

# Employee Highlights

Total University Employees:	
Administrative Faculty	43
Regular Tenure-Track Faculty	979
Special Faculty	154
Temporary Faculty	337
Administrative Professionals	887
Research Associates	639
State Classified Personnel	2,149
Other Employees	231
Total Employees	5,419

Total new faculty hired on regular, tenure-track appointments: 58

Percent of faculty on regular, tenure-track appointments who had a nine-month appointment: 80%

Percent of faculty on regular, tenure-track appointments who were women: 24%

Percent of faculty on regular, tenure-track appointments who had a doctorate as the highest degree earned: 89%

Percent of faculty on regular, tenure-track appointments who were ethnic minorities: 8.4%

Percent of faculty on regular appointments who were age 60 or over: 19%

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

Women	64%
Men	86%

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

Nine-Month Basis of Service	\$63,079
Twelve-Month Basis of Service	\$81,948

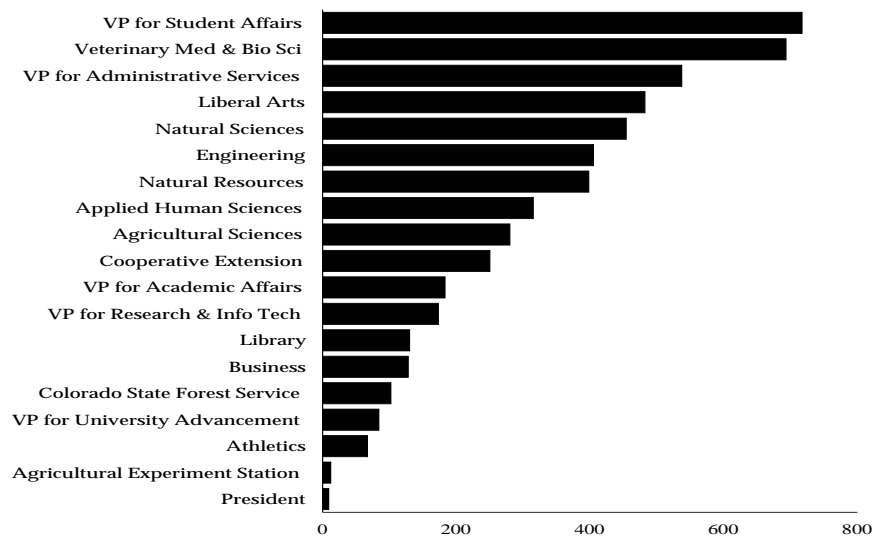


# University Employees

## Employees by Type and College or Area

	Adminis- trative Faculty	Tenure- Track Faculty	Special Faculty	Tempo- rary Faculty	Admin Profes- sionals	Research Associ- ates	State Classified Staff	Other Employ- ees	Total Employ- ees
Agricultural Experiment Station	1	0	0	0	3	3	5	0	12
Agricultural Sciences	1	98	7	9	24	75	59	7	280
Applied Human Sciences	3	110	22	69	25	38	47	1	315
Athletics	0	0	0	0	57	0	10	0	67
Business	2	51	8	38	13	1	15	0	128
Colorado State Forest Service	0	0	0	0	71	0	31	0	102
Cooperative Extension	1	0	0	0	207	2	40	0	250
Engineering	3	92	5	6	100	108	72	19	405
Liberal Arts	3	222	46	146	19	7	39	0	482
Library	4	30	0	4	2	8	82	0	130
Natural Resources	3	64	5	9	26	246	38	7	398
Natural Sciences	4	174	16	42	34	39	67	78	454
President	1	0	0	0	3	0	5	0	9
Veterinary Med & Bio Sci	5	138	45	4	47	102	237	115	693
VP for Academic Affairs	6	0	0	9	63	2	103	0	183
VP for Administrative Services	1	0	0	0	18	6	512	0	537
VP for Research & Info Tech	2	0	0	0	16	2	153	0	173
VP for Student Affairs	2	0	0	1	140	0	570	4	717
VP for University Advancement	1	0	0	0	19	0	64	0	84
University Summary	43	979	154	337	887	639	2,149	231	5,419

