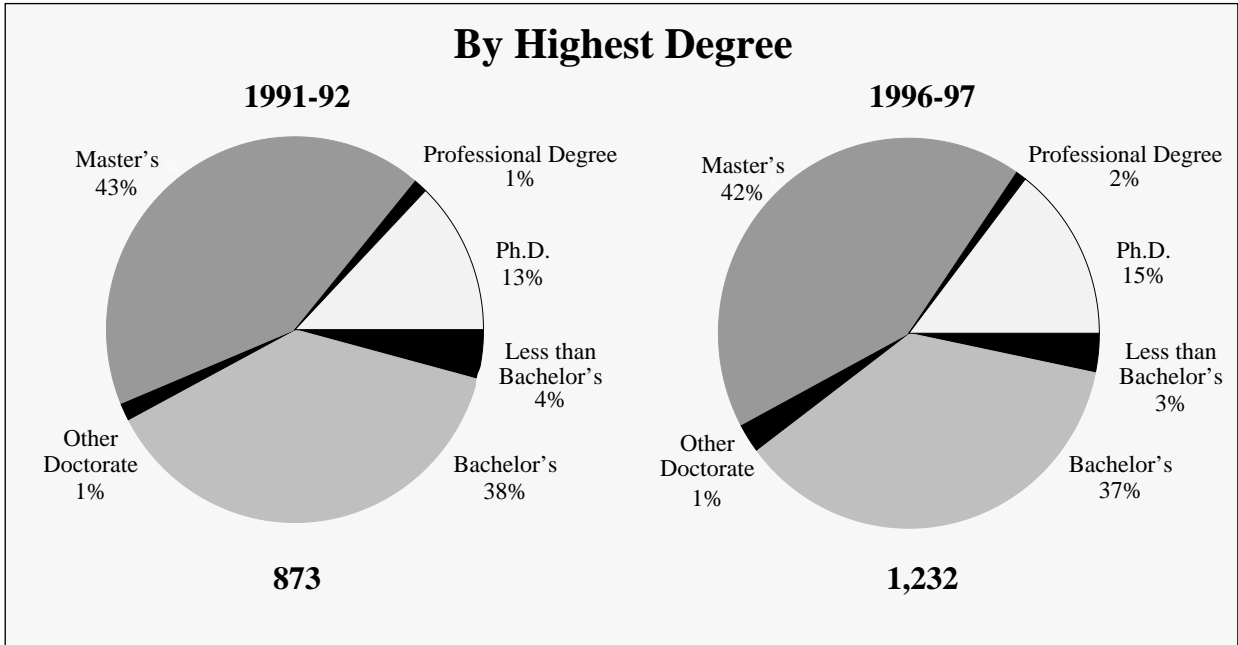
	<u>'91-'92</u>	<u>'96-'97</u>	<u>Total Change</u>	<u>Percent Change</u>
Research Associate	263	517	254	96.6%
Extension Agent	104	119	15	14.4%
Coordinator	88	111	23	26.1%
Director	66	76	10	15.2%
Forester	52	62	10	19.2%
Assistant Director	40	36	(4)	(10.0%)
Counselor	20	34	14	70.0%
Research Scientist	17	38	21	123.5%
County Extension Director	33	32	(1)	(3.0%)
Extension Specialist	25	27	2	8.0%
Manager	19	25	6	31.6%
Assistant Coach	17	23	6	35.3%
Associate Director	13	18	5	38.5%
Assistant to Dean	11	10	(1)	(9.1%)
Senior Research Scientist	11	11	0	0.0%
Coach	9	10	1	11.1%
Assistant Coordinator	7	11	4	57.1%
Physician	8	8	0	0.0%
Psychologist	7	8	1	14.3%
Assistant Manager	4	7	3	75.0%
Assistant to Director	8	2	(6)	(75.0%)
Administrator	4	4	0	0.0%
Extension District Director	3	4	1	33.3%
Assistant to Manager	2	4	2	100.0%
Extension Area Director	4	3	(1)	(25.0%)
Assistant Vice-President	5	2	(3)	(60.0%)
All Other Job Titles	33	30	(3)	(9.1%)
University Summary	873	1,232	359	41.1%

The percentage of women increased by 1% over the six-year period.

