

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 ten-year history graphs on student credit hours by college and persistence information on ACCESS students.

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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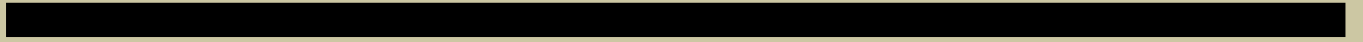
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Appendix - Sources of Information



Employees

Employee Highlights

Total ranked faculty	1,385
Regular Appointments:	990
Temporary Appointments:	249
Special Appointments:	146

Total new faculty hired on regular appointments: **31**

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

Percent of faculty on regular appointments who were women: **22%**

Percent of faculty on regular appointments who had a doctorate: **88%**

Percent of faculty on regular appointments who were ethnic minorities: **8.3%**

Percent of faculty on regular appointments who were age 60 or over: **17%**

Percent of faculty on regular appointments who were tenured:

Women	61%
Men	86%

Total administrative professionals (excluding research associates) on regular or special appointments: **741**

Total research associates on regular or special appointments: **527**

Total graduate assistants: **1,342**

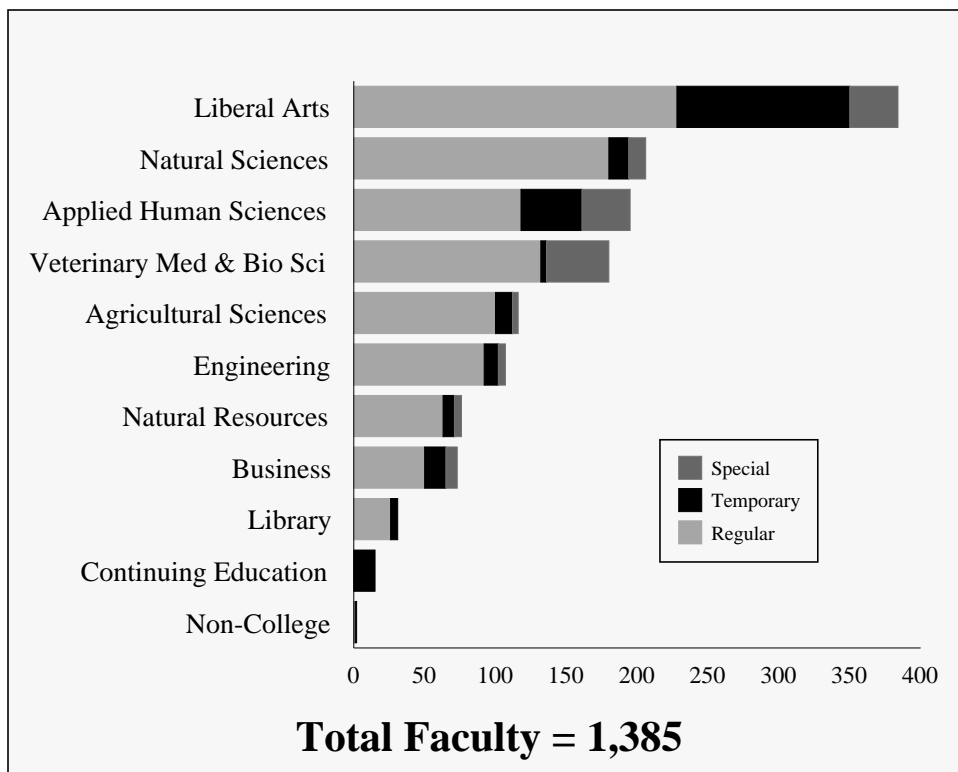
Total state classified staff: **2,126**

Note: These facts highlight information for fall term 1997 and apply to tenure-track faculty with regular appointments (unless otherwise noted).

Faculty by Appointment Type

Fall 1997

A total of 1,385 professors, associate professors, assistant professors, instructors and lecturers were employed at CSU.

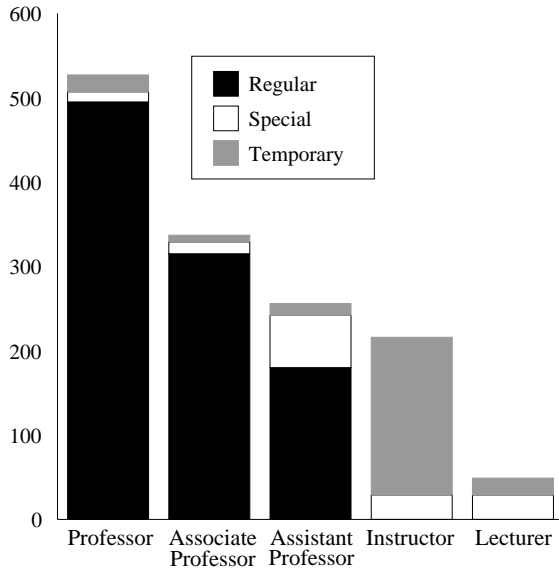


Seventy-one percent of all faculty employed at CSU were on regular appointments.

	Regular	Temporary	Special	Total
Agricultural Sciences	100	12	4	116
Applied Human Sciences	118	43	34	195
Business	50	15	8	73
Engineering	92	10	5	107
Liberal Arts	228	122	34	384
Natural Resources	63	8	5	76
Natural Sciences	180	14	12	206
Veterinary Med & Bio Sci	132	4	44	180
Library	26	5	0	31
Non-College	1	1	0	2
Continuing Education	0	15	0	15
University Summary	990	249	146	1,385

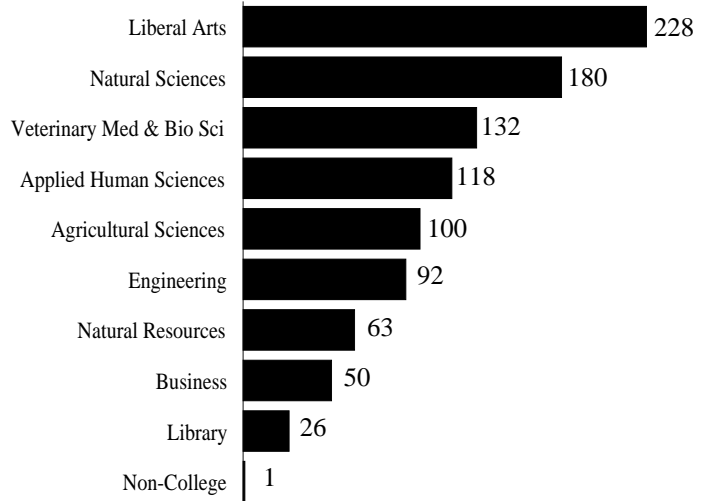
Fall 1997

By Rank and Appointment Type



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

Regular Appointments

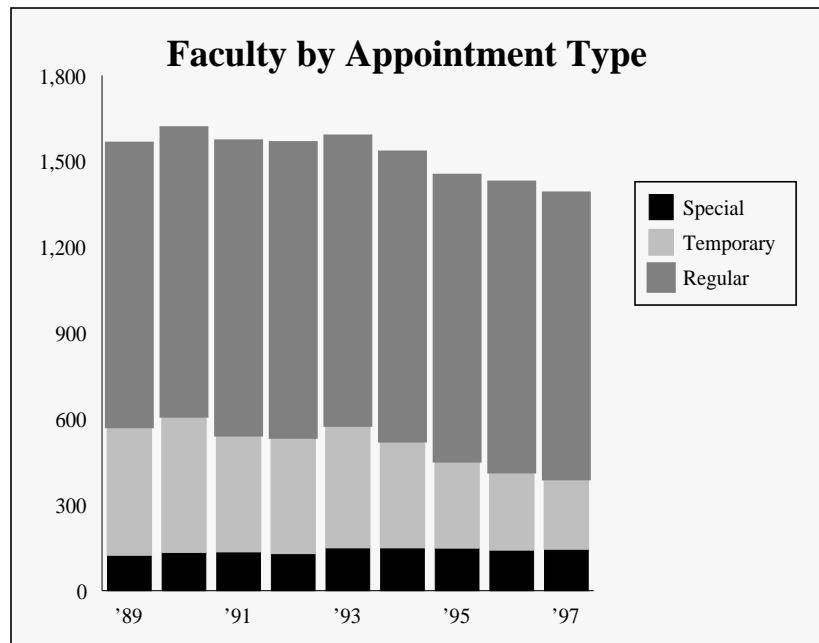


Total Faculty = 990

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

Nine-Year History

The number of faculty on temporary appointments decreased from 452 in 1989-90 to 249 in 1997-98.



New Faculty

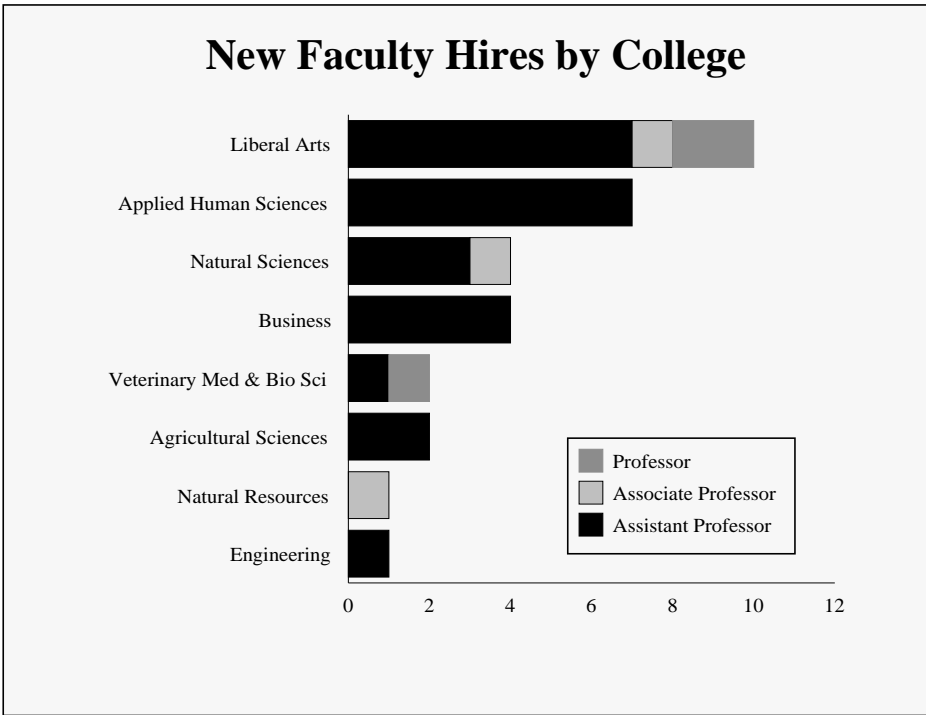
Fall 1997

Facts about New Faculty

- ◆ Thirty-one new faculty members were hired on regular appointments.
- ◆ A total of three full professors, three associate professors and 25 assistant professors were hired.
- ◆ Two of the three full professors were hired as department heads.
- ◆ Two of the three full professors hired were men. All three associate professors hired were men. Of the 25 assistant professors hired, 10 were women. Thirty-five percent of new hires were women.
- ◆ All of the full and associate professors hired were nonminorities. Of the 25 assistant professors hired, six were ethnic minorities. Nineteen percent of new hires were ethnic minorities.
- ◆ The age of the full professors hired ranged from 43 to 51 with an average age of 48. Of the associate professors hired, ages ranged from 40 to 47 with an average age of 44. New assistant professors ranged in age from 27 to 53 with an average age of 36.
- ◆ One associate professor hired had a master's degree, two assistant professors had professional degrees and four assistant professors had master's degrees while all others had a doctorate as their highest degree earned.
- ◆ The two full professors who were hired as department heads were also hired with tenure. All other new faculty were hired without tenure.

Fall 1997

The College of Liberal Arts hired 10 new faculty members for fall 1997.



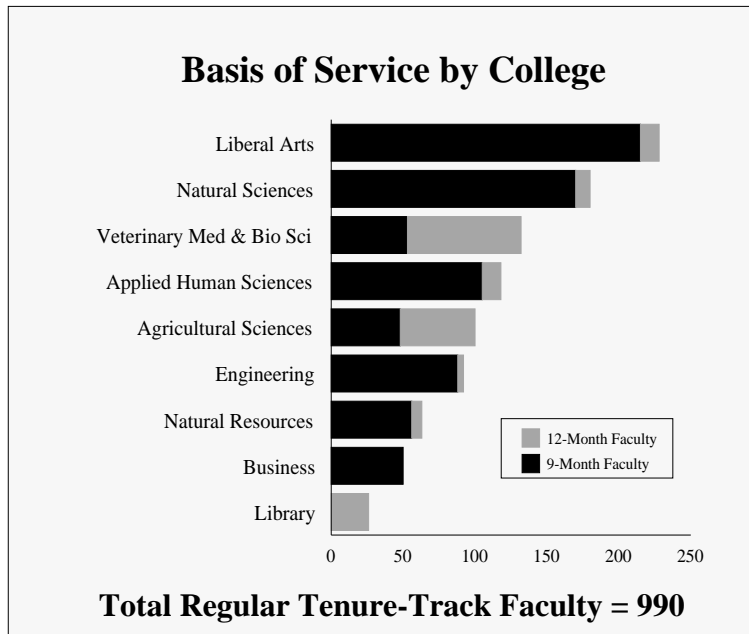
Salaries of New Faculty

	<u>Basis of Service</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Average Salary</u>	<u>Total Faculty</u>
Professor	9	\$75,000	\$75,000	\$75,000	1
	12	96,000	97,000	96,500	2
Associate Professor	9	41,000	60,000	49,000	3
Assistant Professor	9	34,000	68,500	44,458	24
	12	65,000	65,000	65,000	1

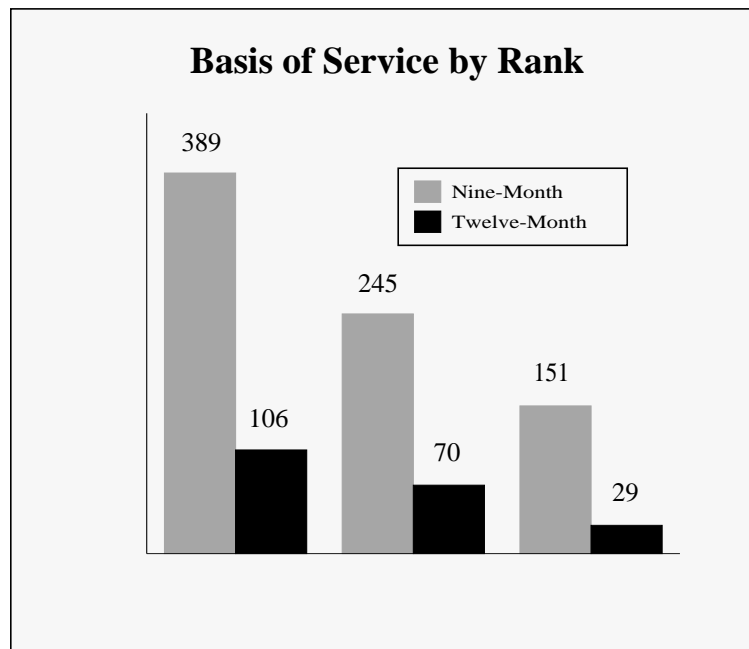
Faculty by Basis of Service

Fall 1997

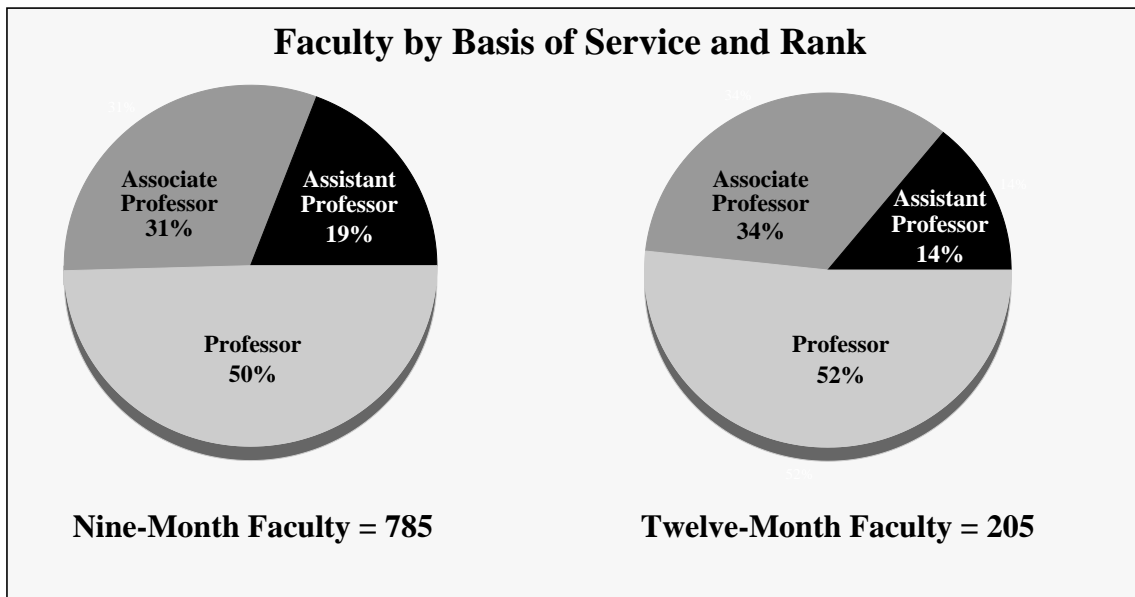
Agricultural Sciences and Veterinary Medicine & Biomedical Sciences had the largest number of twelve-month faculty.