## Employees by College or Area



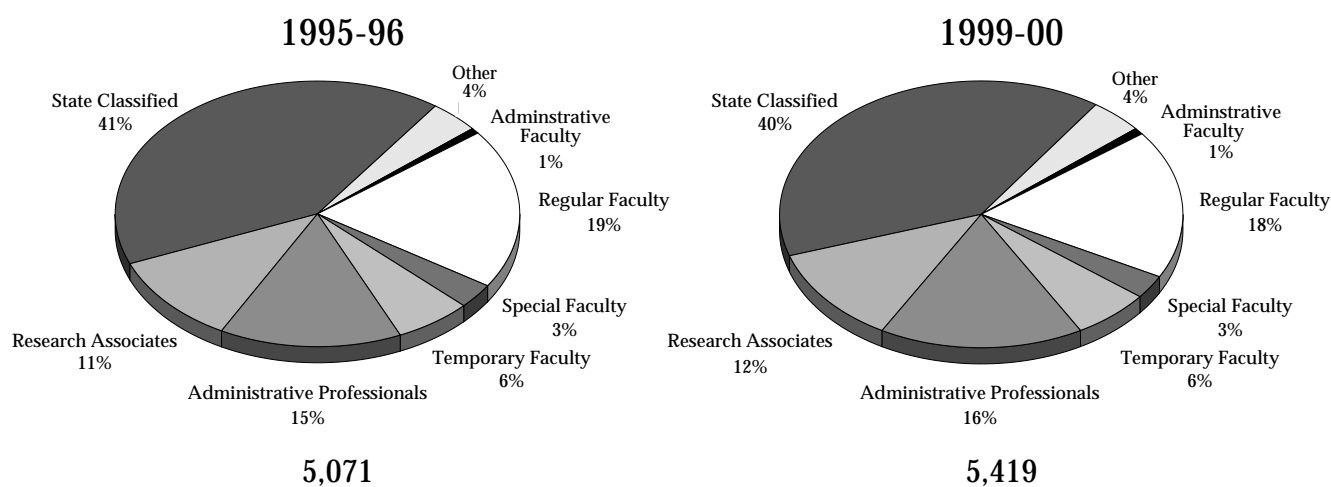
Note: The Other category includes Clinical Psychology Interns, Postdoctoral Fellows, Postdoctoral Trainees, Veterinary Interns and Veterinary Residents.

# University Employees

## History of University Employees

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Administrative Faculty	35	34	43	42	43	22.9%
Tenure-Track Faculty	990	1,004	990	982	979	-1.1%
Special Faculty	154	147	150	155	154	0.0%
Temporary Faculty	312	277	250	270	337	8.0%
Administrative Professionals	739	767	803	842	887	20.0%
Research Associates	558	598	609	619	639	14.5%
State Classified	2,081	2,095	2,131	2,142	2,149	3.3%
Other Employees	202	210	221	219	231	14.4%
<b>Total Employees</b>	<b>5,071</b>	<b>5,132</b>	<b>5,197</b>	<b>5,271</b>	<b>5,419</b>	<b>6.9%</b>

## Five-Year Comparison of University Employees



Note: The Other category includes Clinical Psychology Interns, Postdoctoral Fellows, Postdoctoral Trainees, Veterinary Interns and Veterinary Residents.