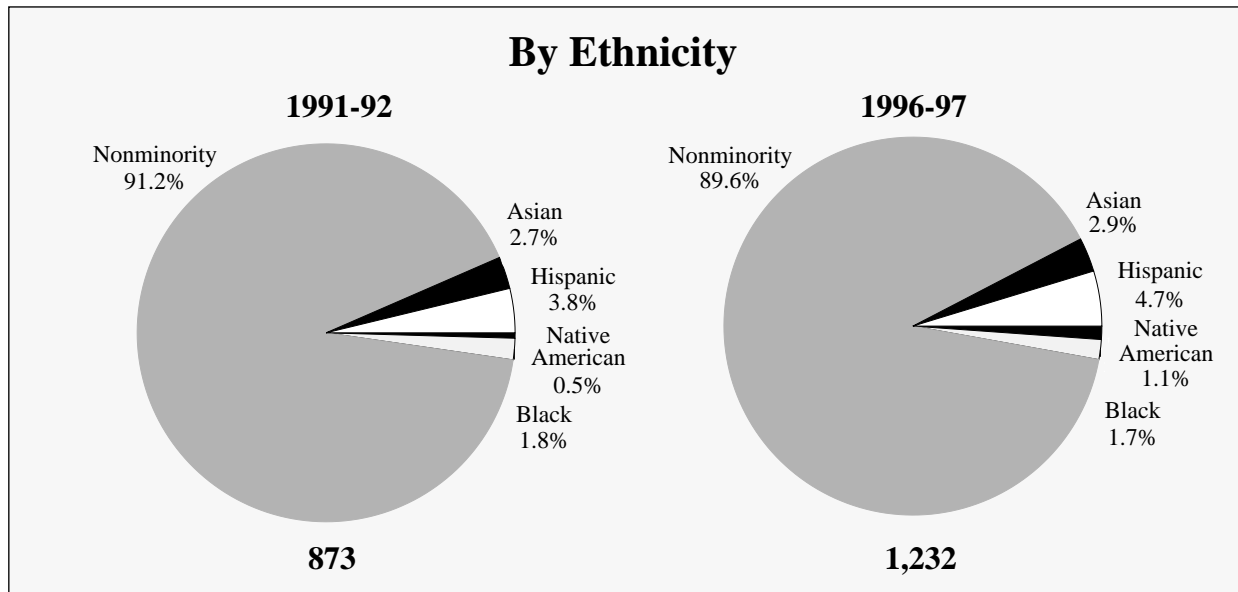
By Gender



Six-Year History



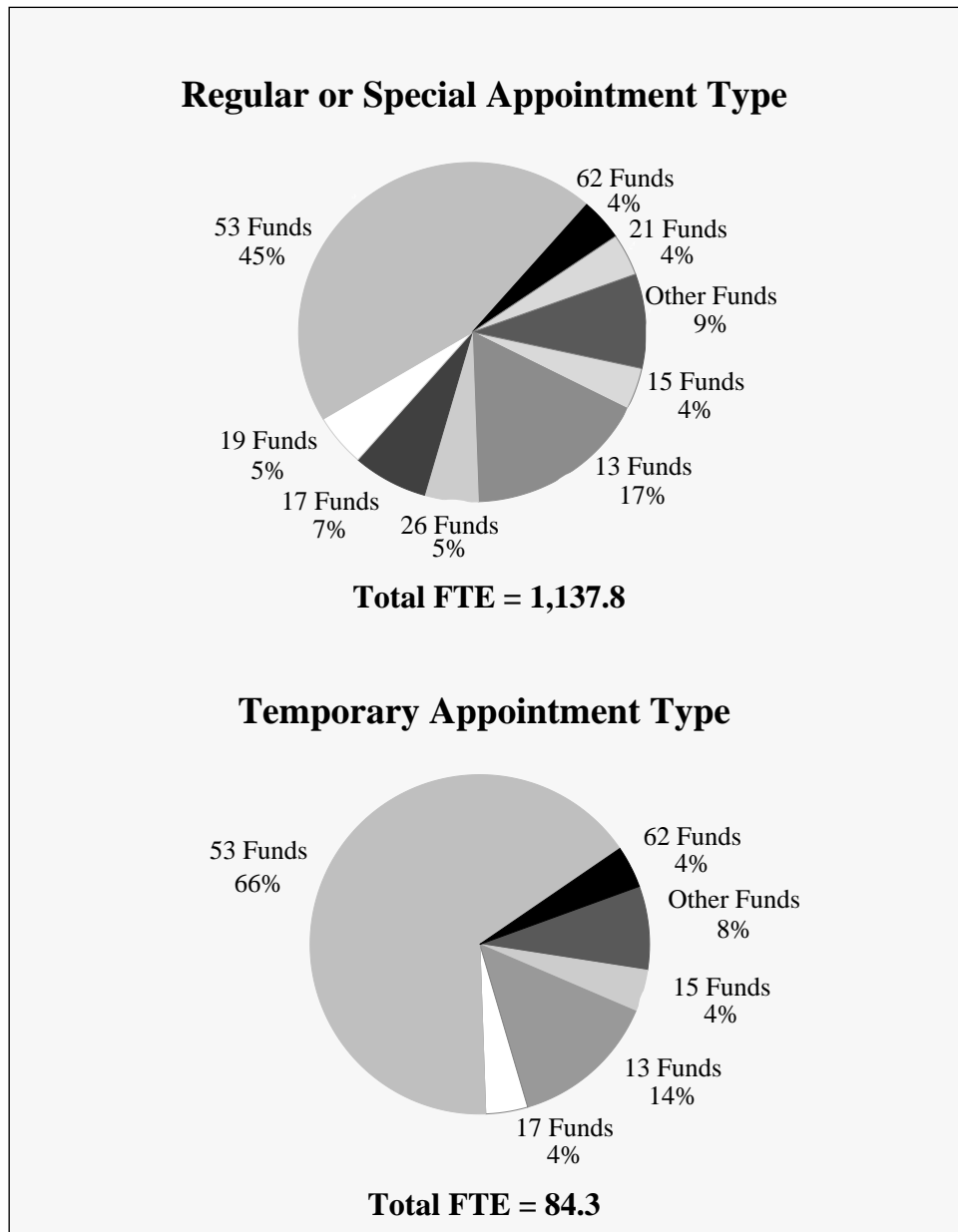
The number of administrative professionals with a Ph.D. increased from 13% to 15% over the six-year period.