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

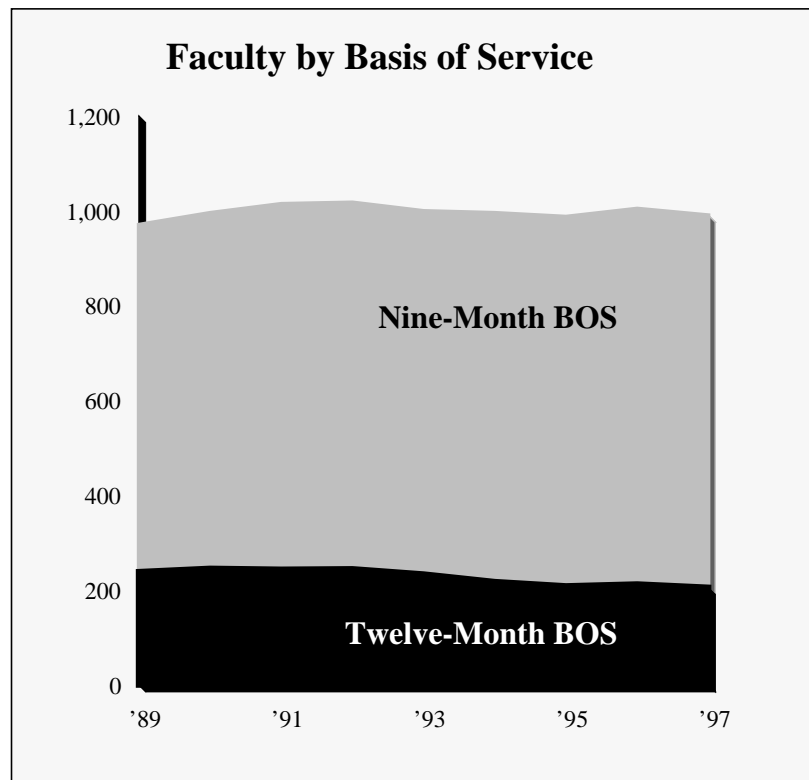


Fall 1997



Ten -Year History

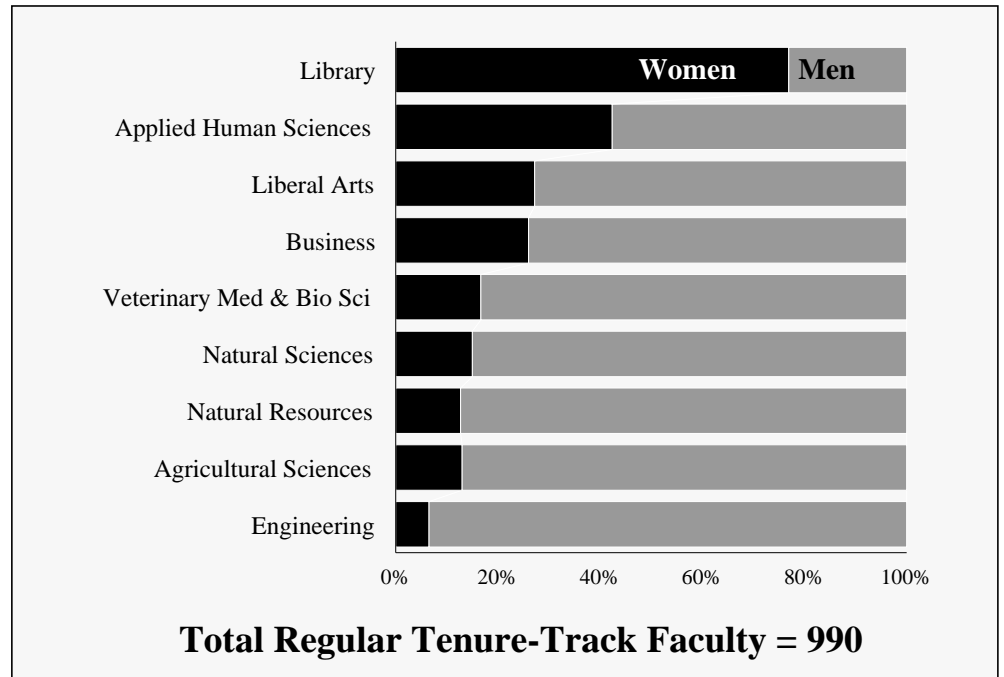
The total number of faculty on 12-month appointments decreased by 238 in 1989 to 205 in 1997.



Faculty by Gender

Fall 1997

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

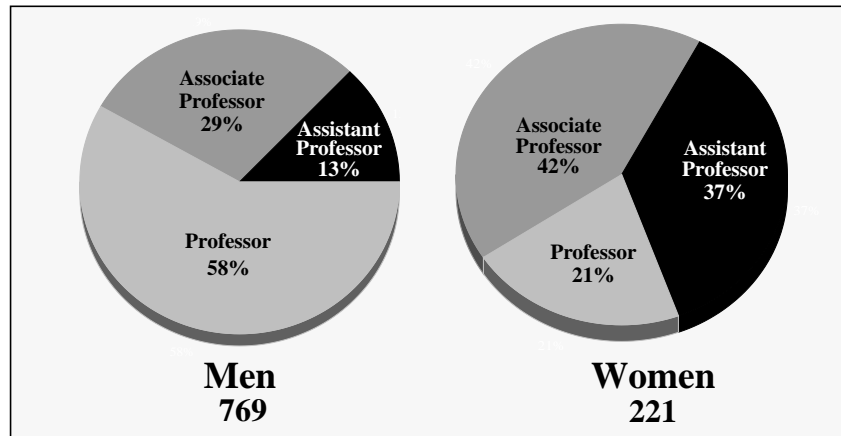


The College of Liberal Arts employed the largest number of women faculty members while Applied Human Sciences had the largest percentage of women in a college.

By College	Total Men	Percent Men	Total Women	Percent Women
Agricultural Sciences	87	87%	13	13%
Applied Human Sciences	68	58%	50	42%
Business	37	74%	13	26%
Engineering	86	93%	6	7%
Liberal Arts	166	73%	62	27%
Library	6	23%	20	77%
Natural Resources	55	87%	8	13%
Natural Sciences	153	85%	27	15%
Veterinary Med & Bio Sci	110	83%	22	17%
Non-College	1	100%	0	0%
University Summary	769	78%	221	22%

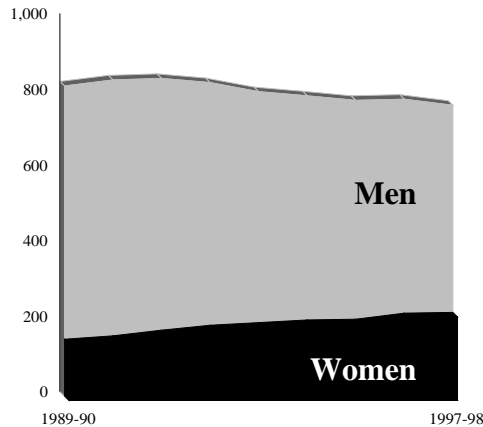
Fall 1997

Fifty-eight percent of men and 21% of women were at the rank of full professor.



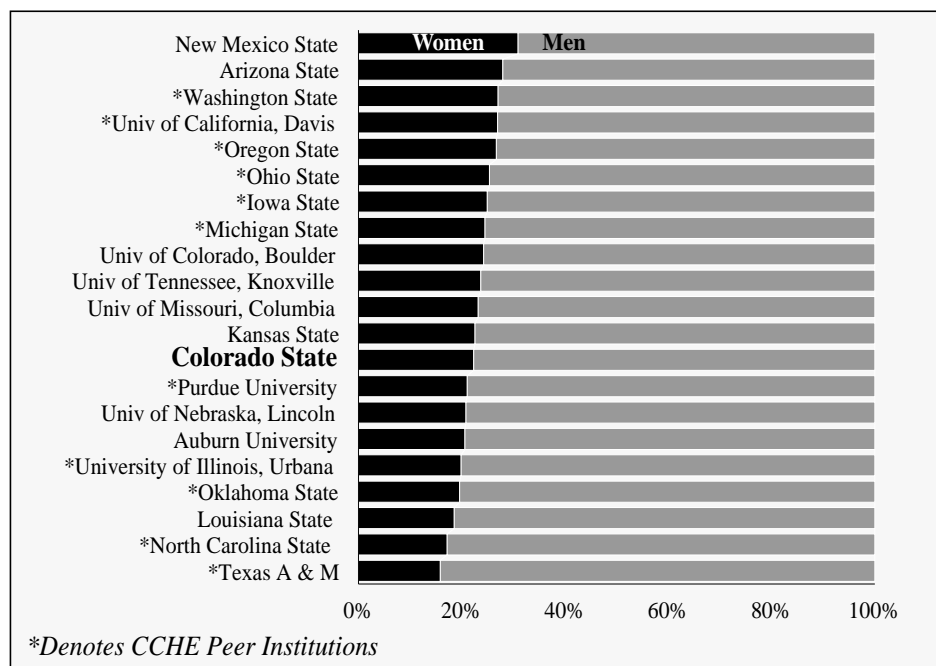
Nine-Year History

The percentage of women faculty on regular tenure-track appointments increased from 15% in 1989-90 to 22% in 1997-98.



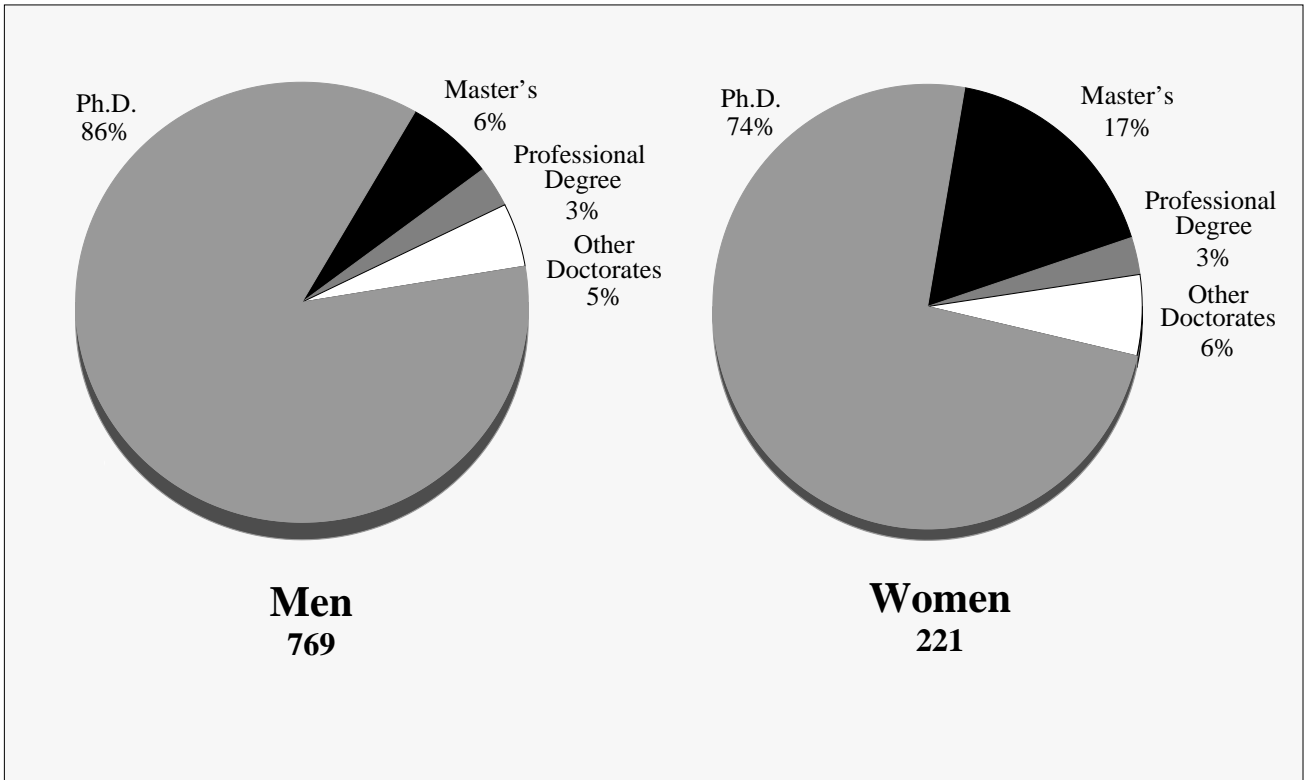
Comparison of Peer Institutions - Fall 1997

CSU ranked 13th of 21 institutions in the percentage of women faculty.



Faculty by Highest Degree Earned

Fall 1997



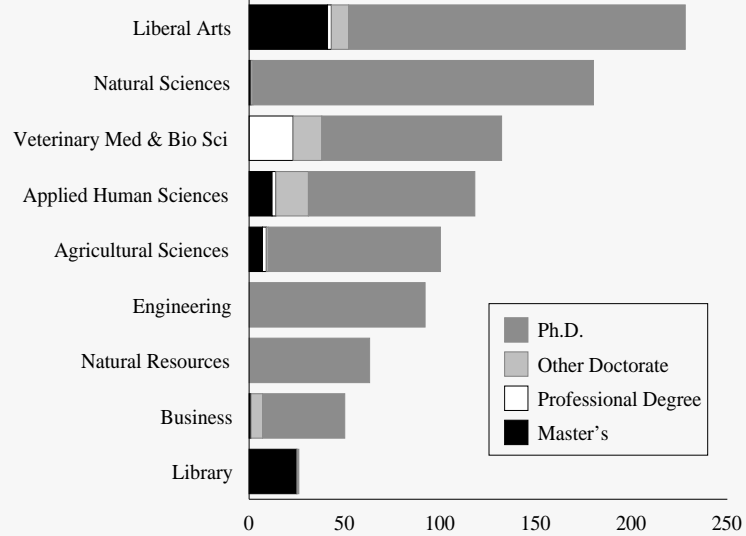
Nine percent of faculty on tenure-track appointments had a master's degree as the highest degree earned.

Rank	Master's	Ph.D.	Professional Degree	Other Doctorate
Professor	28	437	8	22
Associate Professor	38	247	10	20
Assistant Professor	21	141	11	7
Total	87	825	29	49

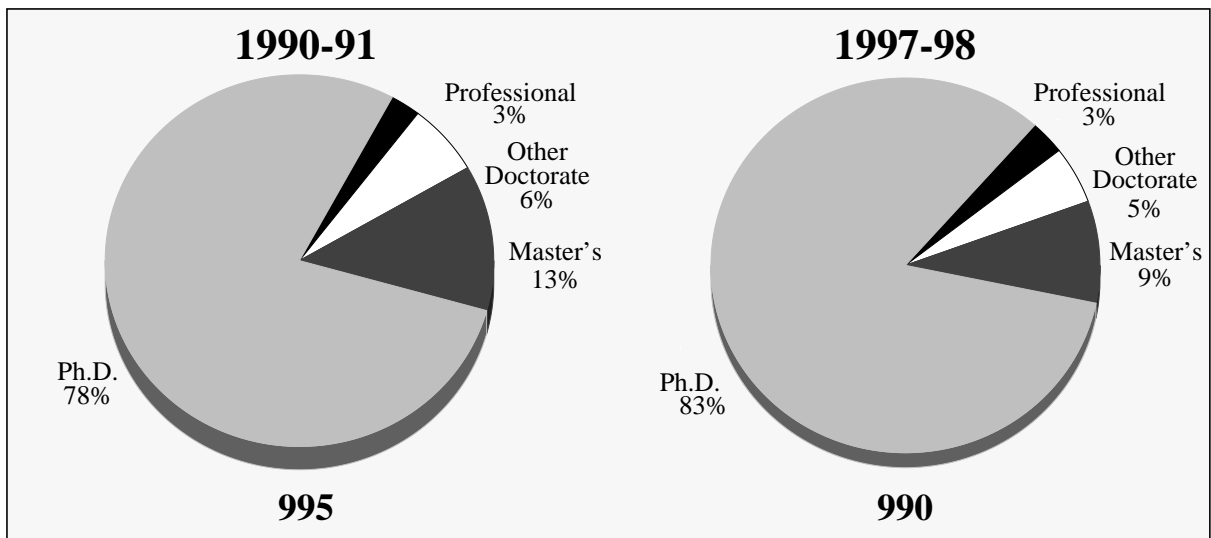
Fall 1997

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



Nine-Year Comparison

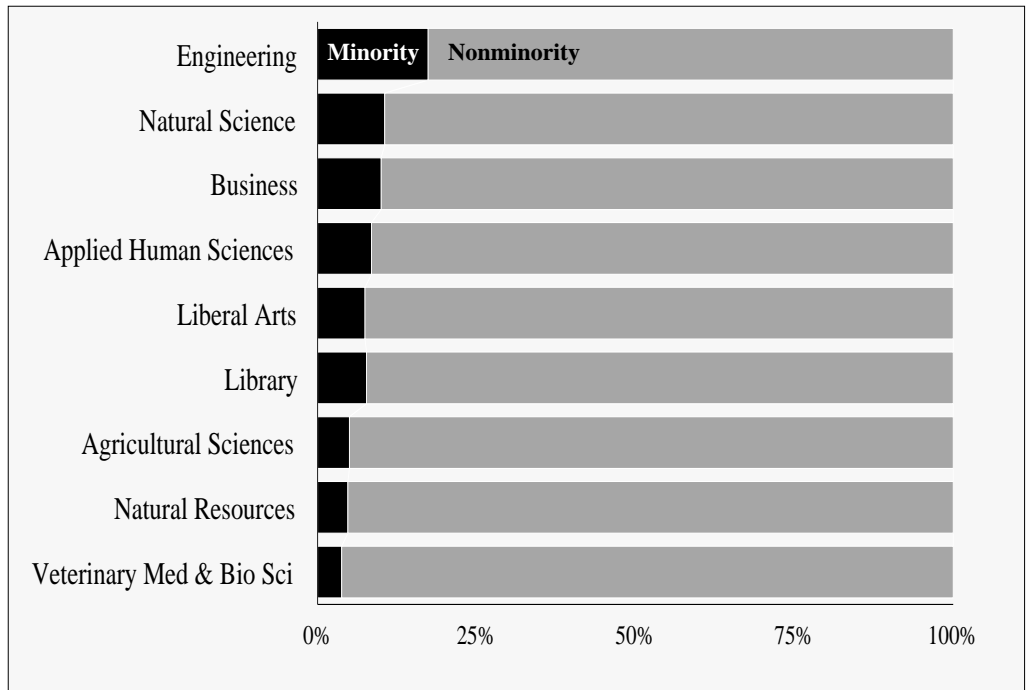


The percentage of faculty with a Ph.D. as the highest degree earned increased from 78% in 1990-91 to 83% in 1997-98.

Faculty by Ethnic Origin

Fall 1997

The College of Engineering had the largest percentage of minority faculty with 17.4%.

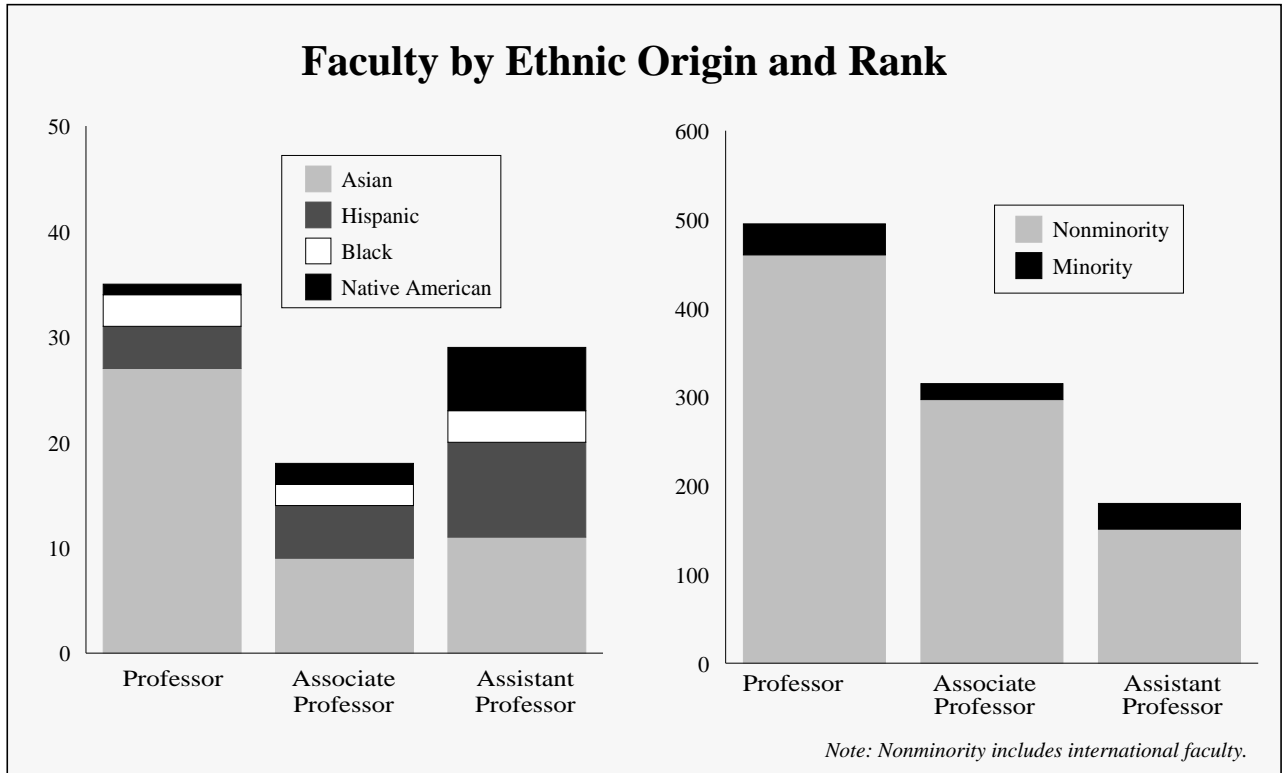


Eighty-two or 8.3% of faculty were ethnic minorities.