# Profile of New Tenure-Track Faculty

## New Tenure-Track Faculty

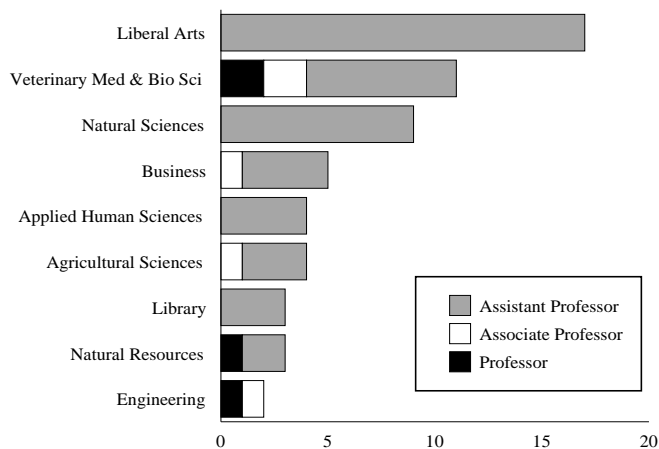
- ◆ Fifty-eight new faculty members were hired on regular appointments.
- ◆ A total of four full professors, five associate professors and 49 assistant professors were hired.
- ◆ One of the five full professors was hired as a department head.
- ◆ All of the full professors hired were men. One of the five associate professors hired was a woman. Of the 49 assistant professors hired, 24 were women. Forty-three percent of new hires were women.
- ◆ One of the full professors hired was an ethnic minority. None of the associate professors hired was an ethnic minority. Of the 49 assistant professors hired, four were ethnic minorities. Nine percent of new faculty hired were ethnic minorities.
- ◆ The age of the full professors hired ranged from 46 to 58 with an average age of 53. Of the associate professors hired, ages ranged from 37 to 48 with an average age of 42. New assistant professors ranged in age from 28 to 54 with an average age of 38.
- ◆ All four full professors and all five associate professors hired had a Ph.D. as the highest degree earned. Five assistant professors hired had Master's degrees, one assistant professor had a professional degree and 43 assistant professors had a doctorate as the highest degree earned.
- ◆ The four full professors and one associate professor were hired with tenure. All other new faculty were hired without tenure.
- ◆ Of the faculty hired, one associate professor and 8 assistant professors were previously employed on special or temporary appointments in faculty positions at CSU. Of this group, four were women and five were men. All were nonminorities.

# New Tenure-Track Faculty

## Average Salaries of New Tenure-Track Faculty

	Basis of Service	Minimum Salary	Maximum Salary	Average Salary	Total Faculty
Professor	9	\$73,650	\$105,000	\$88,100	3
	12	108,000	108,000	108,000	1
Associate Professor	9	45,700	80,500	66,067	3
	12	82,500	82,500	82,500	2
Assistant Professor	9	38,000	71,000	46,751	42
	12	38,500	78,800	60,471	7

## New Faculty Hires by College



## History of New Faculty Hires

<u>Year</u>	<u>Total Faculty</u>	<u>New Faculty Hires</u>	<u>Percent Total Faculty</u>
1995-96	987	40	4.1%
1996-97	1,004	58	5.8%
1997-98	990	41	4.1%
1998-99	982	43	4.4%
1999-00	979	58	5.9%

# Tenure-Track Faculty Attrition

## Full Professors

- ◆ A total of 28 faculty members who left their tenure-track positions were full professors.
- ◆ Twenty-five were tenured men. Fourteen took voluntary retirement, three are employed at CSU in temporary teaching positions, seven left for reasons other than retirement and one was hired as an associate dean at CSU.
- ◆ Three were tenured women. One took voluntary retirement, one was employed at CSU in a temporary position and one was hired as an assistant vice president at CSU.
- ◆ One man who took voluntary retirement was an ethnic minority.

## Associate Professors

- ◆ A total of 14 faculty members who left their tenure-track positions were associate professors.
- ◆ Two were tenured women who took voluntary retirement.
- ◆ Nine were tenured men. Five took voluntary retirement. Two left for reasons other than retirement and two are employed at CSU on temporary appointments.
- ◆ Two were nontenured men. One who left for a reason other than voluntary retirement and one is employed in a temporary teaching position.
- ◆ One was a nontenured woman who left for a reason other than voluntary retirement.
- ◆ One man who left for a reason other than voluntary retirement was an ethnic minority.

## Assistant Professors

- ◆ A total of 22 faculty members who left their tenure-track positions were assistant professors.
- ◆ One was a tenured women who left for a reason other than voluntary retirement.
- ◆ One was a tenured man who left to become a director at CSU.
- ◆ Ten were nontenured women. Nine left for reasons other than voluntary retirement and one is currently on a special appointment at CSU.
- ◆ Ten were nontenured men. Nine left for reasons other than voluntary retirement and one is currently on a special appointment at CSU.
- ◆ One minority woman and three minority men left for reasons other than voluntary retirement.