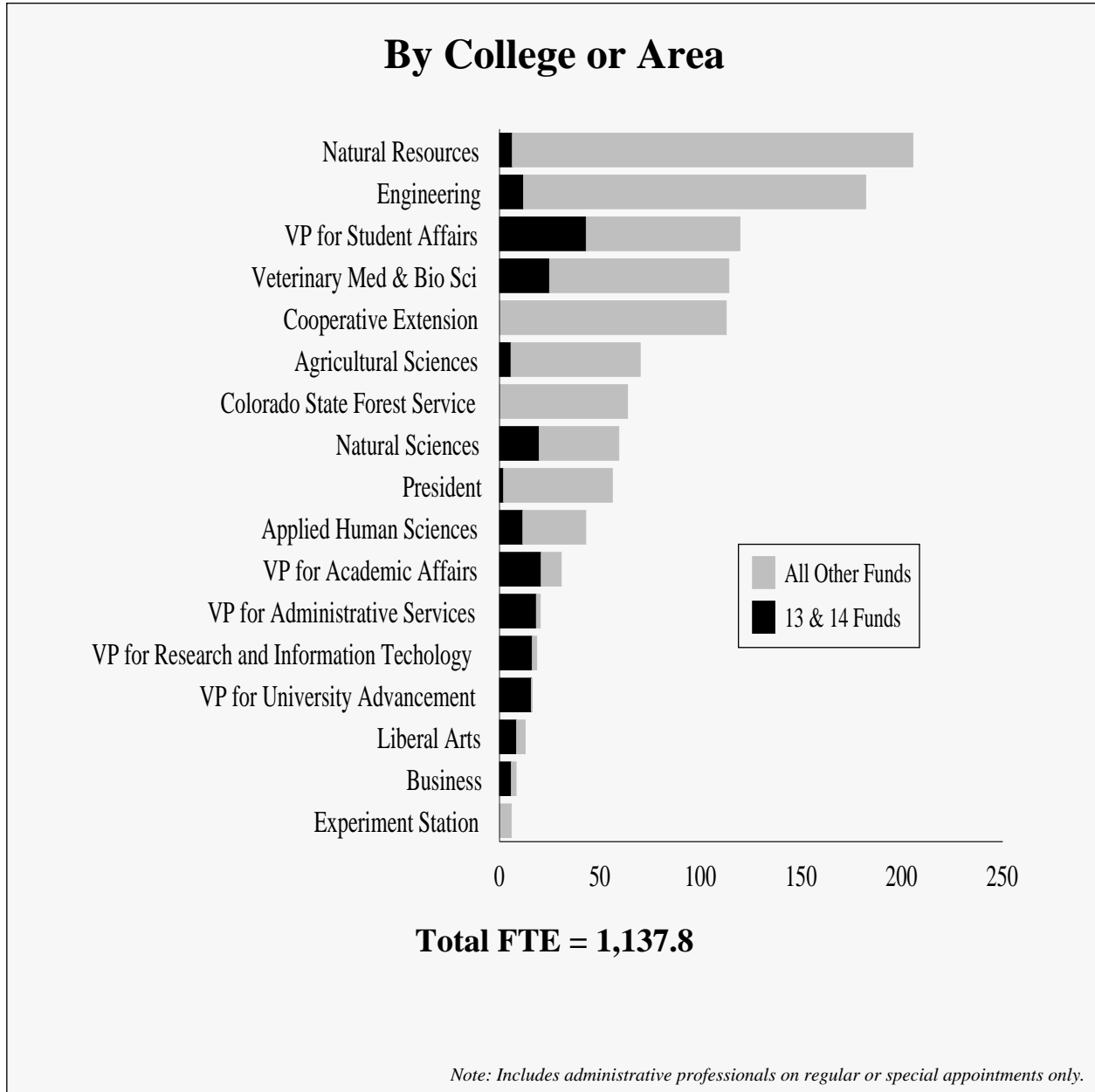
The percentage of ethnic minorities increased from 8.8% to 10.4% over the six-year period.