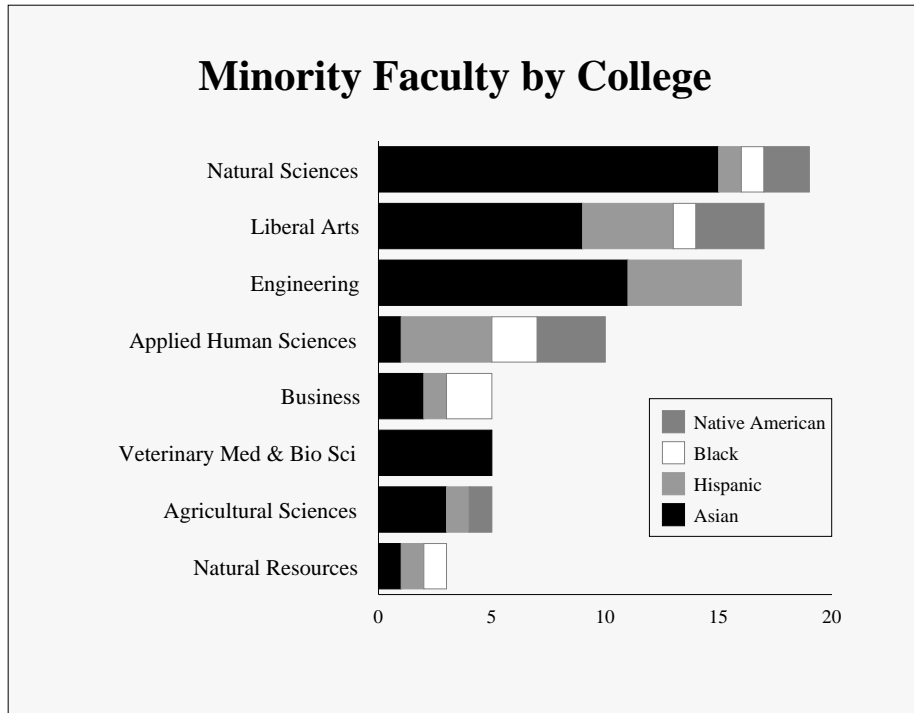
	Native American	Black	Asian	Hispanic	Non-Minorities	Percent of Minorities
Agricultural Sciences	1	0	3	1	95	5.0%
Applied Human Sciences	3	2	1	4	108	8.5%
Business	0	2	2	1	45	10.0%
Engineering	0	0	11	5	76	17.4%
Liberal Arts	3	1	9	4	211	7.5%
Natural Resources	0	1	1	1	60	4.8%
Natural Sciences	2	1	15	1	161	10.6%
Veterinary Med & Bio Sci	0	0	5	0	127	3.8%
Library	0	1	0	1	24	7.7%
Non-College	0	0	0	0	1	0.0%
University Summary	9	8	47	18	908	8.3%

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

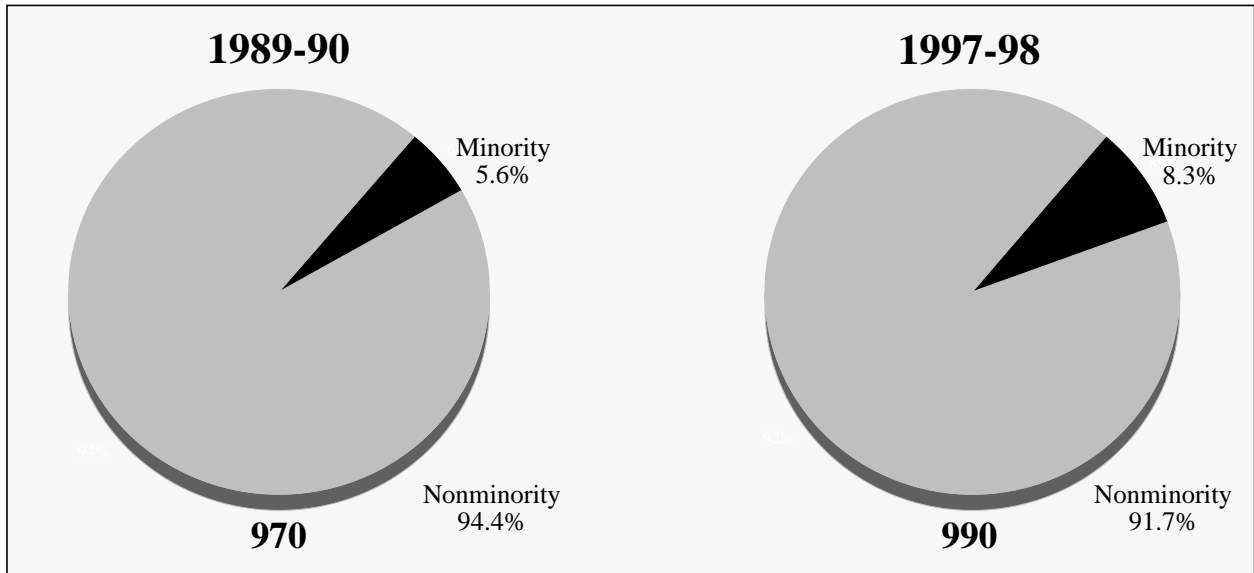
Fall 1997



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

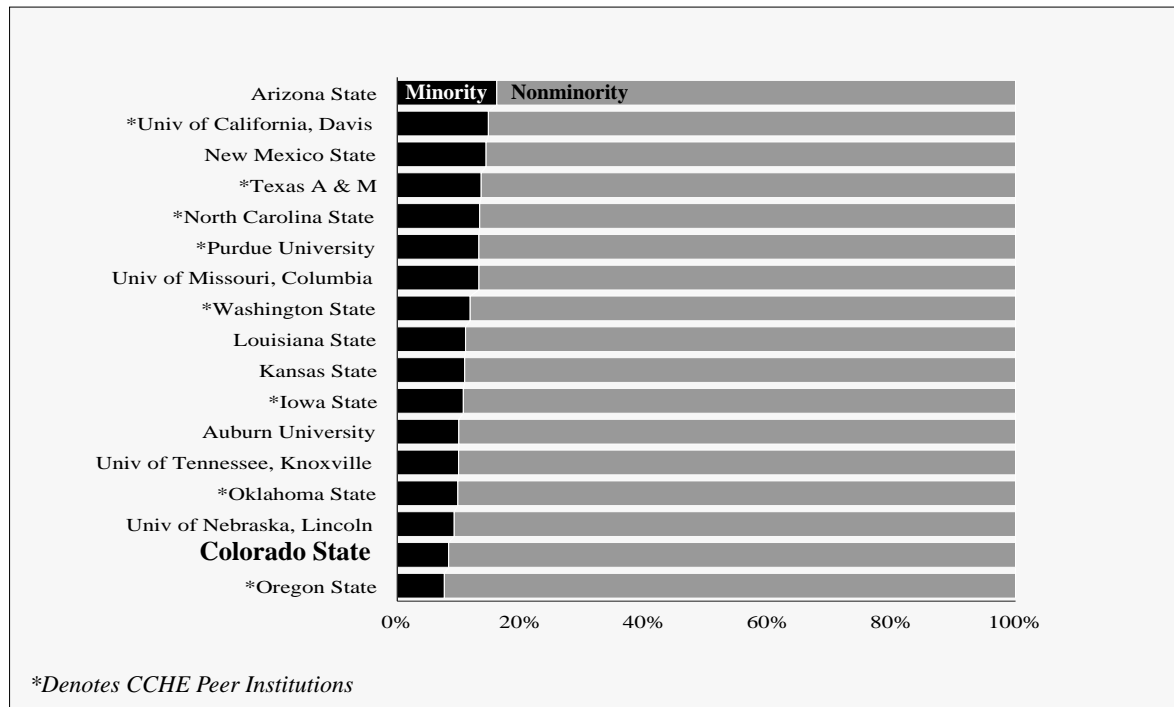


Nine-Year Comparison



The percentage of minority faculty increased from 5.6% in 1989-90 to 8.3% in 1997-98.

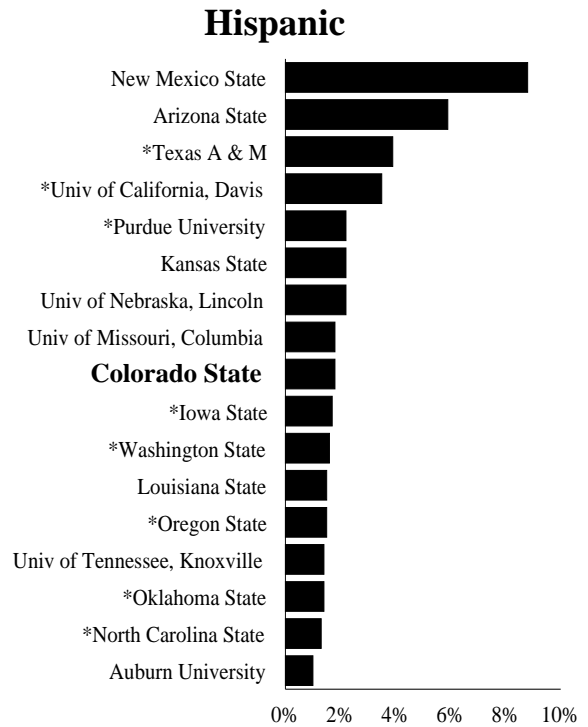
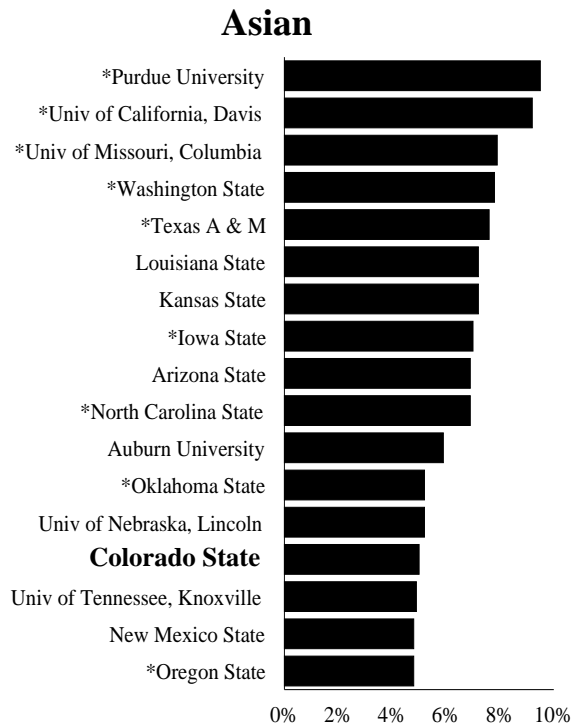
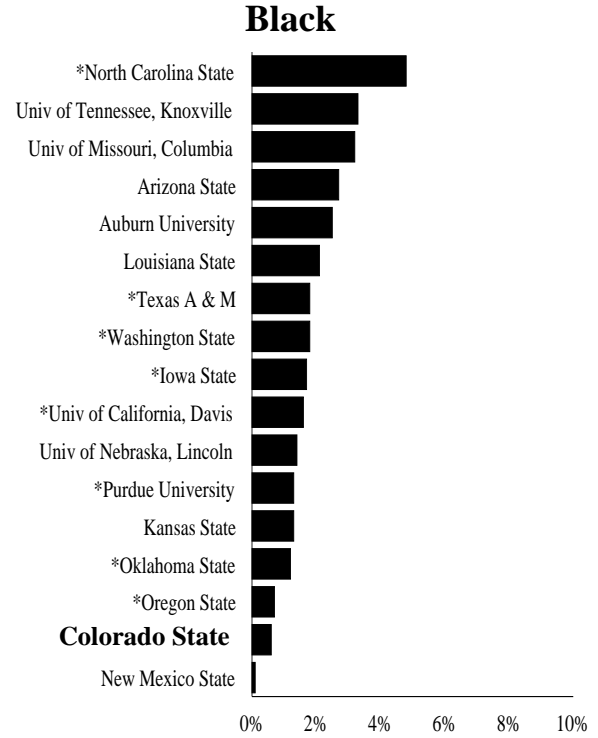
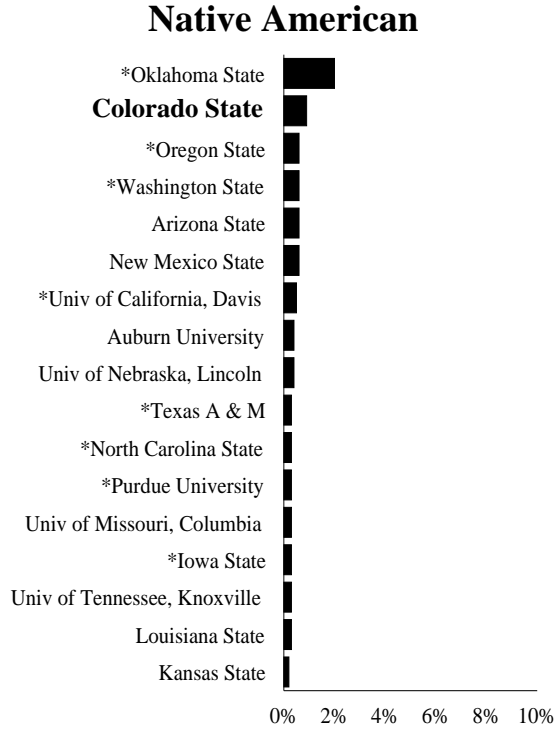
Comparison of Peer Institutions - Fall 1997



Colorado State University ranked 16th of 17 peer institutions in the percentage of minority faculty.

Comparison of Peer Institutions- Fall 1997

Faculty Comparison by Ethnic Group

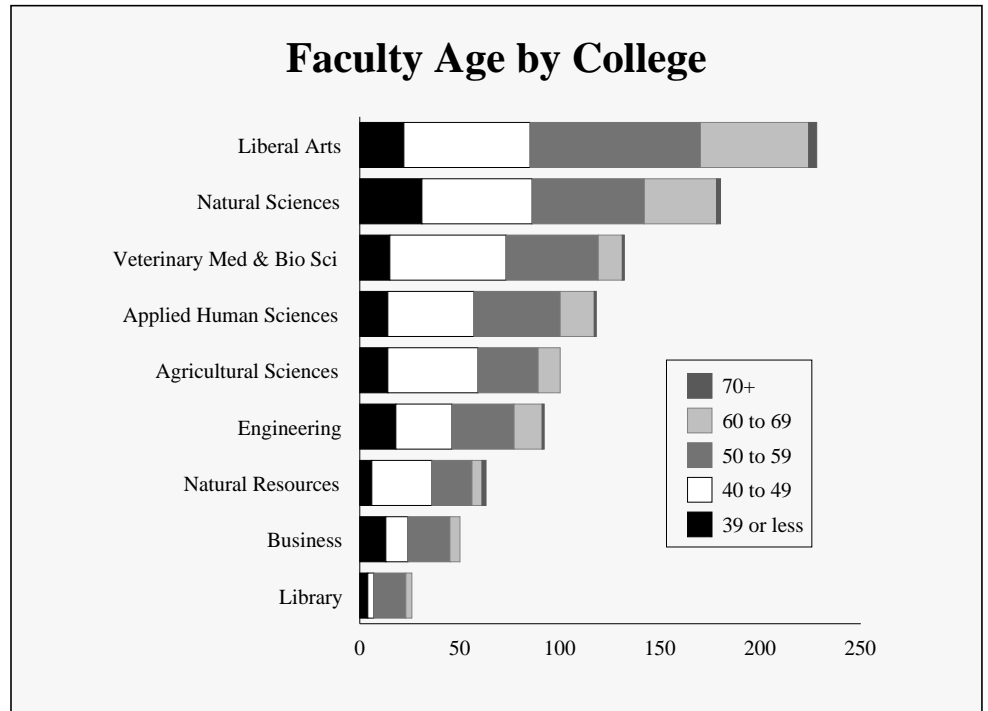


*Denotes CCHE Peer Institutions

Faculty by Age

Fall 1997

Sixty-nine percent of faculty were between the ages of 40 and 59.



Faculty Age

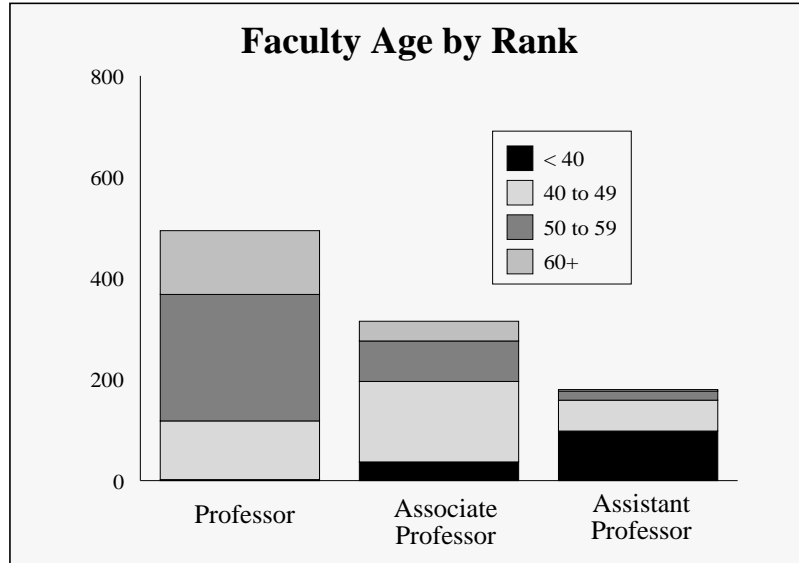
Seventeen percent of all faculty with regular appointments were age 60 and over.

	<u>70+</u>	<u>60-69</u>	<u>50-59</u>	<u>40-49</u>	<u><40</u>
Agricultural Sciences	0	11	30	45	14
Applied Human Sciences	1	17	43	43	14
Business	0	5	21	11	13
Engineering	1	14	31	28	18
Liberal Arts	4	54	85	63	22
Natural Resources	2	5	20	30	6
Natural Sciences	2	36	56	55	31
Veterinary Med & Bio Sci	1	12	46	58	15
Library	0	3	16	3	4
Non-College	0	0	1	0	0
University Summary	11	157	349	336	137

Note: Age as of 1/1/98.

Fall 1997

The average age for full professors was 56, for associate professors 49 and for assistant professors 41.