*Note: Faculty include those on regular, tenure-track appointments who were no longer employed in that capacity as of 10/1/99. Other reasons that faculty left included family relocation and other employment.*

# Tenure-Track Faculty Attrition

Faculty Turnover			
<u>Year</u>	<u>Total Faculty</u>	<u>Faculty Not Returning for Next Year</u>	<u>Percent Turnover</u>
1995-96	987	45	4.6%
1996-97	1,004	56	5.6%
1997-98	990	55	5.6%
1998-99	982	64	6.5%

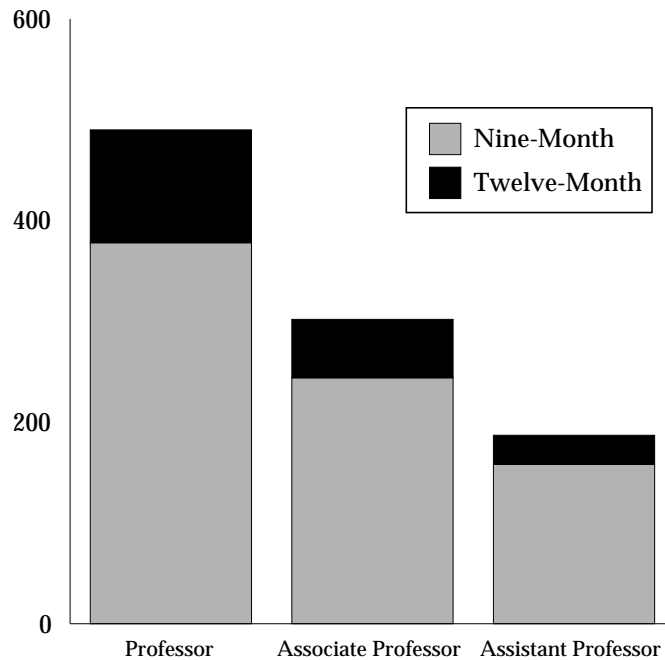


# Tenure-Track Faculty by Basis of Service

## Faculty by College and Basis of Service

	Nine-Month Appointments	Twelve-Month Appointments	Percent on Nine-Month Appointments	Total Faculty
Agricultural Sciences	52	46	53%	98
Applied Human Sciences	99	11	90%	110
Business	51	0	100%	51
Engineering	89	3	97%	92
Liberal Arts	210	12	95%	222
Library	0	30	0%	30
Natural Resources	55	9	86%	64
Natural Sciences	165	9	95%	174
Veterinary Med & Bio Sci	59	79	43%	138
University Total	780	199	80%	979