Administrative Professional Staff Full-Time Equivalents

Full-Year 1996-97

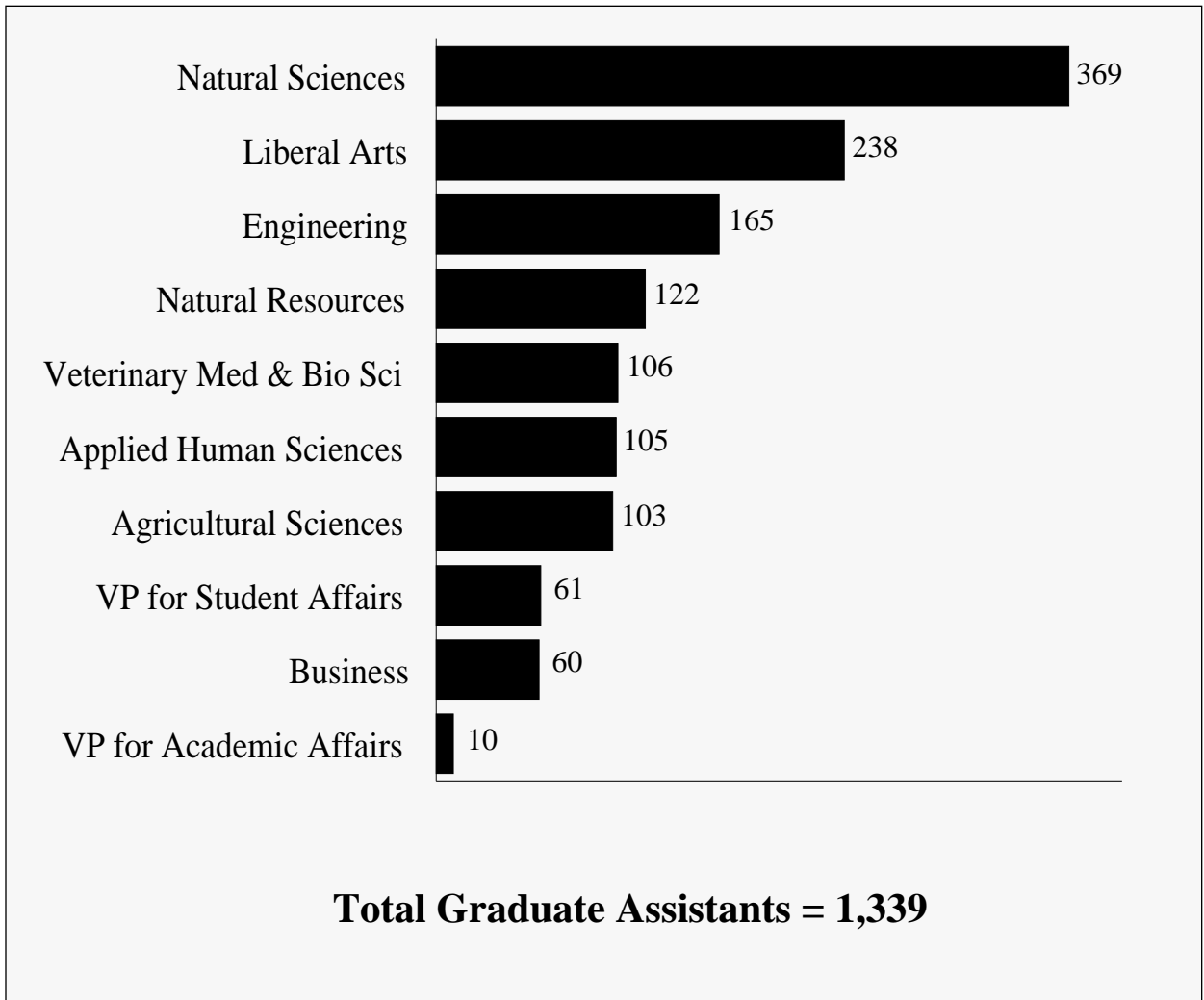


Full-Year 1996-97



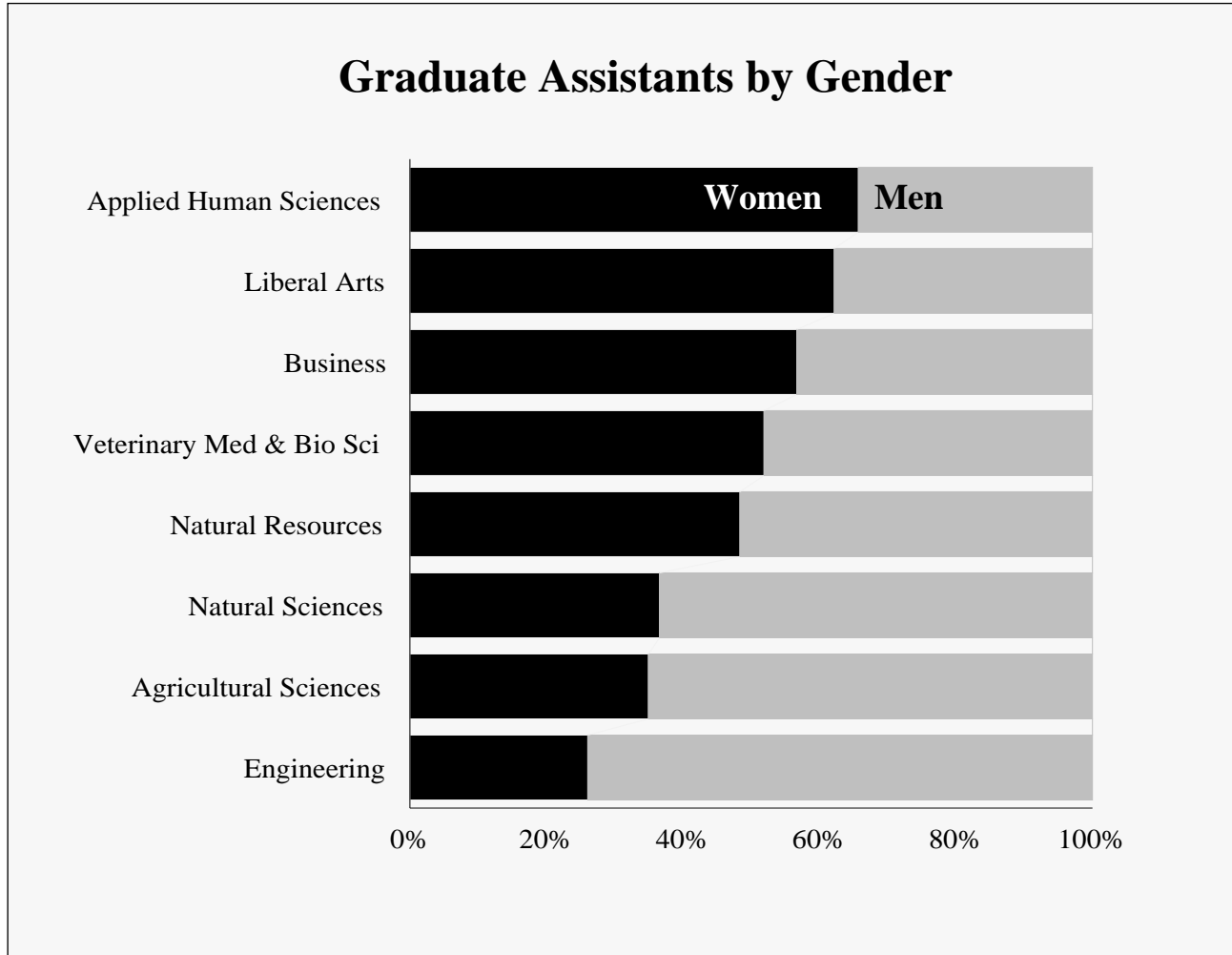
Graduate Assistants

Fall 1996



Forty-five percent of all graduate assistants were employed by the College of Natural Sciences or the College of Liberal Arts.