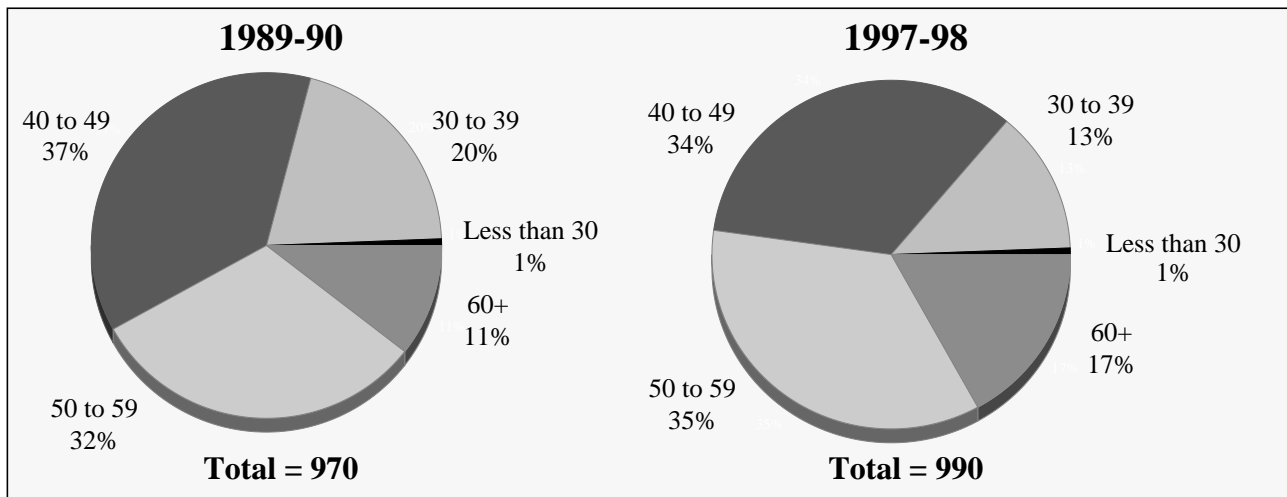


Eleven faculty members with regular appointments were 70 or older.

Faculty by Age

	<u>70+</u>	<u>60-69</u>	<u>50-59</u>	<u>40-49</u>	<u>< 40</u>
Professor	10	116	251	116	2
Associate Professor	0	39	80	159	37
Assistant Professor	1	2	18	61	98
All Ranks Combined	11	157	349	336	137

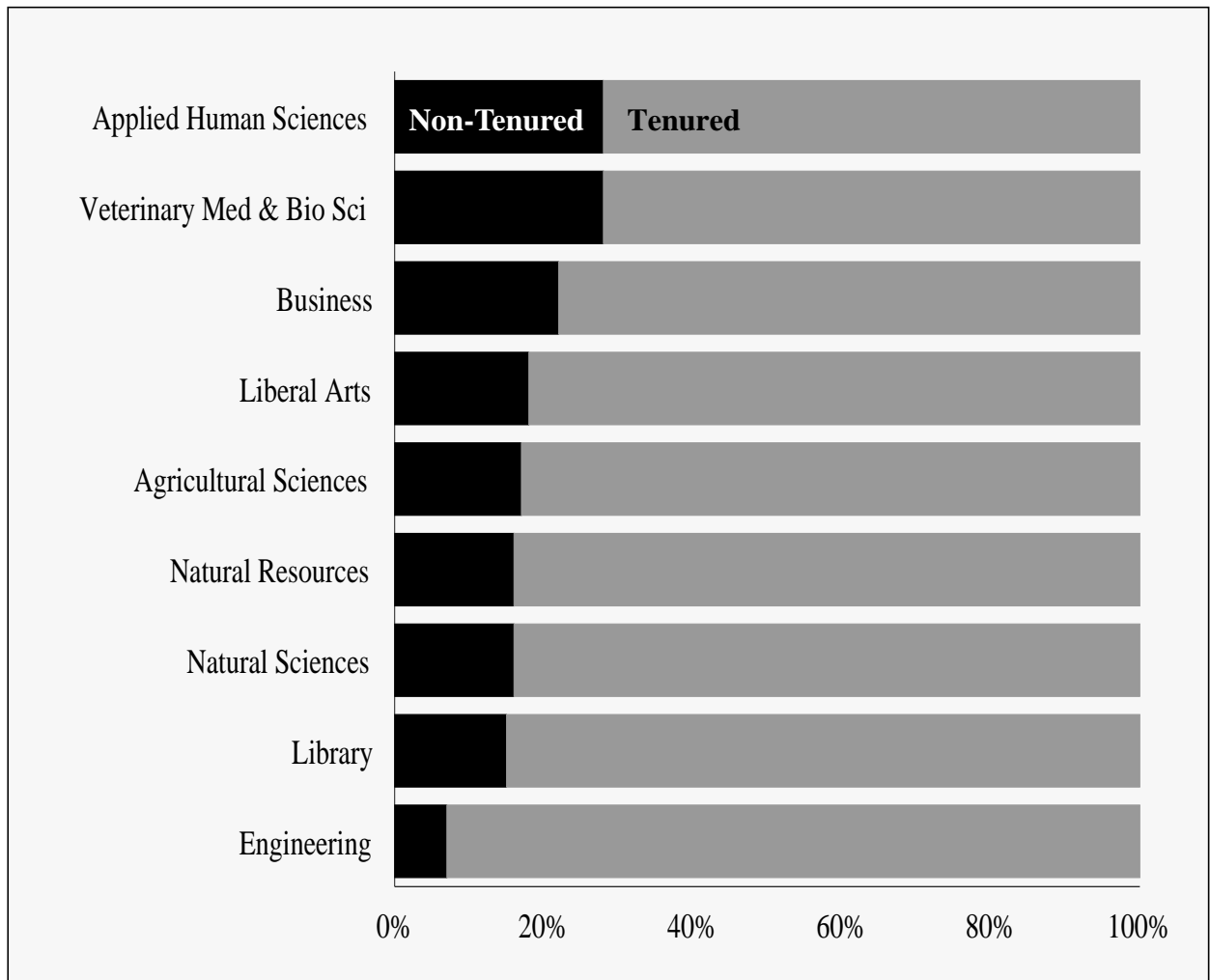
Nine-Year Comparison



The number of faculty age 60 and older increased from 11% in 1989-90 to 17% in 1997-98.

Faculty by Tenure Status

Fall 1997



The largest percentage of non-tenured faculty were in Applied Human Sciences and Veterinary Medicine and Biomedical Sciences.

Fall 1997

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

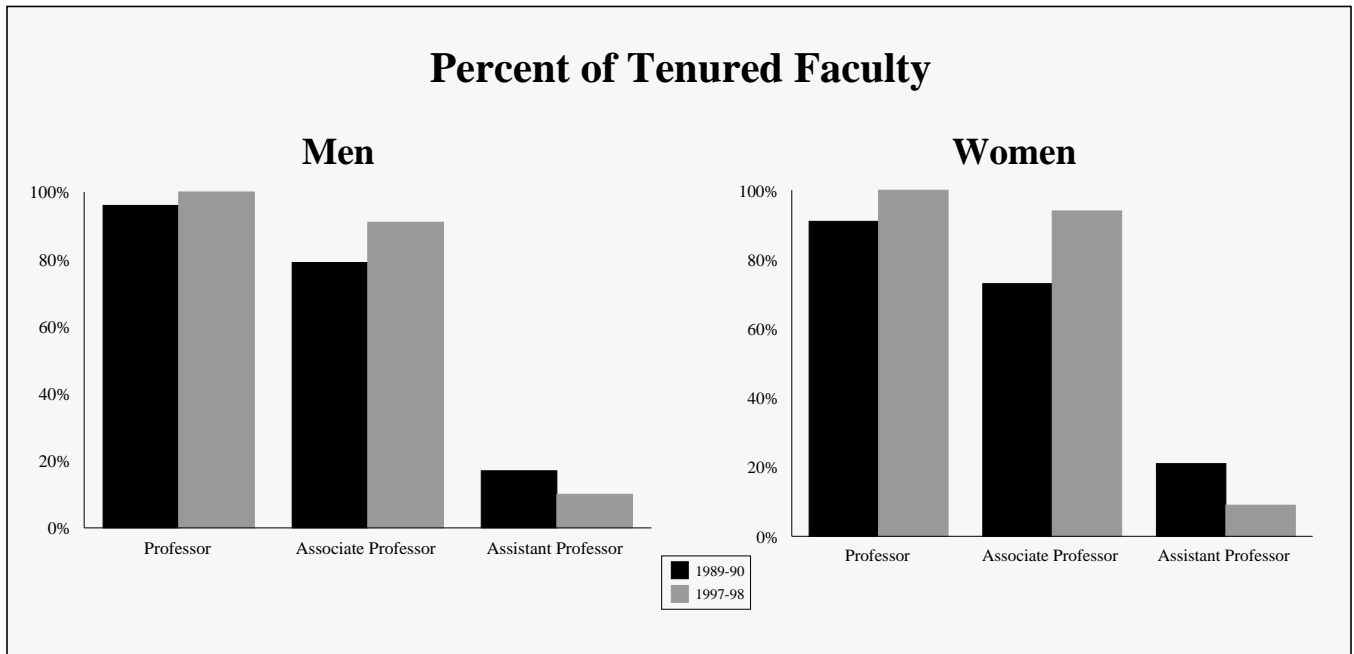
Percent by College, Rank and Gender

	Men		Women	
	<u>Total Faculty</u>	<u>Percent Tenured</u>	<u>Total Faculty</u>	<u>Percent Tenured</u>
Agricultural Sciences				
Professor	51	100%	2	100%
Associate Professor	24	96%	7	71%
Assistant Professor	12	17%	4	0%
Total	87	76%	13	54%
Applied Human Sciences				
Professor	36	100%	13	100%
Associate Professor	17	88%	19	89%
Assistant Professor	15	7%	18	17%
Total	68	76%	50	66%
Business				
Professor	18	100%	1	100%
Associate Professor	14	86%	6	100%
Assistant Professor	5	20%	6	17%
Total	37	84%	13	62%
Engineering				
Professor	59	100%	2	100%
Associate Professor	23	100%	2	100%
Assistant Professor	4	0%	2	0%
Total	86	95%	6	67%
Liberal Arts				
Professor	83	100%	16	100%
Associate Professor	63	95%	24	100%
Assistant Professor	20	15%	22	0%
Total	166	88%	62	65%
Natural Resources				
Professor	38	100%	0	0%
Associate Professor	11	91%	5	100%
Assistant Professor	6	0%	3	0%
Total	55	87%	8	63%
Natural Sciences				
Professor	103	100%	7	100%
Associate Professor	32	91%	10	100%
Assistant Professor	18	11%	10	0%
Total	153	88%	27	63%

Eighty-six percent of men and 64% of women were tenured.

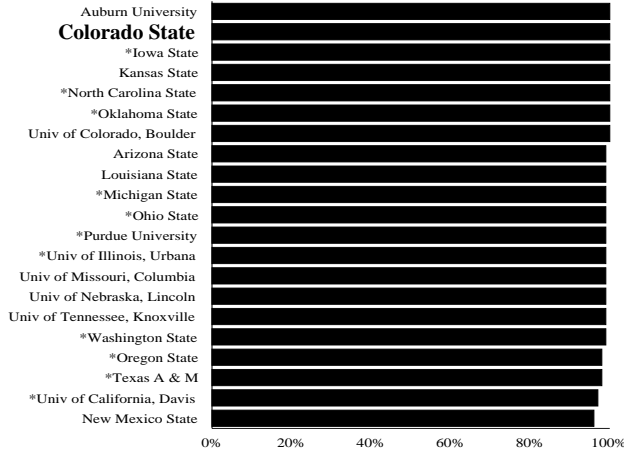
	Men		Women	
	Total Faculty	Percent Tenured	Total Faculty	Percent Tenured
Veterinary Medicine & Biomedical Sciences				
Professor	56	98%	5	100%
Associate Professor	35	80%	7	86%
Assistant Professor	19	5%	10	0%
Total	110	76%	22	50%
Library				
Professor	3	100%	1	100%
Associate Professor	3	100%	13	92%
Assistant Professor	0	0%	6	50%
Total	6	100%	20	80%
University Summary				
Professor	448	100%	47	100%
Associate Professor	222	91%	93	94%
Assistant Professor	99	10%	81	9%
Total	769	86%	221	64%

Nine-Year Comparison

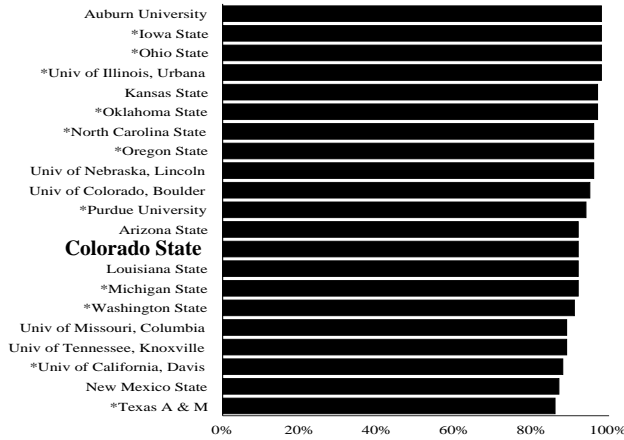


Comparison of Peer Institutions - Fall 1997

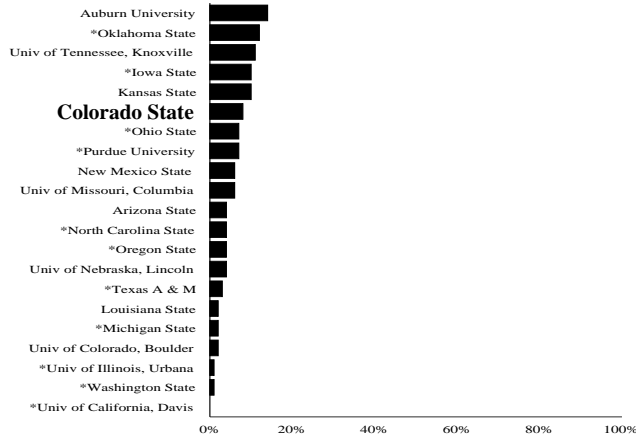
Percent of Tenured Faculty Professor



Associate Professor



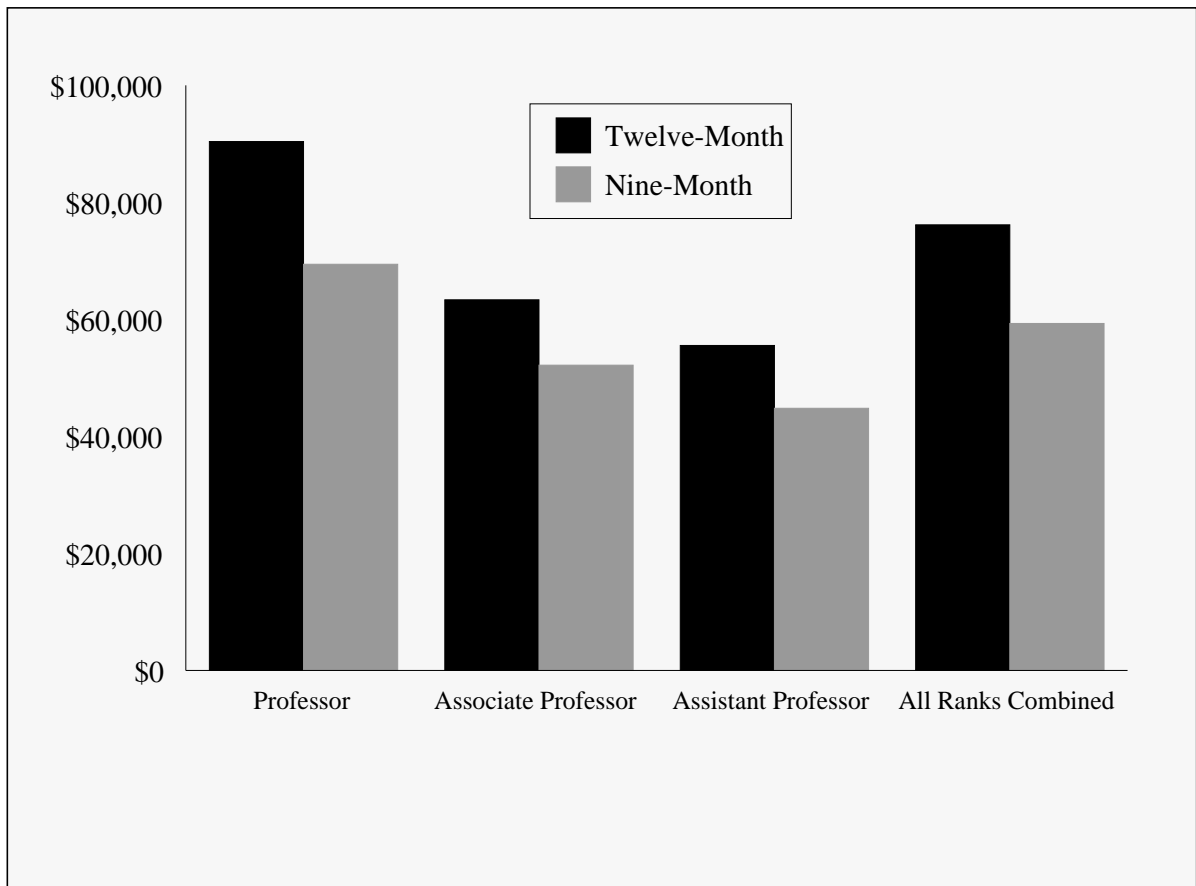
Assistant Professor



*Denotes CCHE Peer Institutions

Mean Salaries of Tenure-Track Faculty

Fall 1997

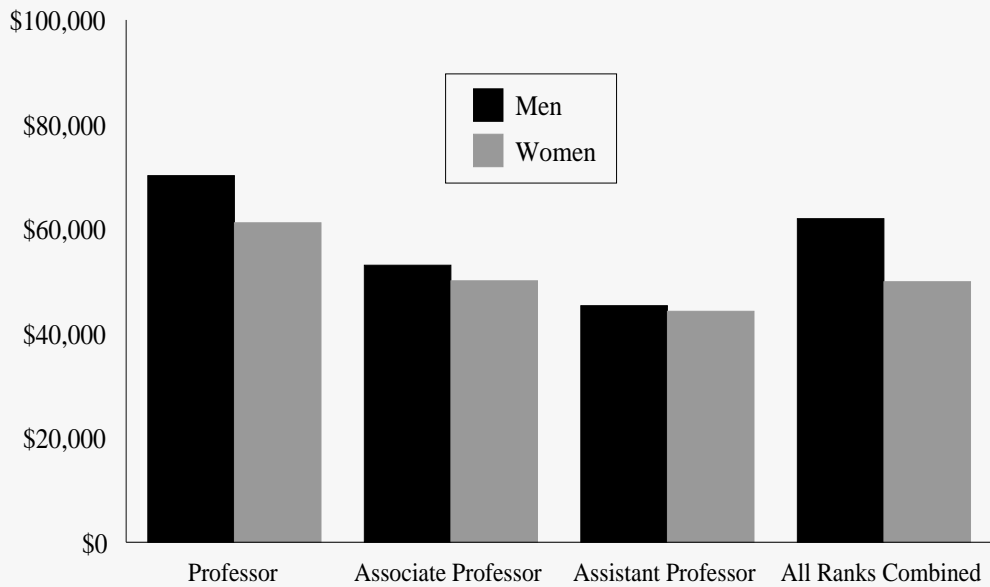


The average salary for full professors was \$90,395 for a twelve-month appointment and \$69,421 for a nine-month appointment.