## Basis of Service by Faculty Rank

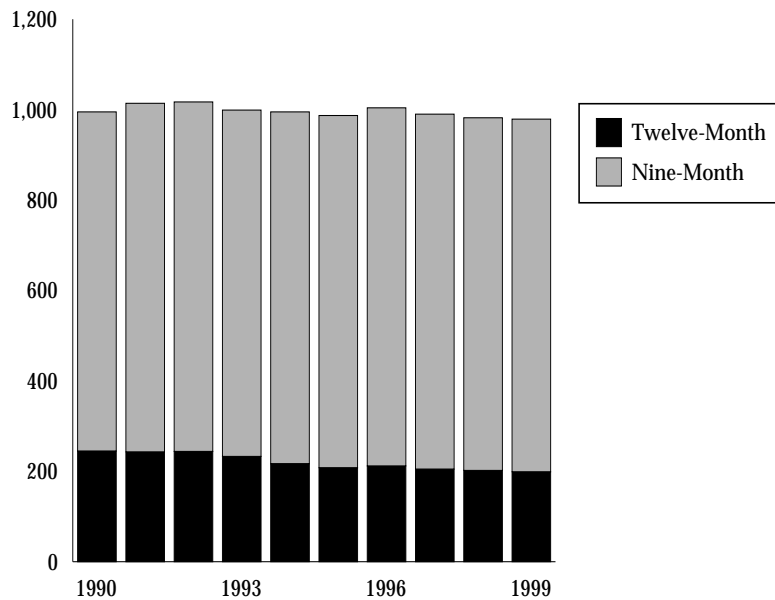


# Tenure-Track Faculty by Basis of Service

## History of Faculty by Basis of Service

	FY 95-96	FY 96-97	FY 97-98	FY 98-99	FY 99-00	Percent Change
<b>Nine-Month Appointments</b>						
Professor	401	386	389	385	378	-5.7%
Associate Professor	228	227	245	248	244	7.0%
Assistant Professor	150	179	151	147	158	5.3%
<b>Twelve-Month Appointments</b>						
Professor	105	102	106	111	112	6.7%
Associate Professor	75	74	70	62	58	-22.7%
Assistant Professor	28	36	29	29	29	3.6%
<b>Total Faculty</b>	<b>987</b>	<b>1,004</b>	<b>990</b>	<b>982</b>	<b>979</b>	<b>-0.8%</b>

## Ten-Year History of Faculty by Basis of Service

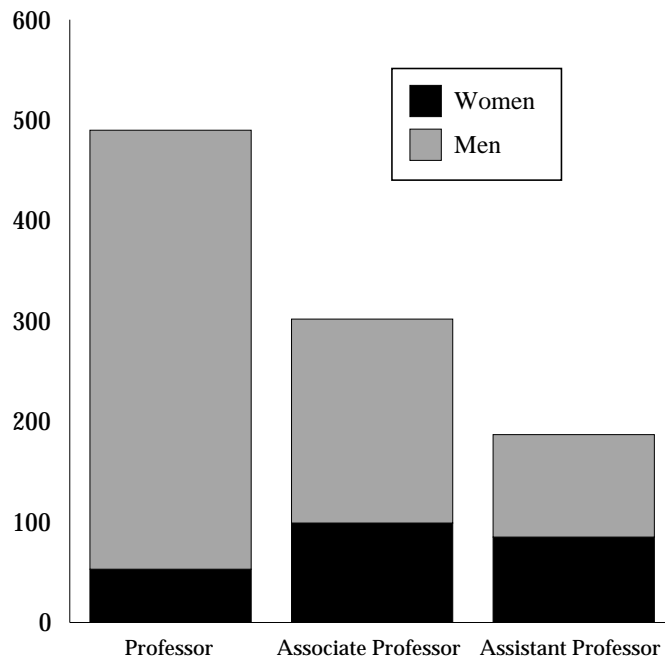


# Tenure-Track Faculty by Gender

## Percent of Women Faculty by College

	Men	Women	Percent of Women	Total Faculty
Agricultural Sciences	83	15	15%	98
Applied Human Sciences	64	46	42%	110
Business	37	14	27%	51
Engineering	88	4	4%	92
Liberal Arts	154	68	31%	222
Library	7	23	77%	30
Natural Resources	53	11	17%	64
Natural Sciences	145	29	17%	174
Veterinary Med & Bio Sci	111	27	20%	138
University Total	742	237	24%	979