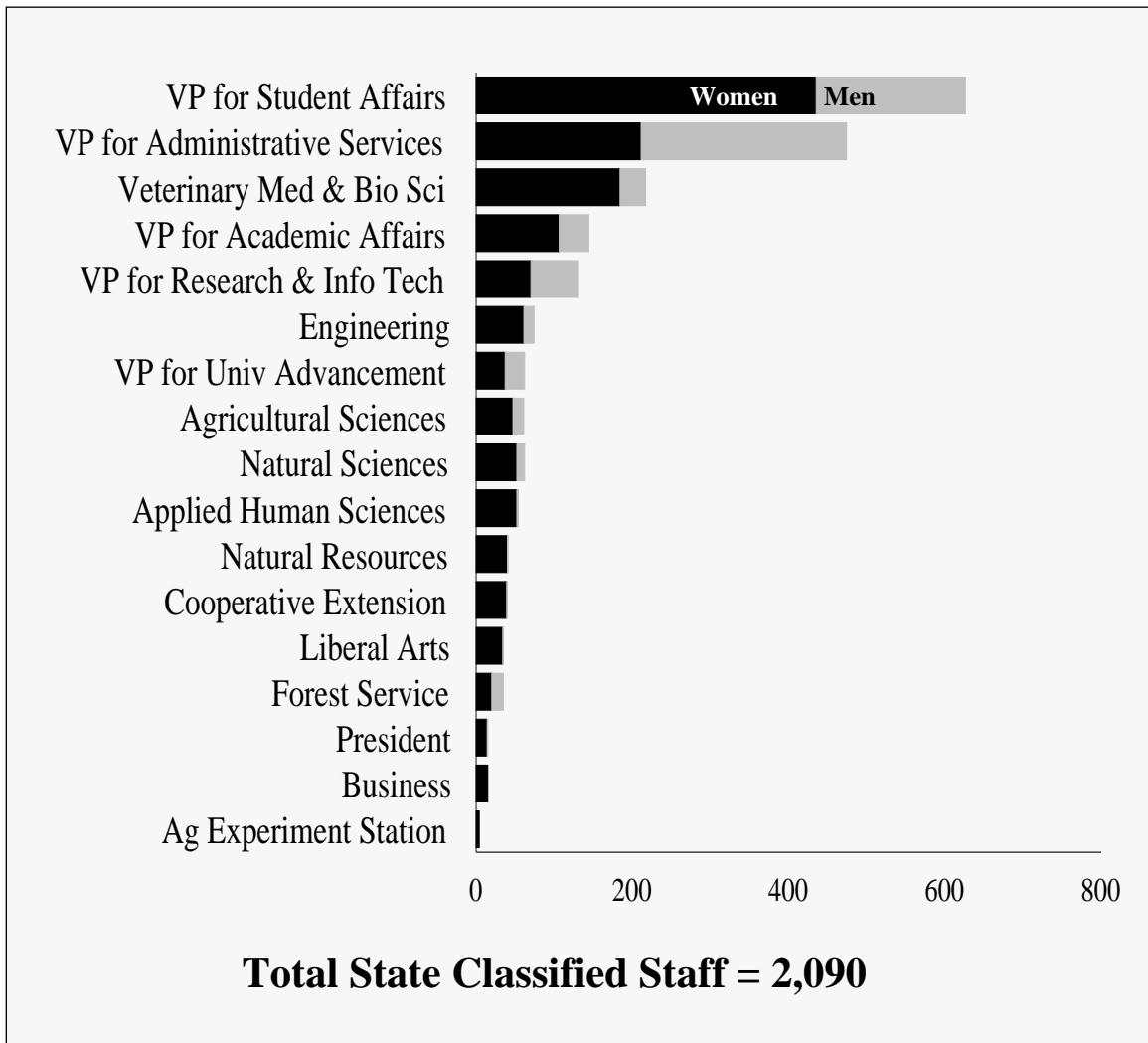
Fall 1996



The College of Applied Human Sciences had the largest percentage (66%) of women graduate assistants while Engineering had the smallest percentage (26%).