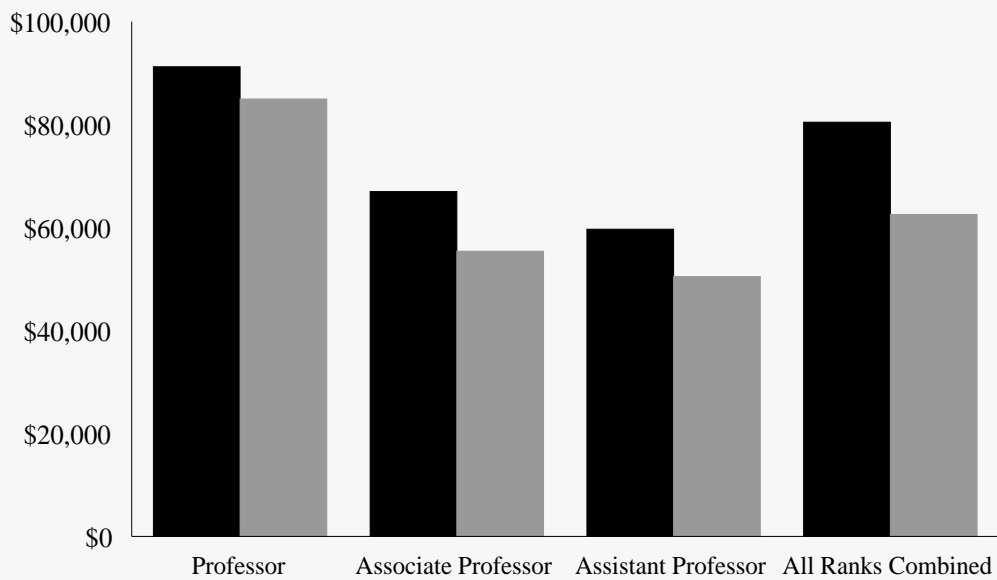
Fall 1997

Mean Salaries by Rank and Gender

Nine-Month Faculty



Twelve-Month Faculty

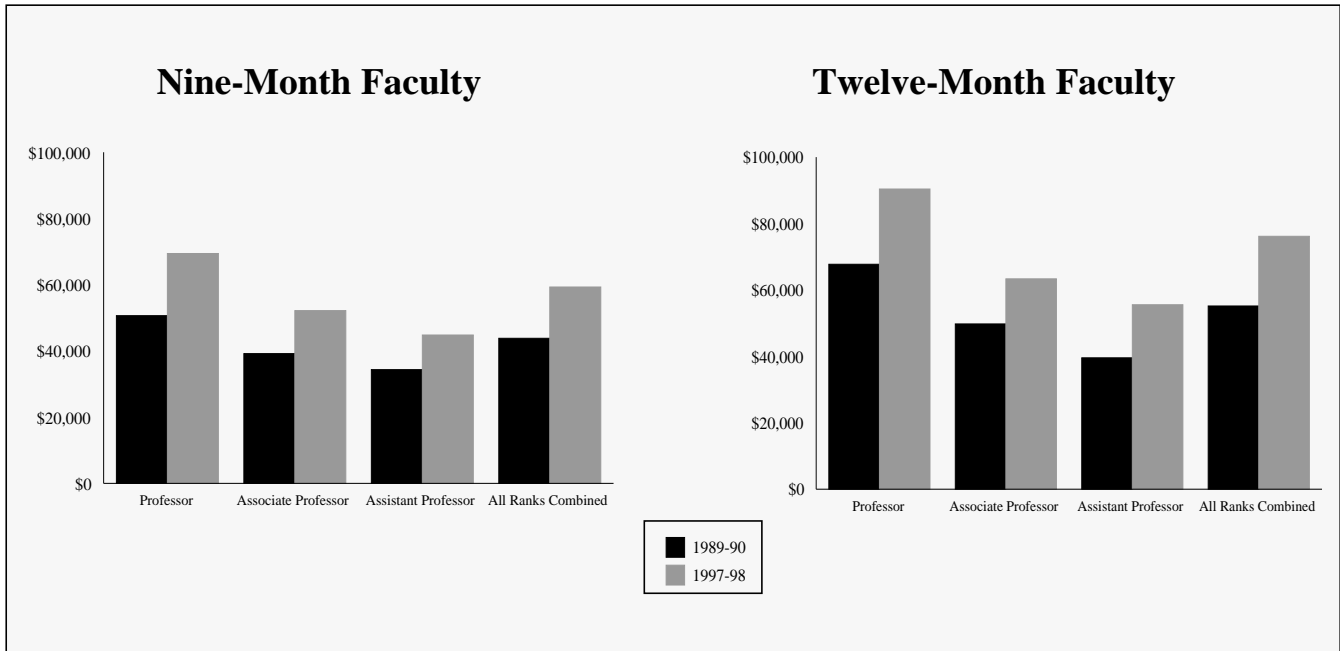


Mean Salaries by College and Rank

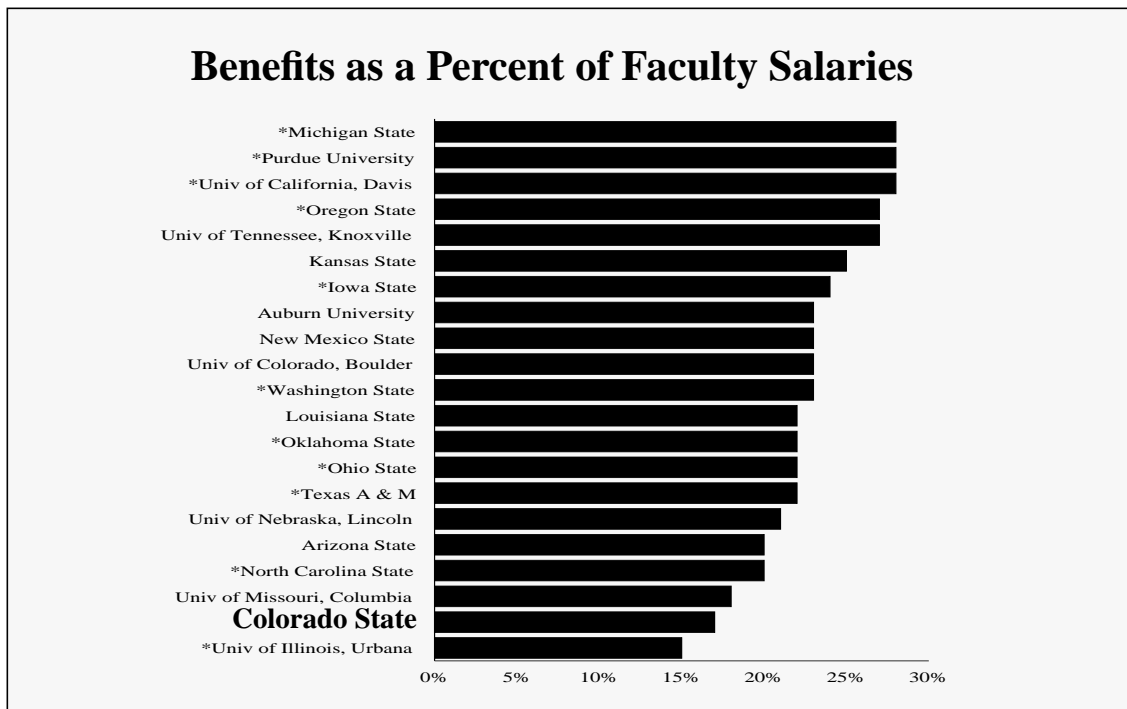
	<u>9-Month BOS</u>	<u>12-Month BOS</u>
Agricultural Sciences		
Professor	\$59,353	\$81,512
Associate Professor	47,489	57,911
Assistant Professor	43,567	47,725
All Ranks Combined	52,194	70,744
Applied Human Sciences		
Professor	\$58,552	\$86,192
Associate Professor	48,023	60,900
Assistant Professor	42,108	0
All Ranks Combined	49,874	84,246
Business		
Professor	\$82,558	\$0
Associate Professor	71,055	0
Assistant Professor	62,755	0
All Ranks Combined	73,600	0
Engineering		
Professor	\$82,356	\$130,534
Associate Professor	66,348	87,700
Assistant Professor	55,833	0
All Ranks Combined	76,364	109,117
Liberal Arts		
Professor	\$60,839	\$90,422
Associate Professor	45,147	70,525
Assistant Professor	39,105	0
All Ranks Combined	50,535	84,300
Natural Resources		
Professor	\$64,625	\$90,088
Associate Professor	53,598	74,750
Assistant Professor	44,322	0
All Ranks Combined	58,802	83,514
Natural Sciences		
Professor	\$72,951	\$114,040
Associate Professor	53,040	0
Assistant Professor	46,871	0
All Ranks Combined	63,736	114,040
Veterinary Medicine & Biomedical Sciences		
Professor	\$76,959	\$94,378
Associate Professor	54,106	73,623
Assistant Professor	47,450	62,465
All Ranks Combined	64,492	79,872
Library		
Professor	\$0	\$56,825
Associate Professor	0	45,931
Assistant Professor	0	38,833
All Ranks Combined	0	45,969
University Summary		
Professor	\$69,421	\$90,395
Associate Professor	52,174	63,345
Assistant Professor	44,807	55,543
All Ranks Combined	59,304	76,159

The mean salary for a full professor on a nine-month appointment in the College of Business was \$82,558.

Nine-Year Comparison



Comparison of Peer Institutions - FY 1997-98



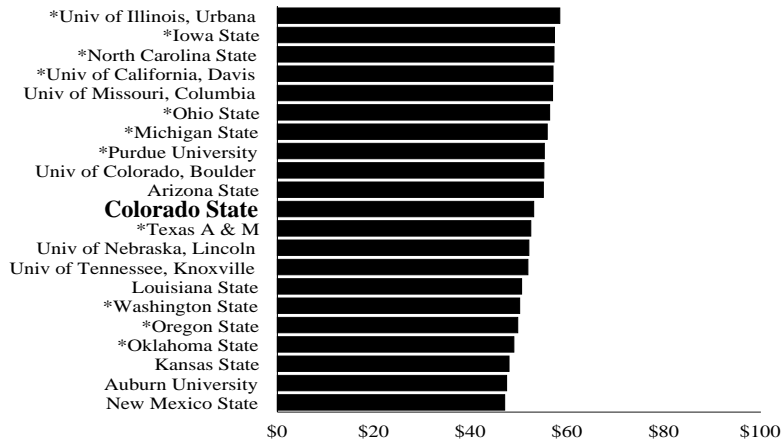
CSU ranked 20th of 21 peer institutions in benefits as a percent of faculty salaries.

Comparison of Peer Institutions - Fall 1997

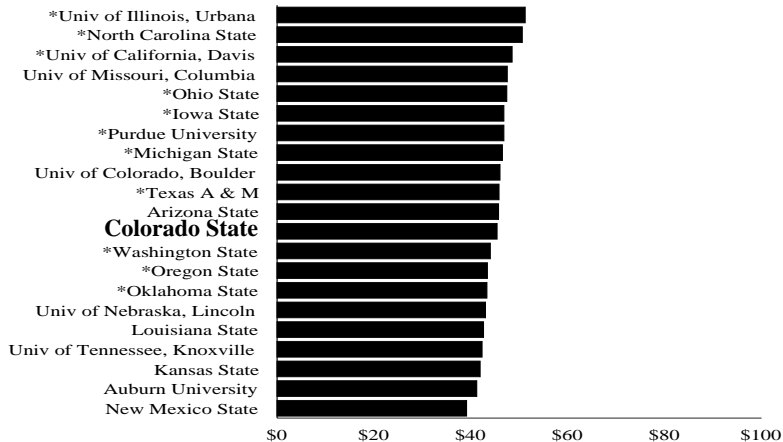
Average Faculty Salaries Professor



Associate Professor



Assistant Professor

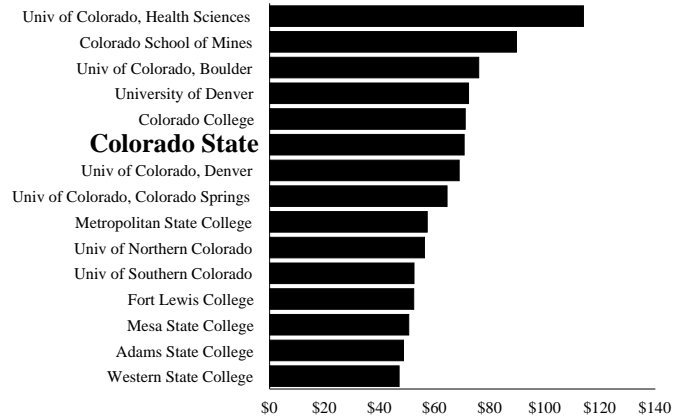


*Denotes CCHE Peer Institutions

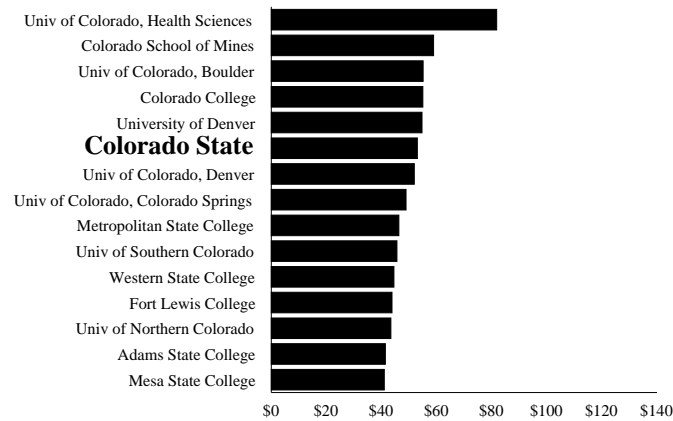
Comparison of Colorado Institutions - Fall 1997

Average Faculty Salaries

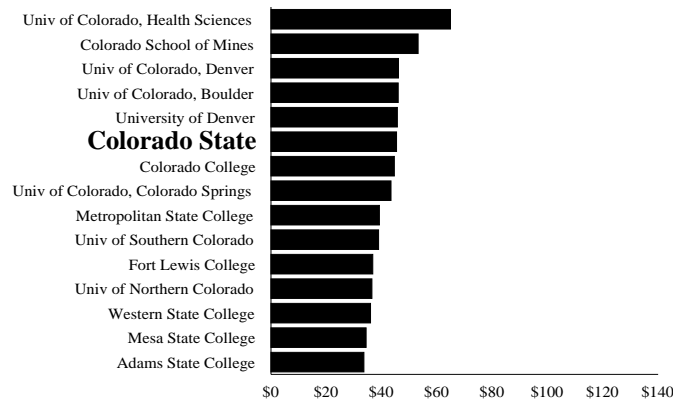
Professor



Associate Professor



Assistant Professor

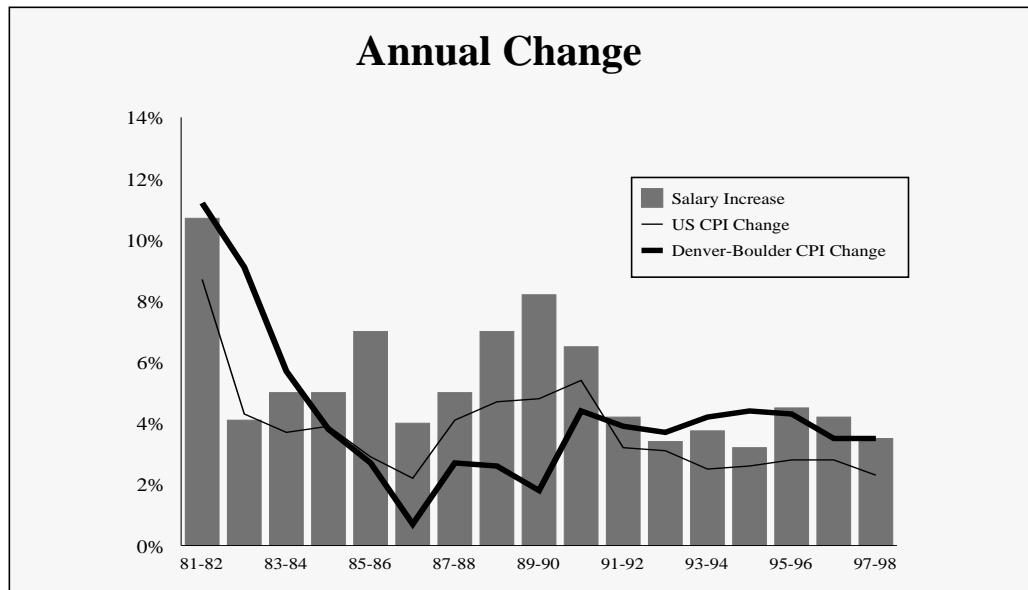


Faculty Salary Increases Compared to Changes in the Consumer Price Index

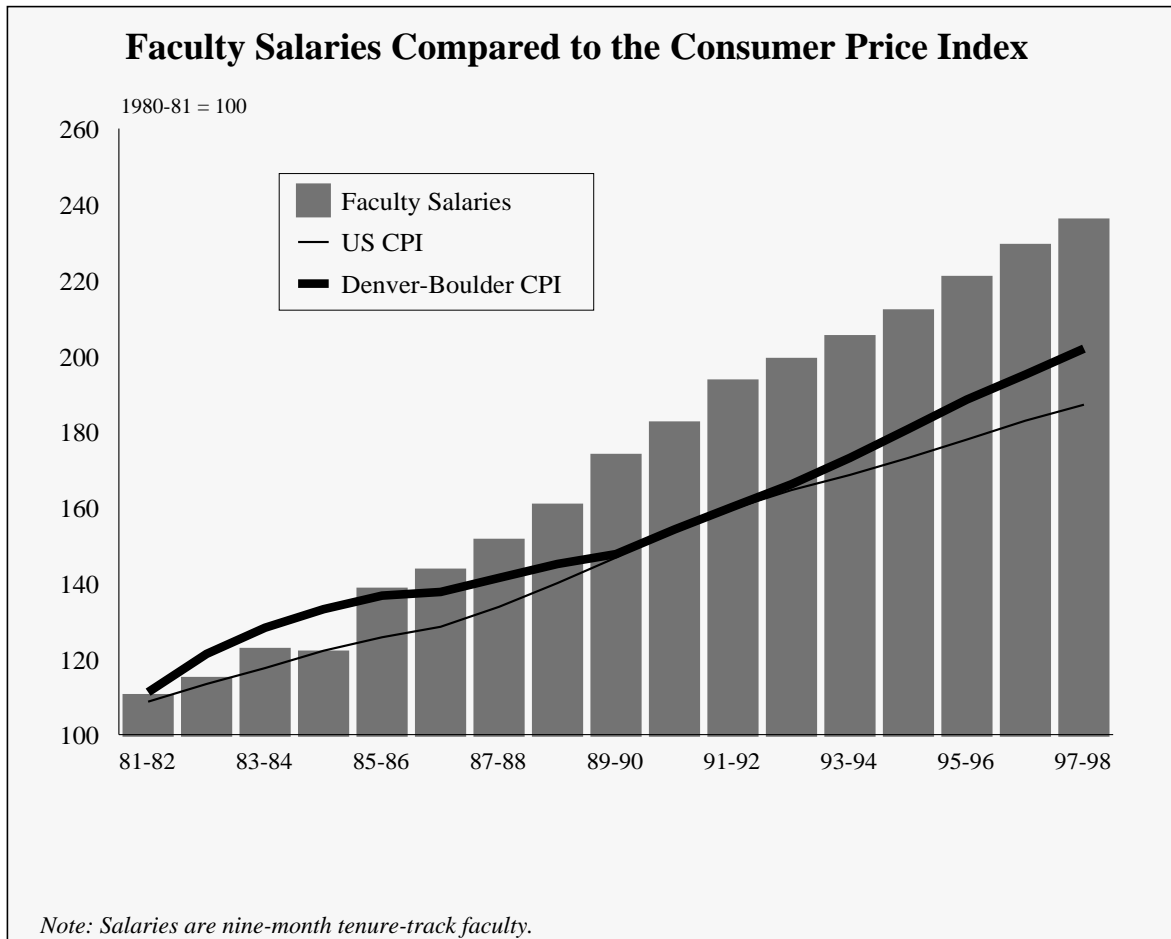
Seventeen-Year History

Faculty salaries increased 3.5% in 1997-98 while the U.S. CPI change was estimated to be 2.3% 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%
97 - 98	3.5%	2.3%	3.5%