## Gender by Faculty Rank

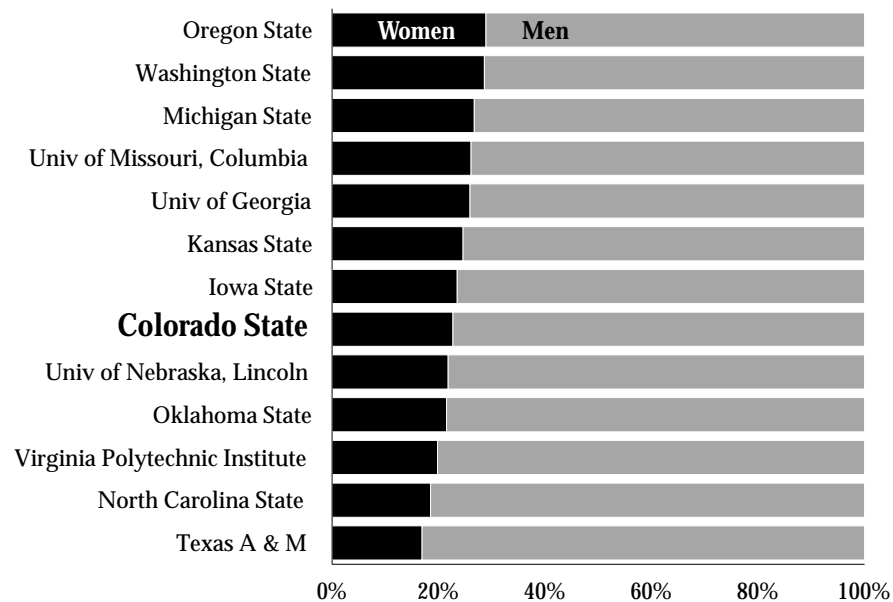


# Tenure-Track Faculty by Gender

## History of Faculty by Gender

	Men	Women	Percent of Women	Total Faculty
1994-95	795	202	20.3%	997
1995-96	783	204	20.7%	987
1996-97	785	219	21.8%	1,004
1997-98	769	221	22.3%	990
1998-99	752	230	23.4%	982
1999-00	742	237	24.2%	979