State Classified Staff

Fall 1996



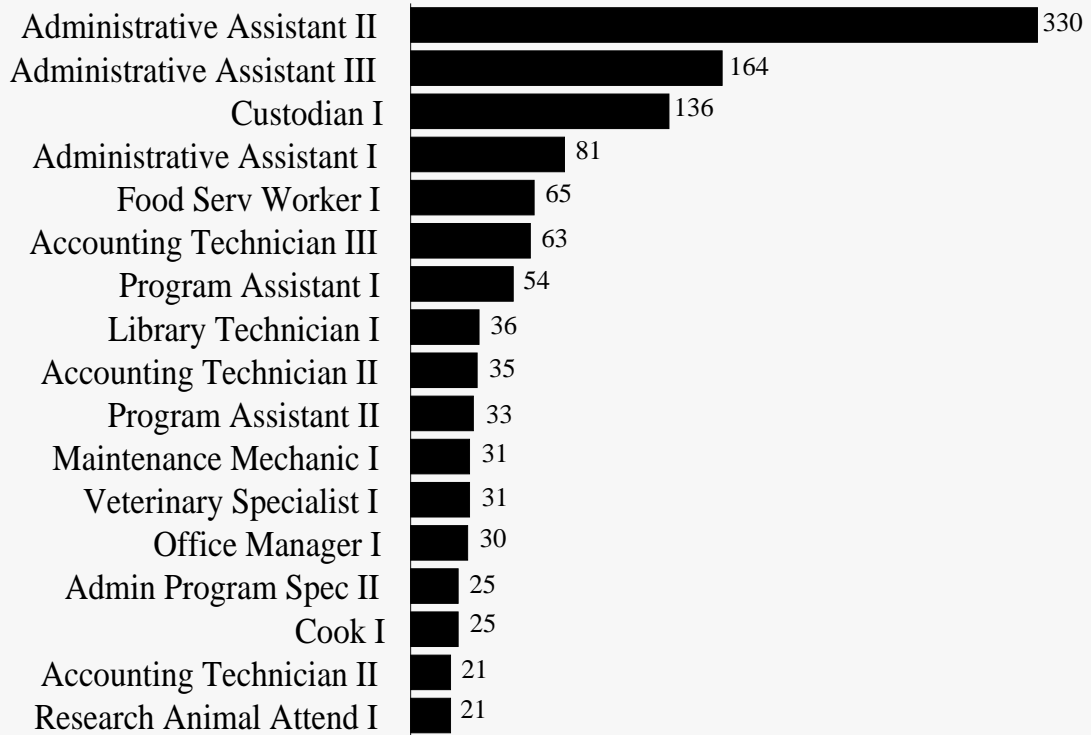
The Vice Presidents of Student Affairs and Administrative Services employed 53% of all state classified staff.

Fall 1996**State Classified Staff by Ethnicity**

	<u>Native American</u>	<u>Black</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Non- Minorities</u>	<u>Percent of Minorities</u>
Ag Experiment Station	1	0	0	0	3	25.0%
Agricultural Sciences	0	0	1	4	56	8.2%
Applied Human Sciences	1	0	0	2	51	5.6%
Business	0	1	1	1	12	20.0%
Colo State Forest Service	2	0	0	3	30	14.3%
Cooperative Extension	0	0	2	6	32	20.0%
Engineering	0	0	0	8	66	10.8%
Liberal Arts	0	0	0	3	32	8.6%
Natural Resources	0	0	0	7	34	17.1%
Natural Sciences	0	0	2	3	57	8.1%
President	0	0	0	3	12	20.0%
Vet Med & Bio Sci	2	0	4	10	201	7.4%
VP for Acad Affairs	0	2	3	16	123	14.6%
VP for Admin Services	9	5	4	69	387	18.4%
VP for Research & Info Tech	0	3	1	11	116	11.5%
VP for Student Affairs	6	8	8	103	501	20.0%
VP for Univ Advancement	0	0	1	0	61	1.6%
University Total	21	19	27	249	1,774	15.1%

Fifteen percent of all state classified staff were ethnic minorities.