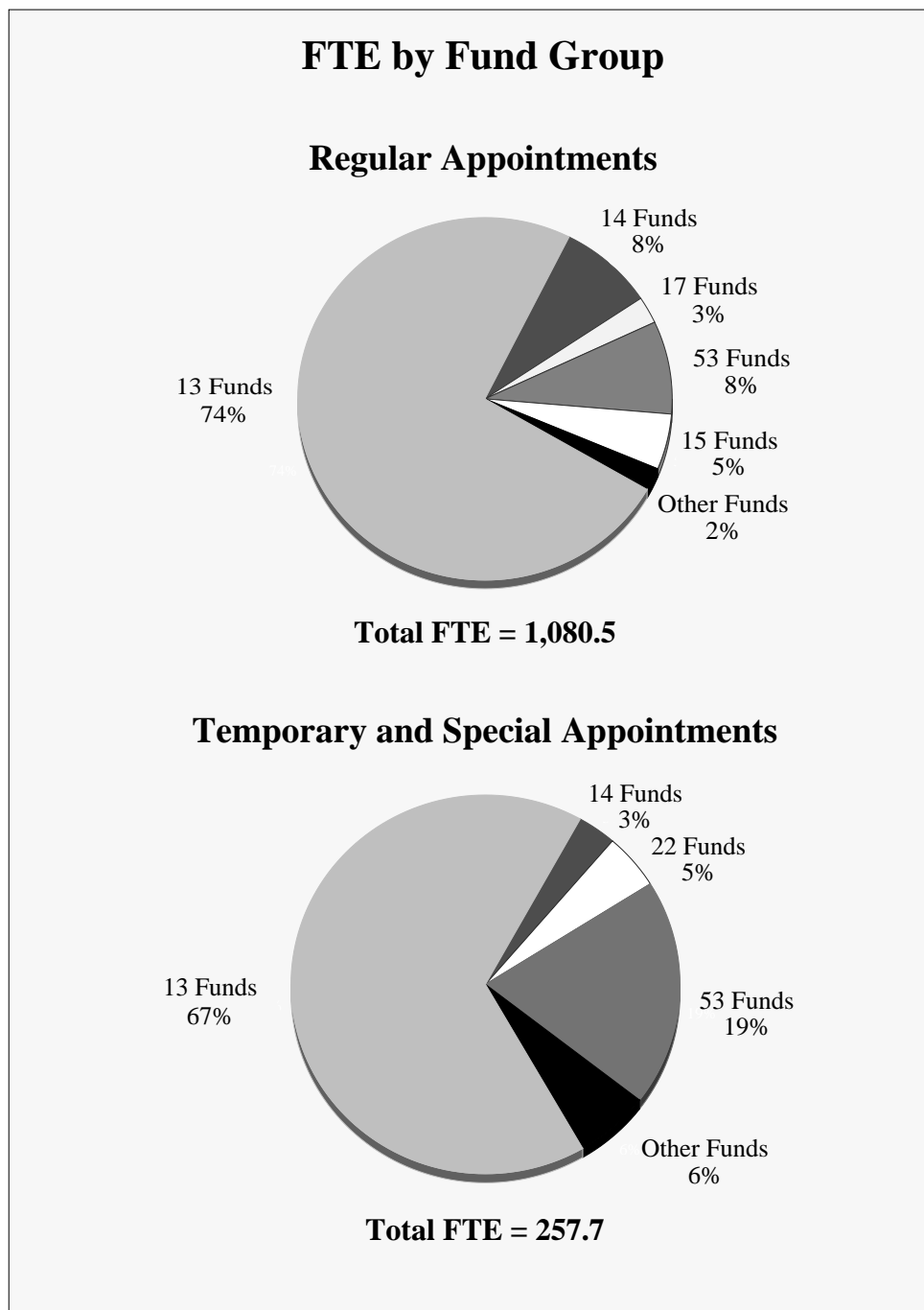


Seventeen-Year History



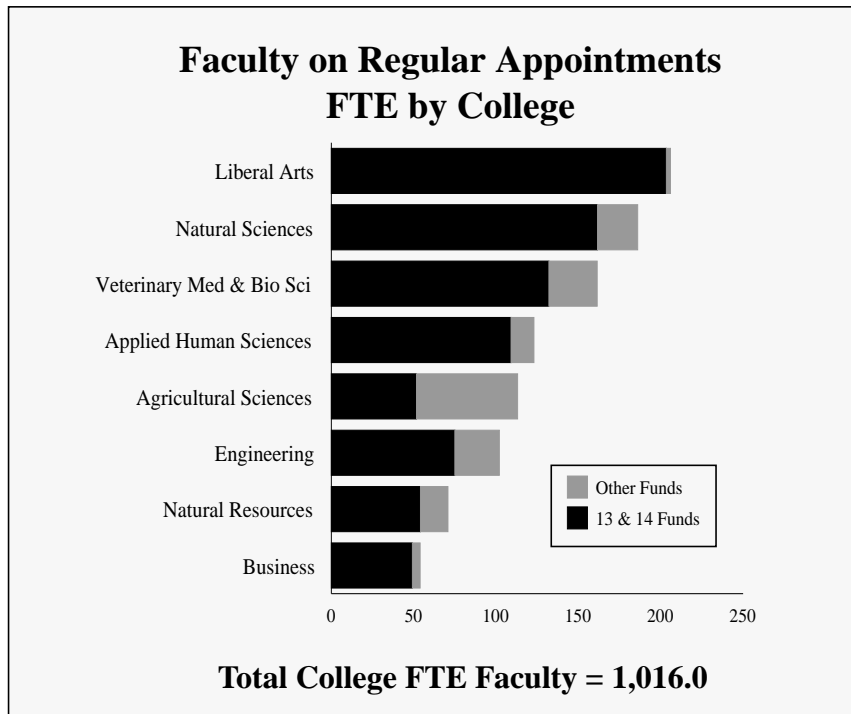
Faculty Full-Time Equivalents

Full-Year 1997-98

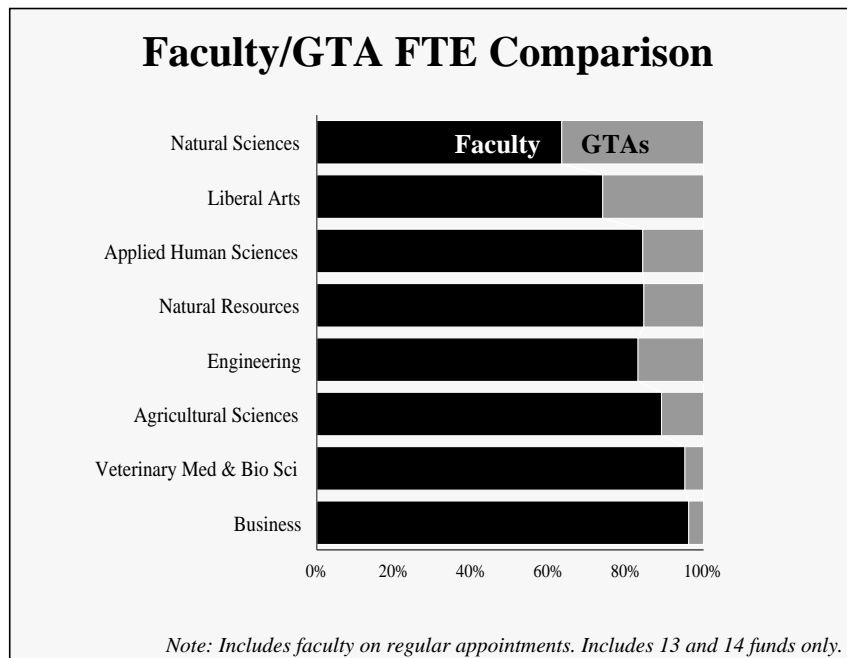


Full-Year 1997-98

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

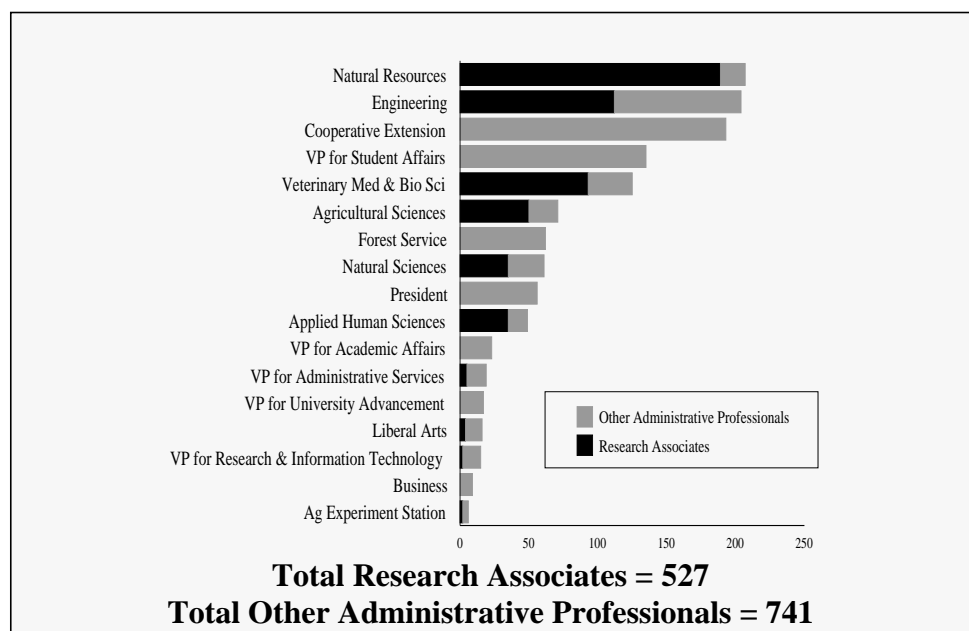
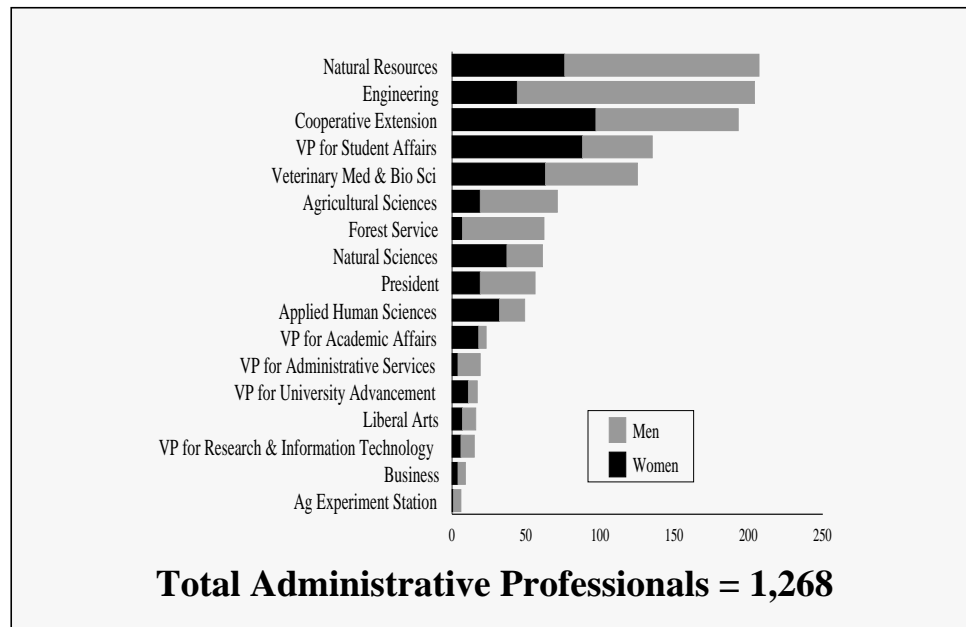


The College of Natural Sciences has the lowest faculty - graduate teaching assistant ratio.



Administrative Professionals

Fall 1997

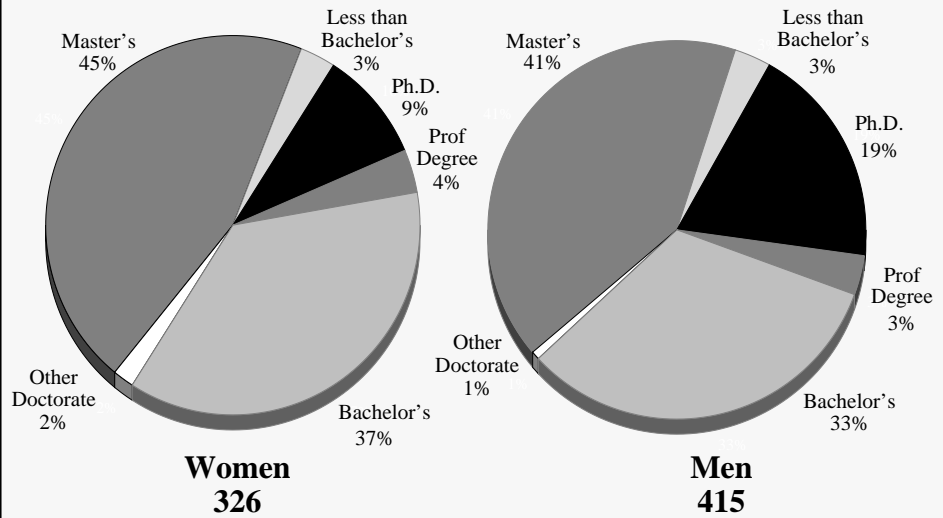


Fall 1997

Nineteen percent of men and 9% of women administrative professionals (not including research associates) had a Ph.D.

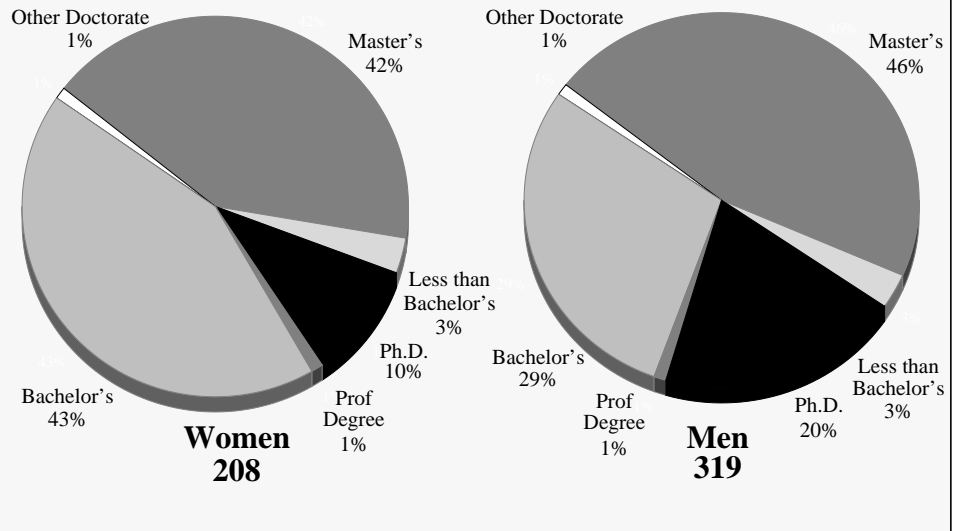
By Highest Degree

Administrative Professionals
Excludes Research Associates



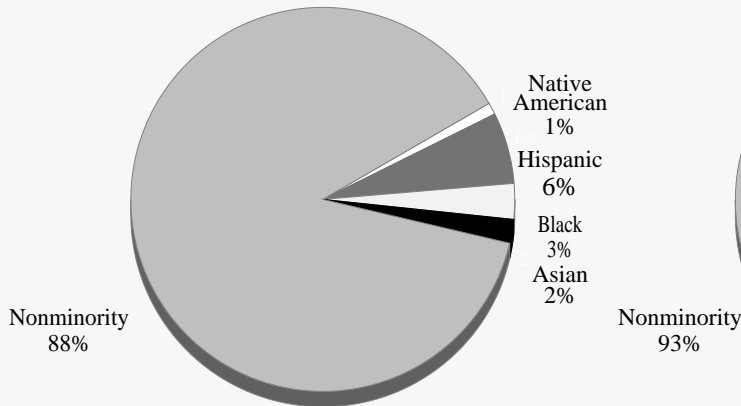
Twenty percent of men and 10% of women research associates had a Ph.D.

Research Associates



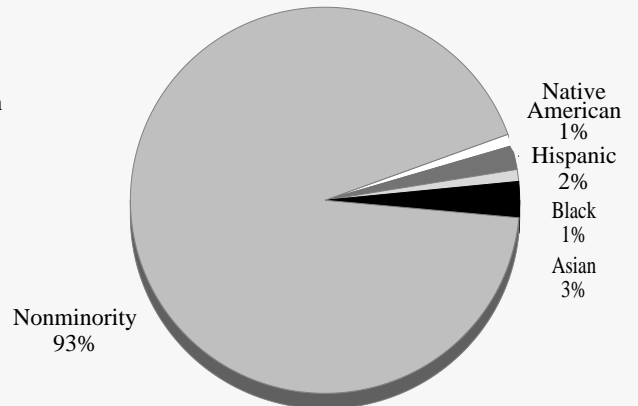
Ethnicity

Administrative Professionals
Excludes Research Associates



Total = 741

Research Associates

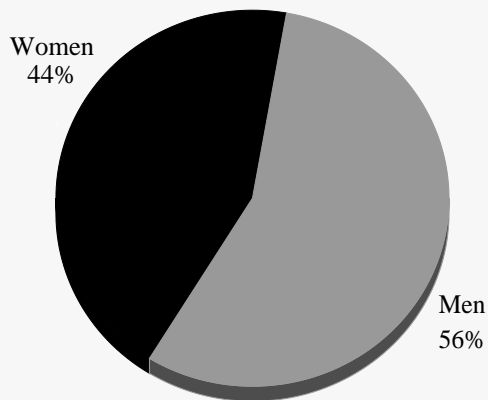


Total = 527

Note: Faculty with a visa type of F1, H1 or J1 are included with nonminorities.