## Comparison of Faculty by Gender - Peer Institutions

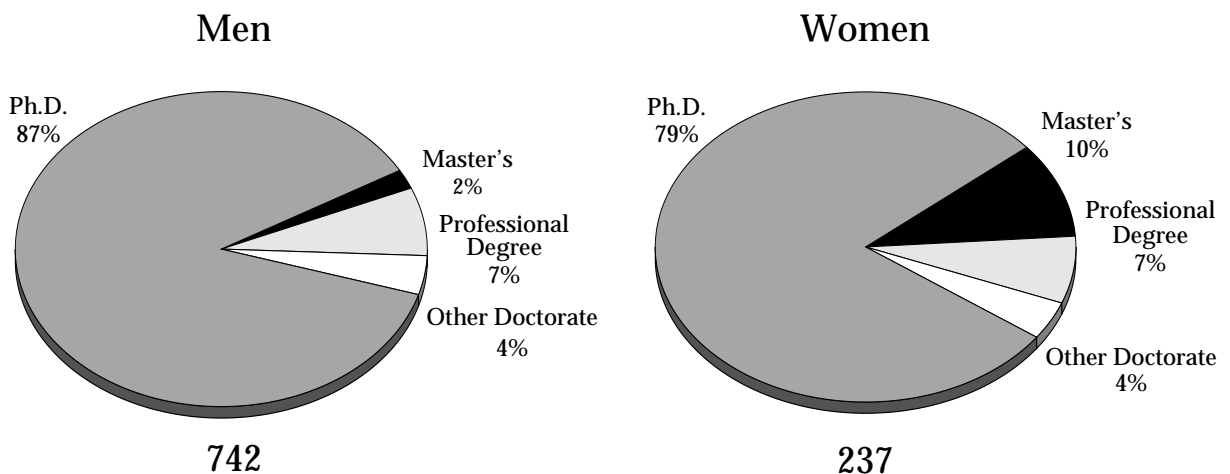


# Tenure-Track Faculty by Highest Degree Earned

## Faculty by Highest Degree Earned

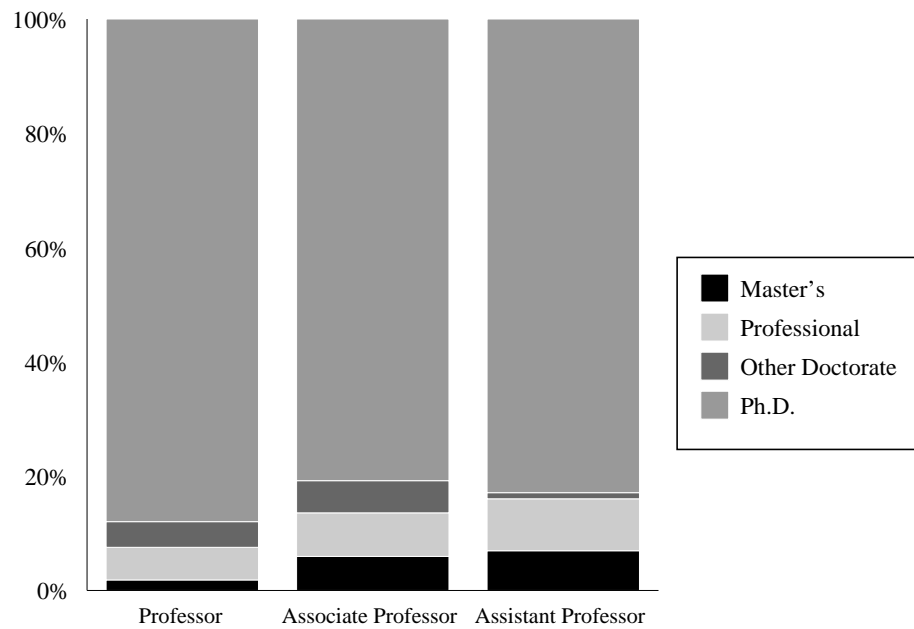
	Master's	Professional Degree	Other Doctorate	Ph.D.	Total
Agricultural Sciences	1	6	0	91	98
Applied Human Sciences	2	8	12	88	110
Business	1	0	6	44	51
Engineering	0	0	0	92	92
Liberal Arts	6	31	8	177	222
Library	29	0	0	1	30
Natural Resources	0	0	0	64	64
Natural Sciences	1	0	1	172	174
Veterinary Med & Bio Sci	0	23	14	101	138
University Total	40	68	41	830	979

## Highest Degree Earned by Gender



# Tenure-Track Faculty by Highest Degree Earned

## Highest Degree Earned by Rank

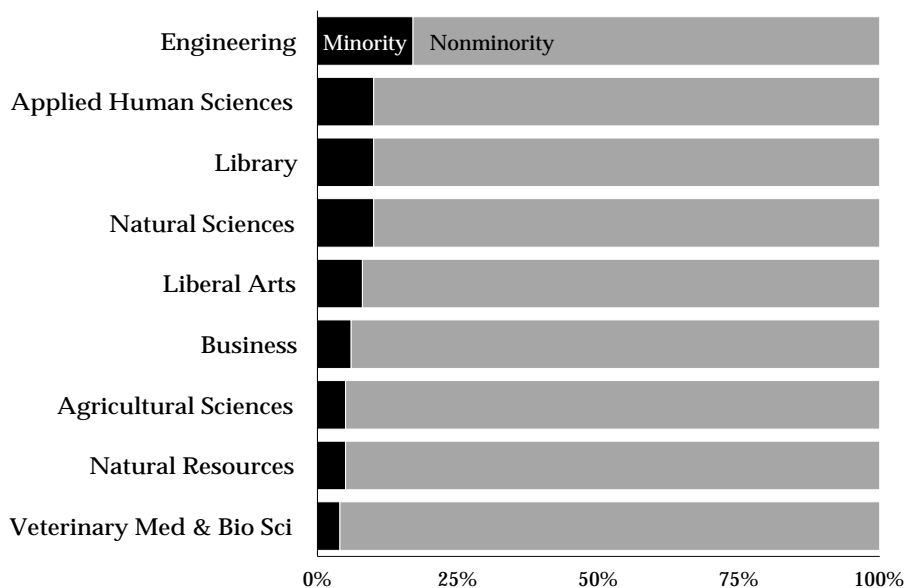


# Tenure-Track Faculty by Ethnic Origin

## Faculty Ethnicity by College

	Asian	Black	Hispanic	Native American	Non-minorities	Total	Percent Minorities
Agricultural Sciences	4	0	0	1	93	98	5.1%
Applied Human Sciences	1	3	4	2	100	110	10.0%
Business	1	1	1	0	48	51	5.9%
Engineering	11	0	5	0	76	92	17.4%
Liberal Arts	7	1	8	2	204	222	8.1%
Library	0	1	1	1	27	30	10.0%
Natural Resources	1	1	1	0	61	64	4.7%
Natural Sciences	12	2	2	2	156	174	10.3%
Veterinary Med & Bio Sci	6	0	0	0	132	138	4.3%
University Summary	43	9	22	8	897	979	8.4%