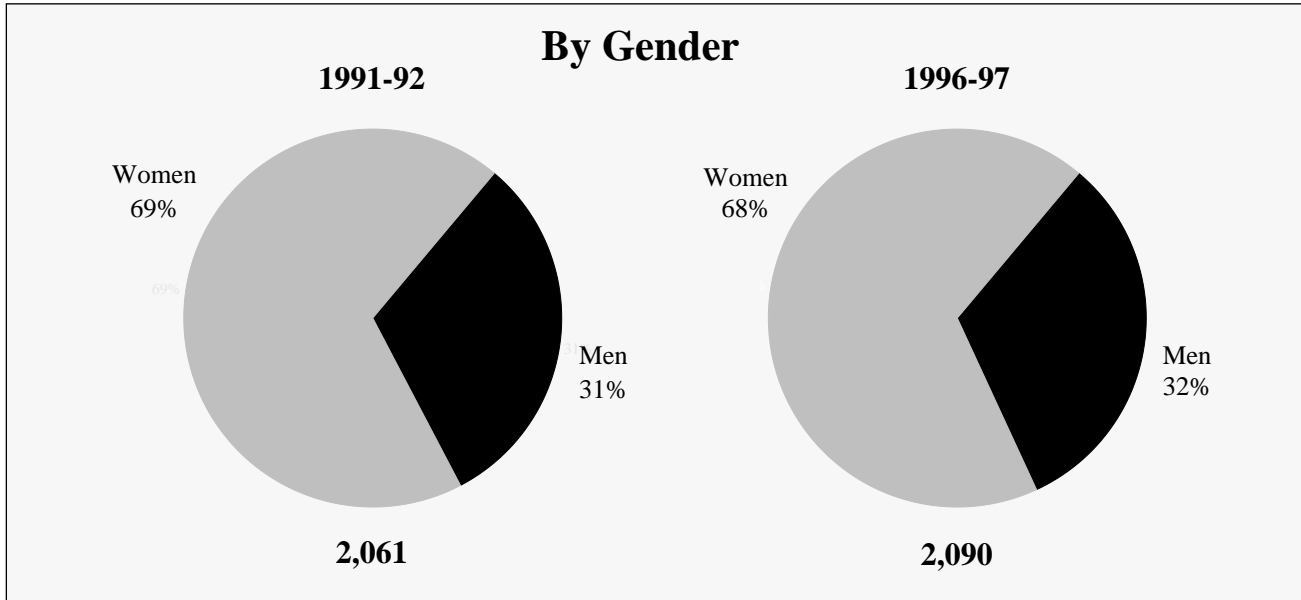
State Classified Staff by Job Title



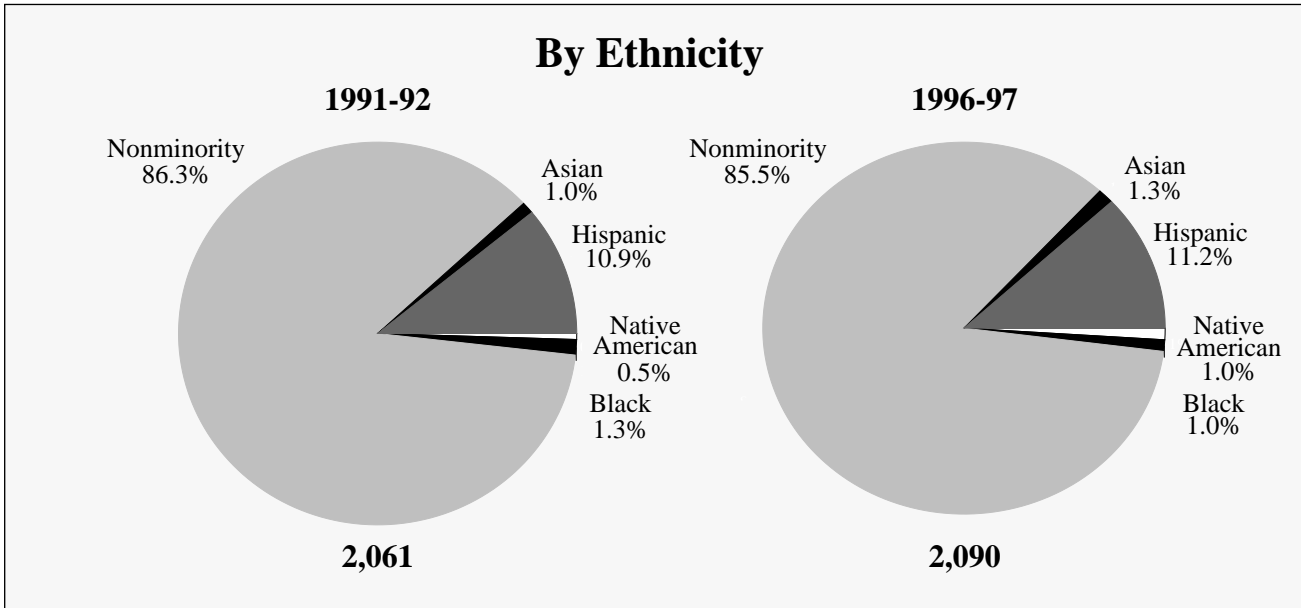
Note: Includes positions with 21 or more employees.

Twenty-four percent of state classified employees were employed as an Administrative Assistant II or an Administrative Assistant III.

Six-Year History



The number of men employed increased from 31% of state classified staff in 1991-92 to 32% in 1996-97.



Ethnic minorities increased from 13.7% of state classified employees in 1991-92 to 14.5% in 1996-97.