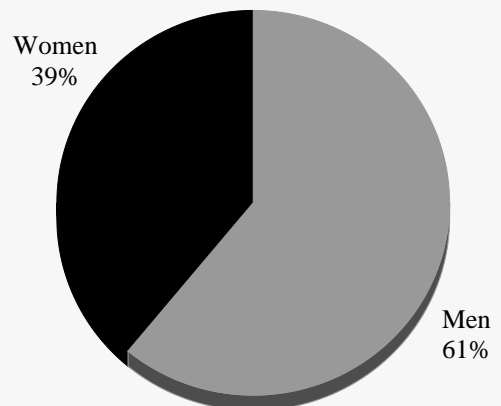
Gender

Administrative Professionals
Excludes Research Associates



Total = 741

Research Associates



Total = 527

Fall 1997**Job Title by Gender**

	<u>Total Employees</u>	<u>Percent Men</u>	<u>Percent Women</u>
Research Associate	527	61%	39%
Coordinator	140	49%	51%
Extension Agent	112	47%	53%
Director	86	51%	49%
Forester	59	88%	12%
Research Scientist	42	88%	12%
Assistant Director	35	34%	66%
Extension Specialist	34	56%	44%
Counselor	33	30%	70%
County Extension Director	32	53%	47%
Manager	25	72%	28%
Assistant Coach	19	74%	26%
Associate Director	17	41%	59%
Senior Research Scientist	14	86%	14%
Coach	10	80%	20%
Assistant to Dean	9	56%	44%
Assistant Coordinator	8	0%	100%
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	31	52%	48%
Total	1,268	58%	42%

Seven-Year History

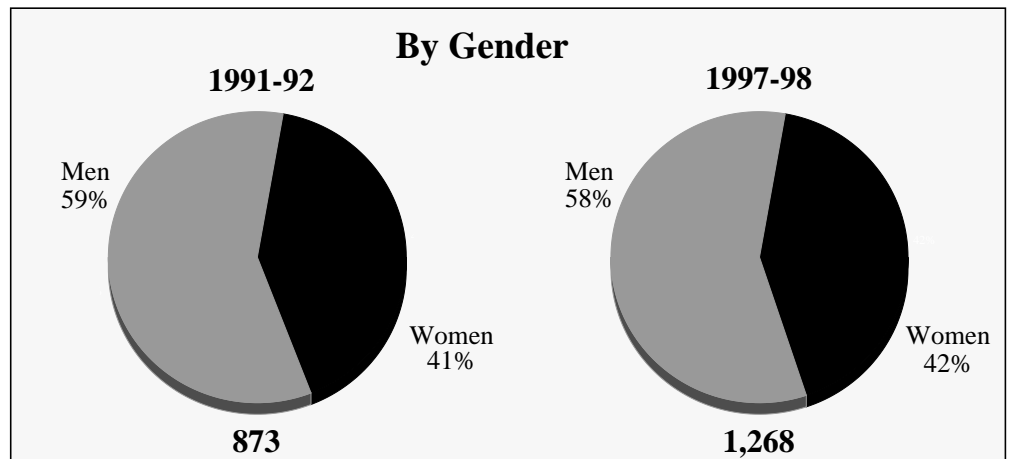
Although the number of administrative professionals increased by 395 over the past seven years, 292 or 74% of the increase were research associates, research scientists or senior research scientists.

By Job Title

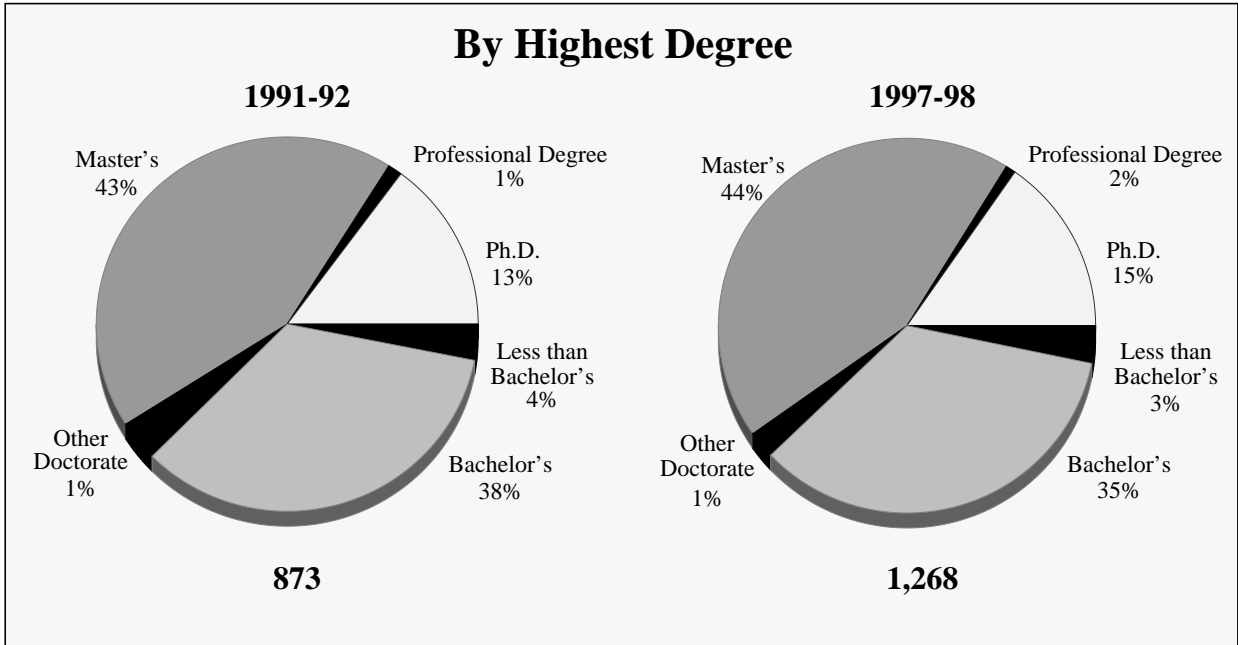
	<u>'91-'92</u>	<u>'97-'98</u>	<u>Total Change</u>	<u>Percent Change</u>
Research Associate	263	527	264	100.4%
Extension Agent	104	112	8	7.7%
Coordinator	88	140	52	59.1%
Director	66	86	20	30.3%
Forester	52	59	7	13.5%
Assistant Director	40	35	(5)	(12.5%)
Counselor	20	33	13	65.0%
Research Scientist	17	42	25	147.1%
County Extension Director	33	32	(1)	(3.0%)
Extension Specialist	25	34	9	36.0%
Manager	19	25	6	31.6%
Assistant Coach	17	19	2	11.8%
Associate Director	13	17	4	30.8%
Assistant to Dean	11	9	(2)	(18.2%)
Senior Research Scientist	11	14	3	27.3%
Coach	9	10	1	11.1%
Assistant Coordinator	7	8	1	14.3%
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	2	(2)	(50.0%)
Assistant Vice-President	5	2	(3)	(60.0%)
All Other Job Titles	33	25	(8)	(24.2%)
University Summary	873	1,268	395	45.2%

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

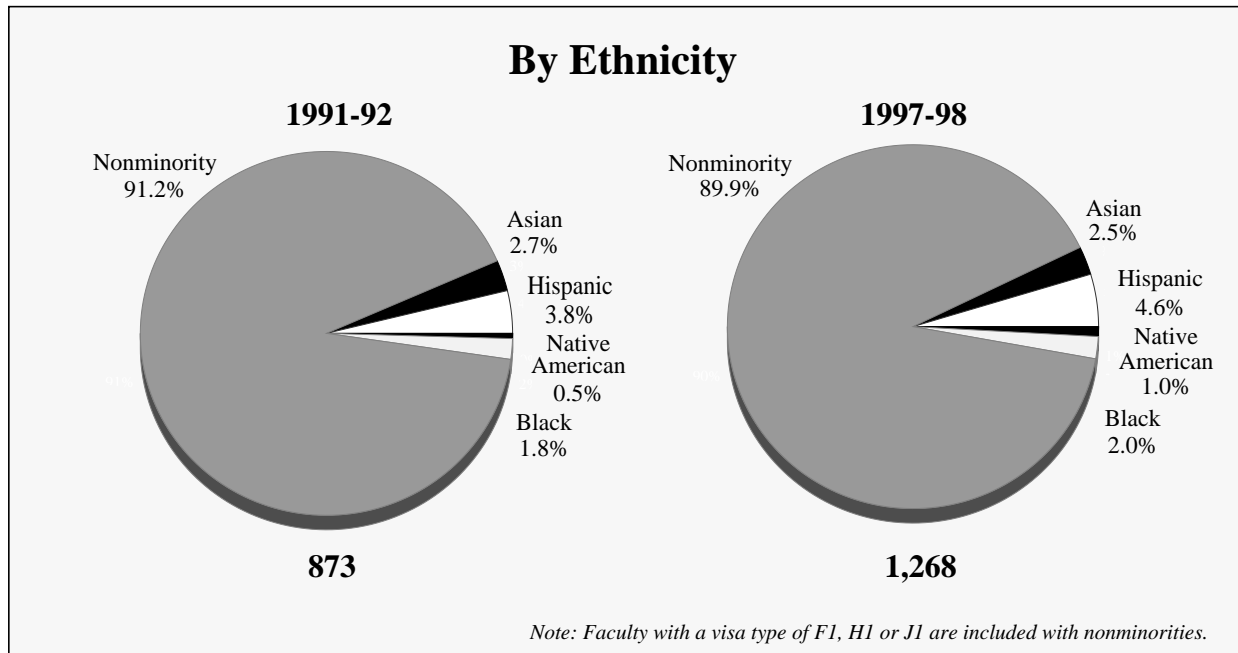
By Gender



Seven-Year History



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

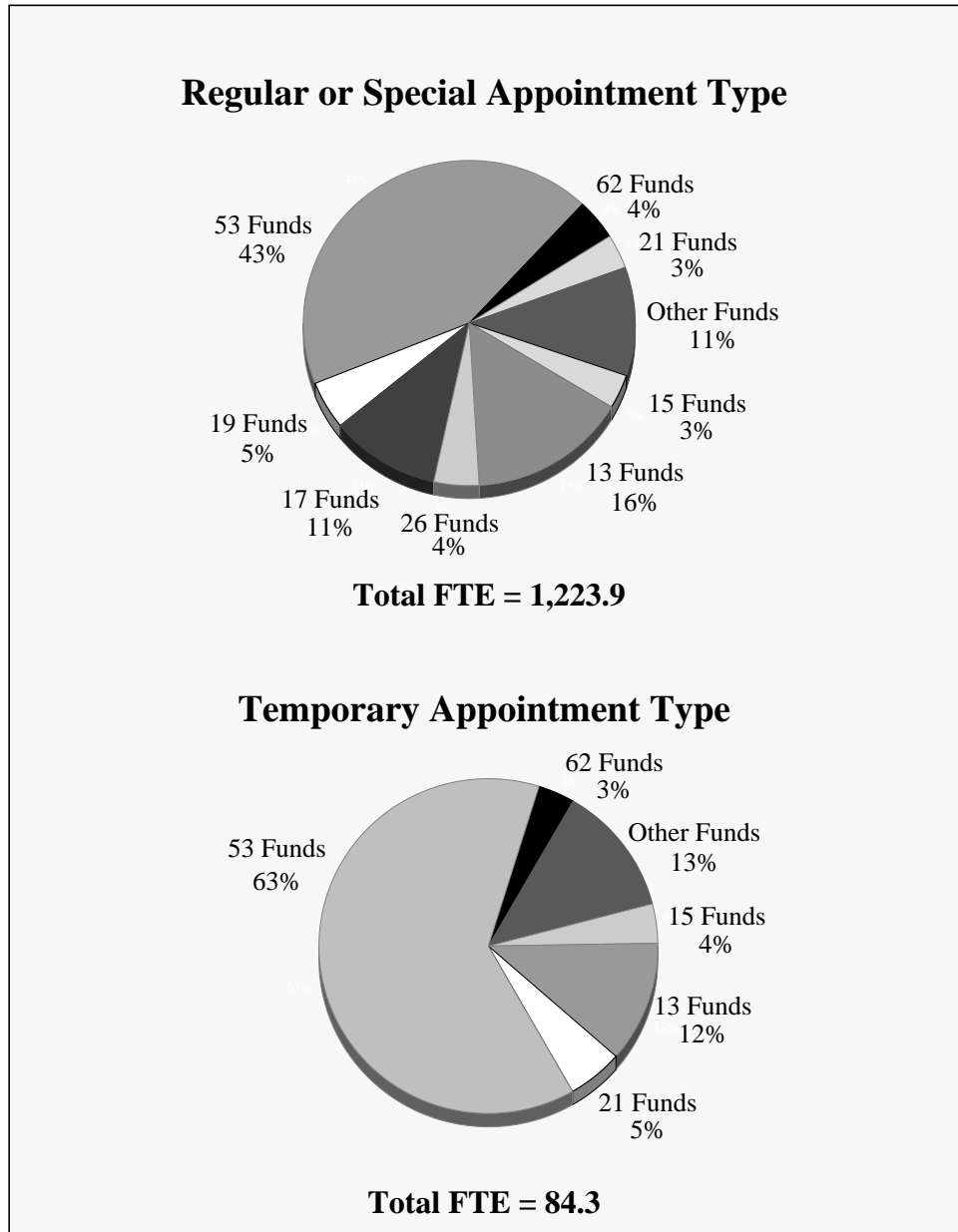


Note: Faculty with a visa type of F1, H1 or J1 are included with nonminorities.

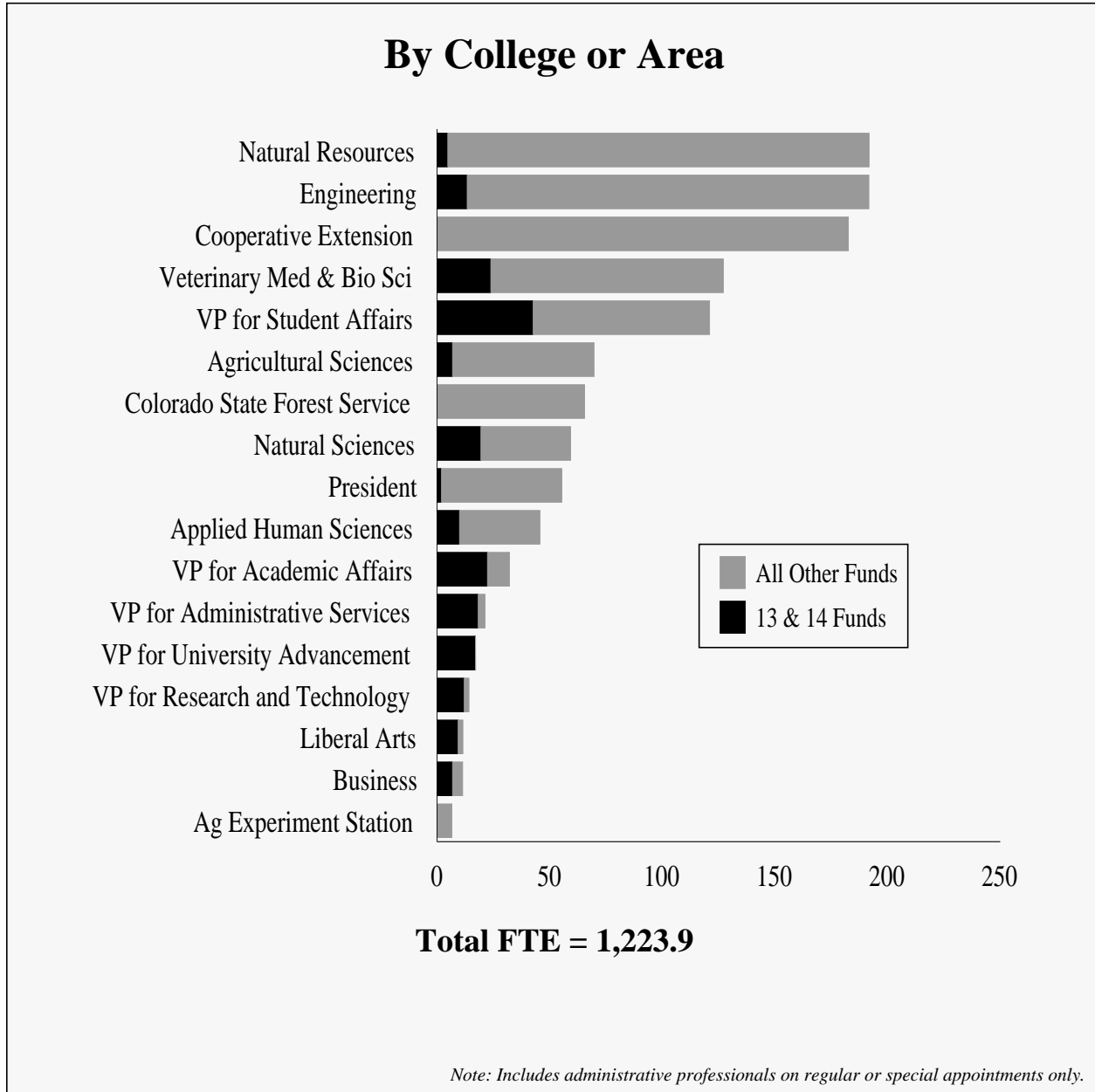
The percentage of ethnic minorities increased from 8.8% to 10.1% over the seven-year period.

Administrative Professional Staff Full-Time Equivalents

Full-Year 1997-98

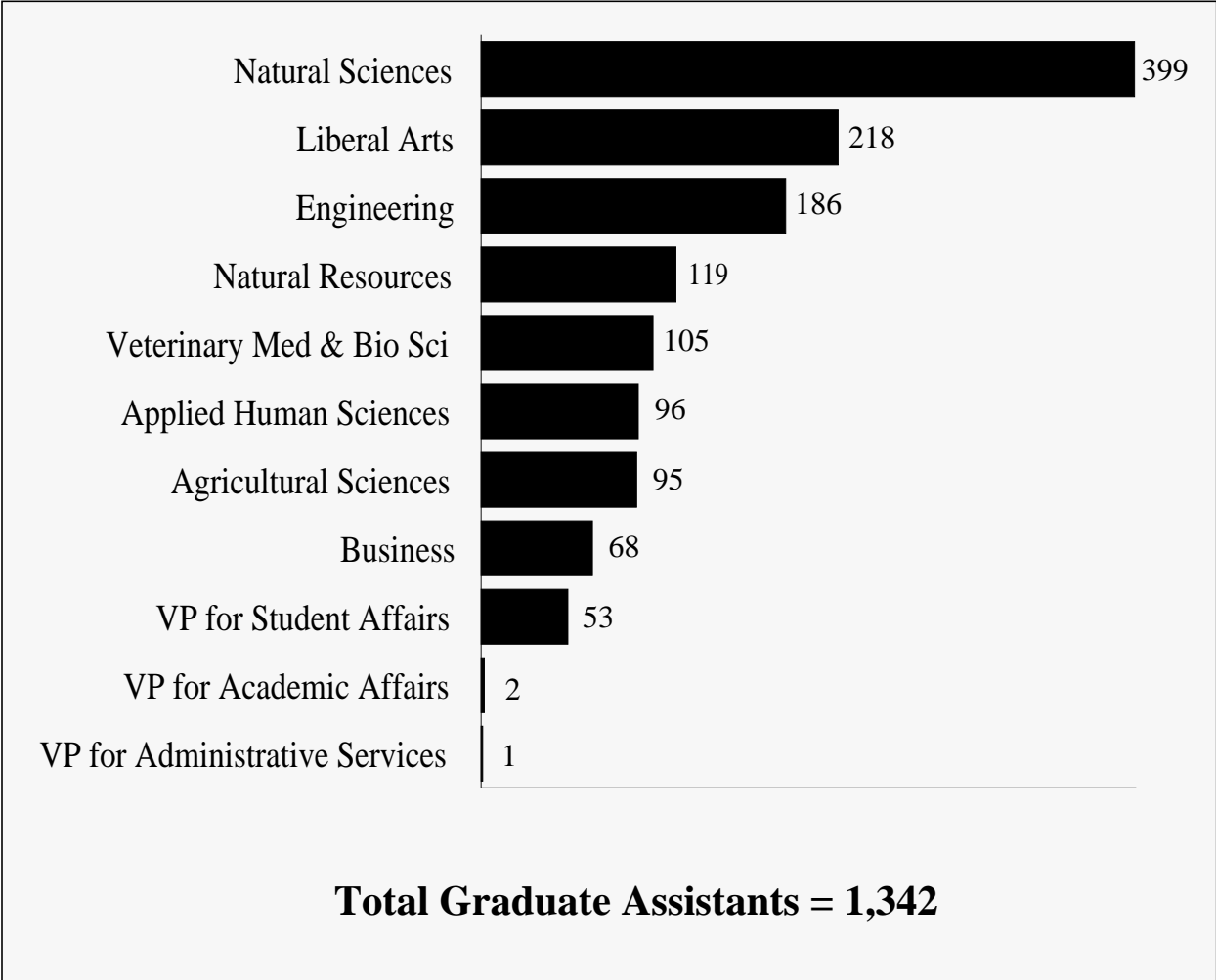


Full-Year 1997-98



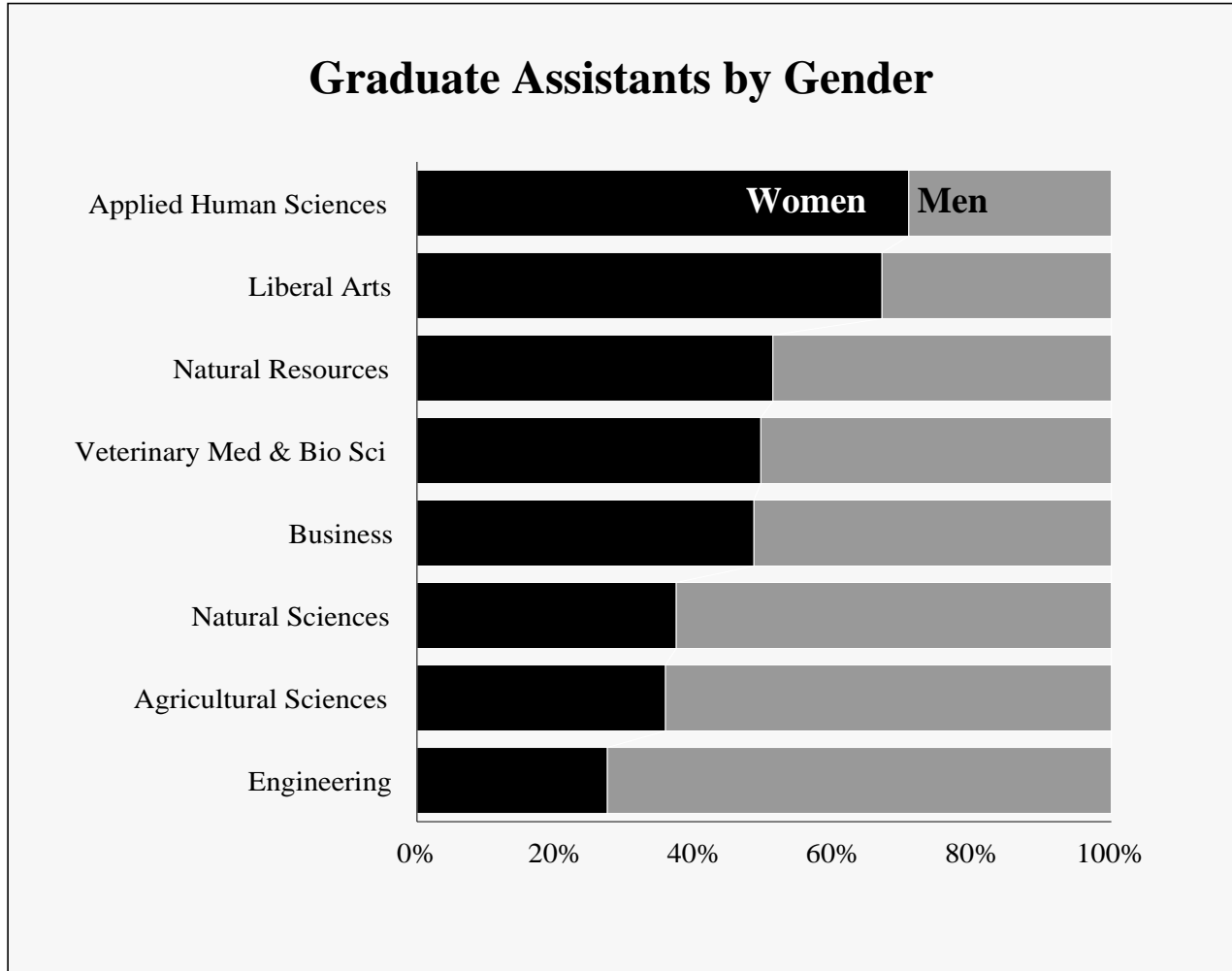
Graduate Assistants

Fall 1997



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

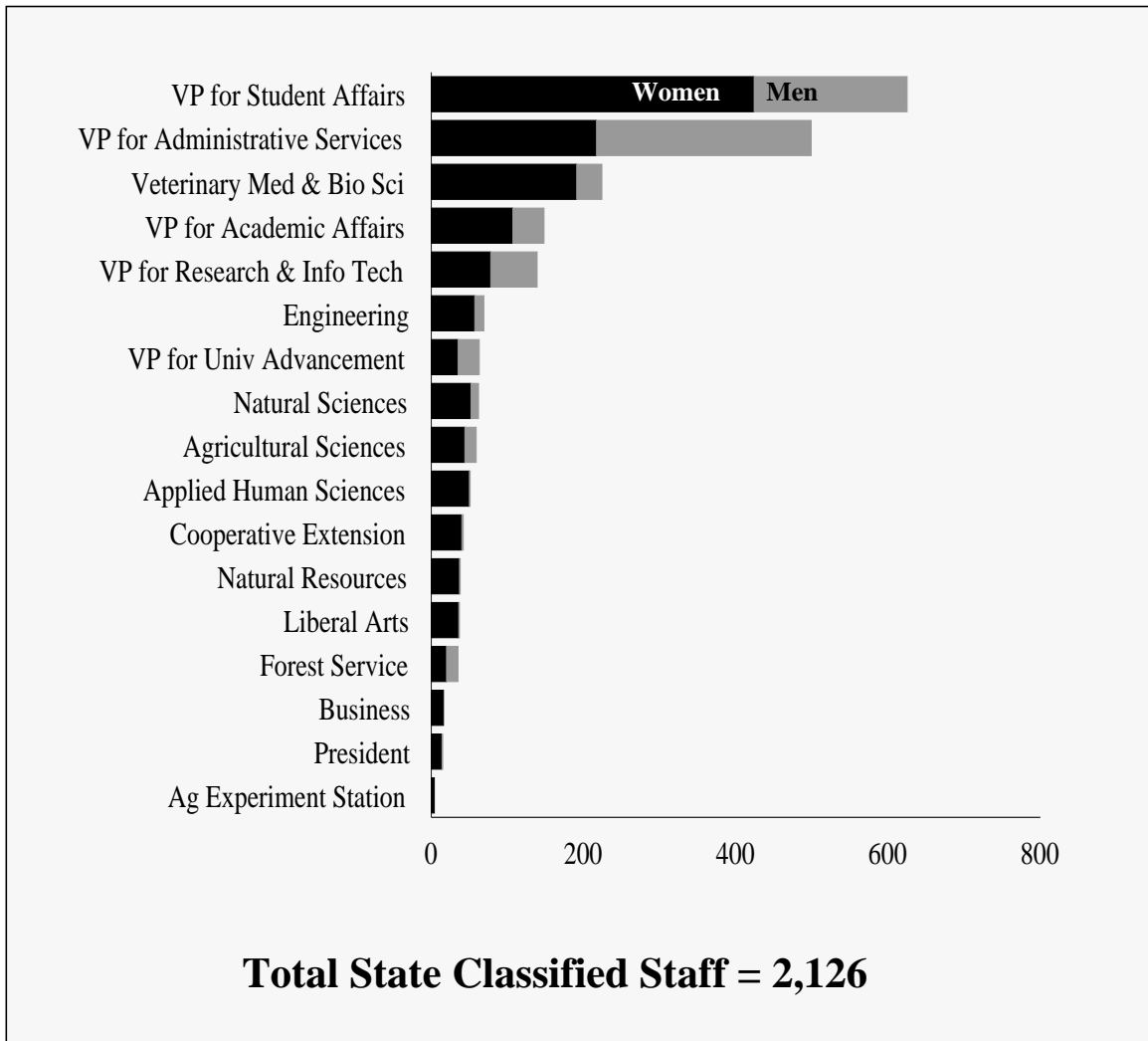
Fall 1997



The College of Applied Human Sciences had the largest percentage (71%) of women graduate assistants while Engineering had the smallest percentage (27%).

State Classified Staff

Fall 1997



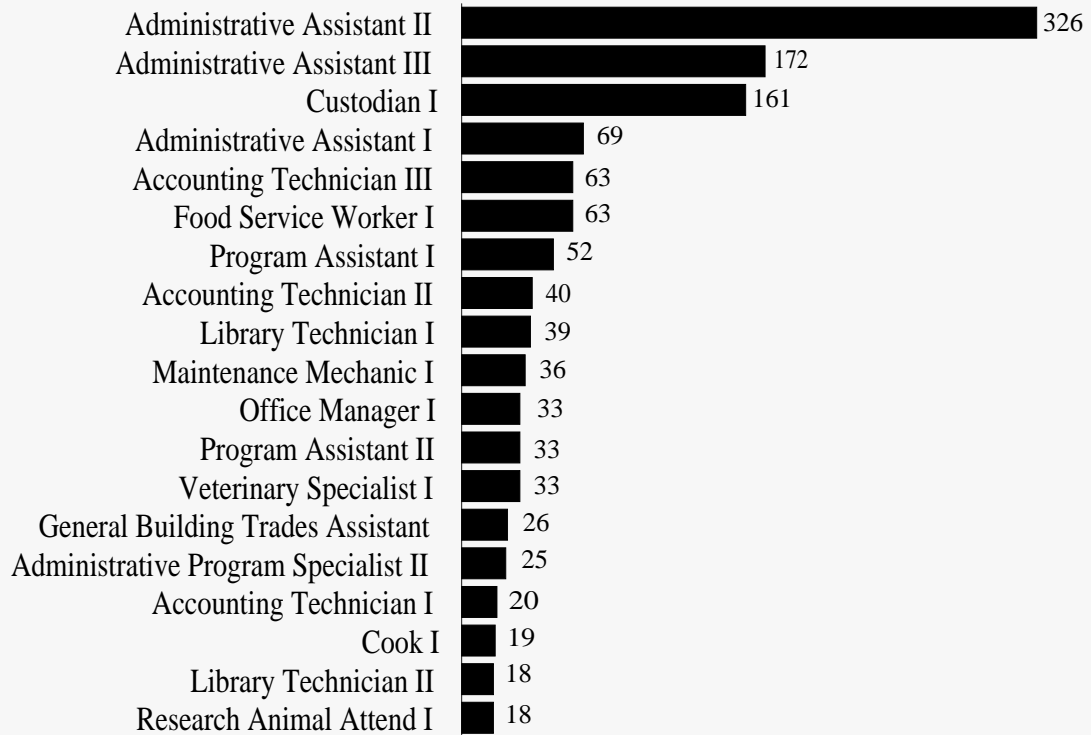
The Vice Presidents of Student Affairs and Administrative Services employed 53% of all state classified staff.

Fall 1997**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	3	4	52	11.9%
Applied Human Sciences	1	0	0	2	48	5.9%
Business	1	1	1	1	12	25.0%
Colo State Forest Service	2	0	0	4	29	17.1%
Cooperative Extension	1	0	2	6	33	21.4%
Engineering	0	0	0	6	63	8.7%
Liberal Arts	0	0	0	3	34	8.1%
Natural Resources	0	0	0	6	32	15.8%
Natural Sciences	0	0	1	6	55	11.3%
President	0	0	0	2	13	13.3%
Vet Med & Bio Sci	1	0	4	9	210	6.3%
VP for Acad Affairs	0	1	4	16	127	14.2%
VP for Admin Services	14	9	3	73	400	19.8%
VP for Research & Info Tech	0	2	1	14	122	12.2%
VP for Student Affairs	12	9	10	99	495	20.8%
VP for Univ Advancement	1	0	1	1	60	4.8%
University Total	34	22	30	252	1,788	15.9%

Sixteen percent of all state classified staff were ethnic minorities.

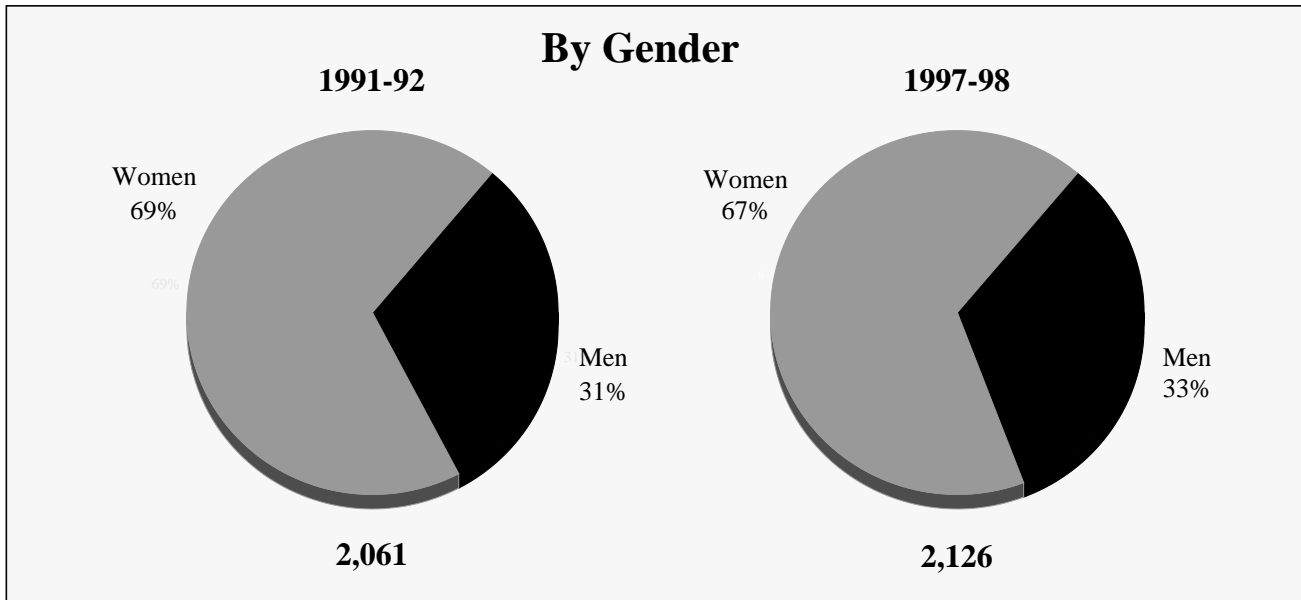
State Classified Staff by Job Title



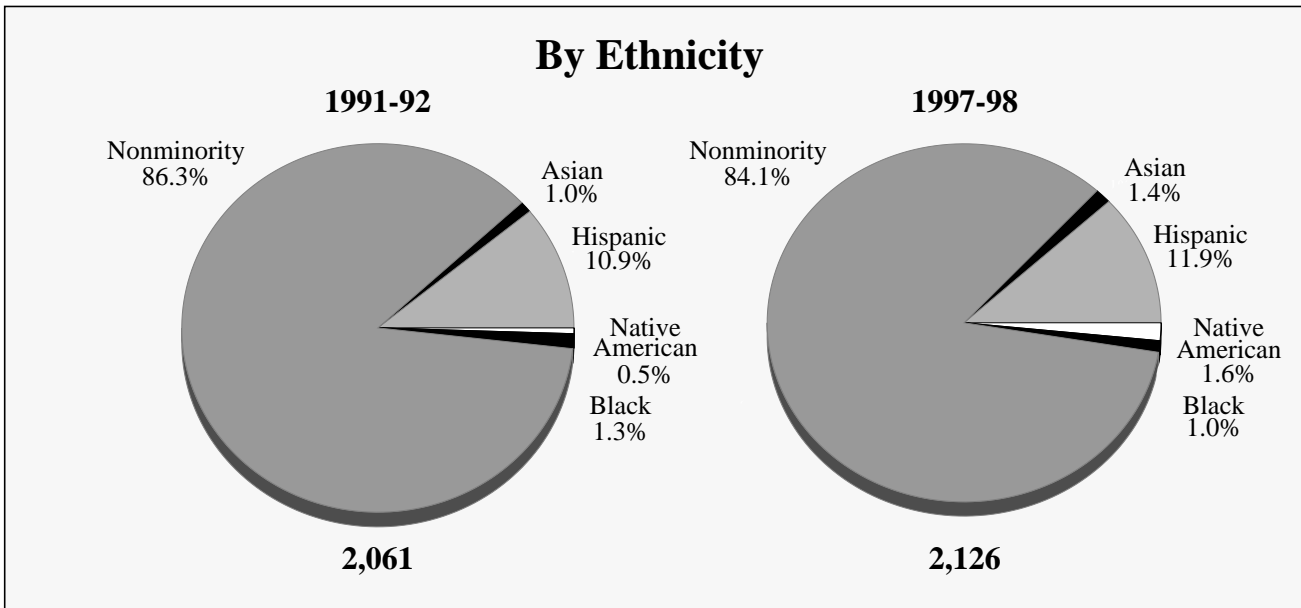
Note: Includes positions with 18 or more employees.

Thirty-one percent of state classified employees were employed as an Administrative Assistant II, an Administrative Assistant III or a Custodian I.

Seven-Year History



The percentage of men employed increased from 31% of state classified staff in 1991-92 to 33% in 1997-98.



Ethnic minorities increased from 13.7% of state classified employees in 1991-92 to 15.9% in 1997-98.