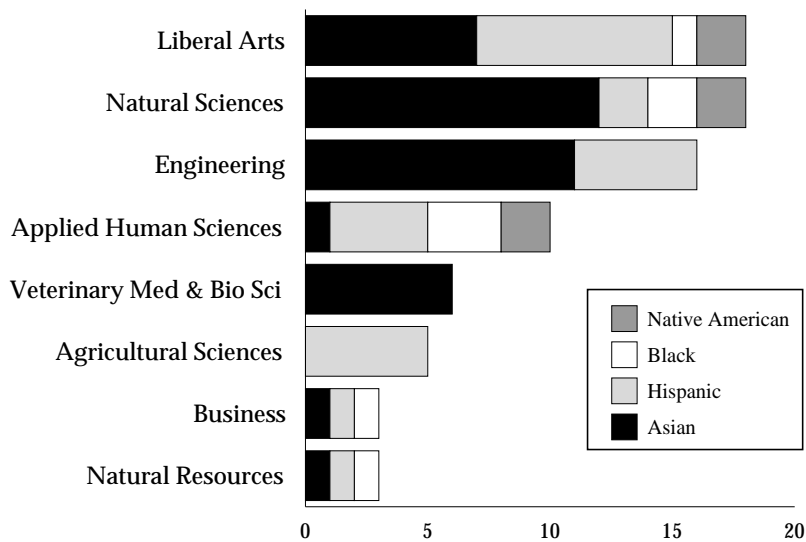
## Faculty by Ethnic Origin



Note: International faculty with a visa type of F1, F2, J1, J2, H1 or H2 are included with nonminorities.

# Tenure-Track Faculty by Ethnic Origin

## Minority Faculty by College



## History of Faculty by Ethnic Origin

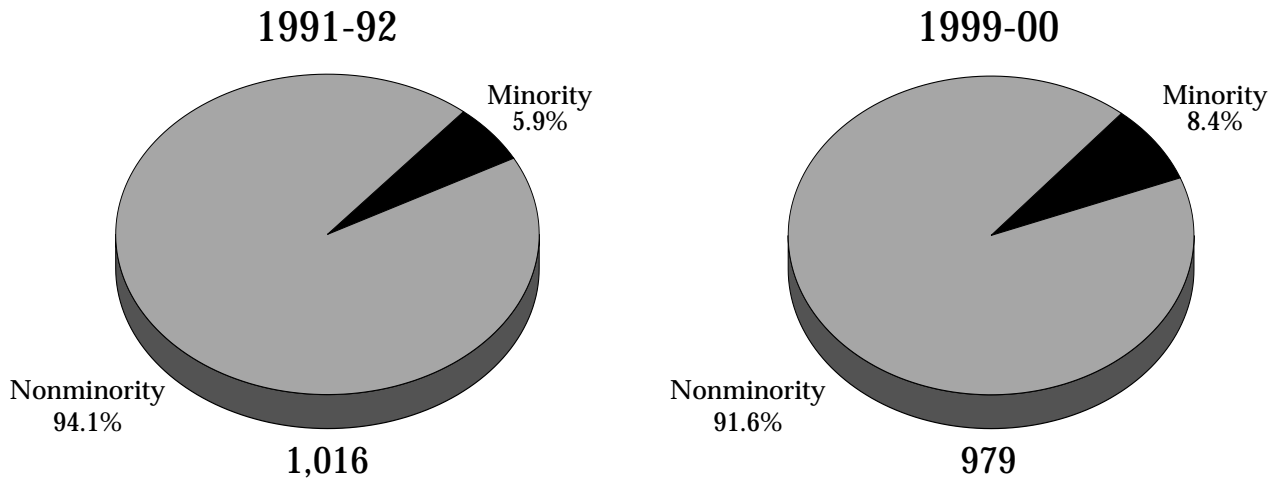
	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Asian	47	48	47	45	43	-8.5%
Black	5	5	7	9	9	80.0%
Hispanic	16	19	18	21	22	37.5%
Native American	8	10	10	8	8	0.0%
Nonminority	911	922	908	899	897	-1.5%
University Summary	987	1,004	990	982	979	-0.8%
Minority Faculty as a Percent of Total Faculty	7.7%	8.2%	8.3%	8.5%	8.4%	

Note: International faculty with a visa type of F1, F2, J1, J2, H1 or H2 are included with nonminorities.

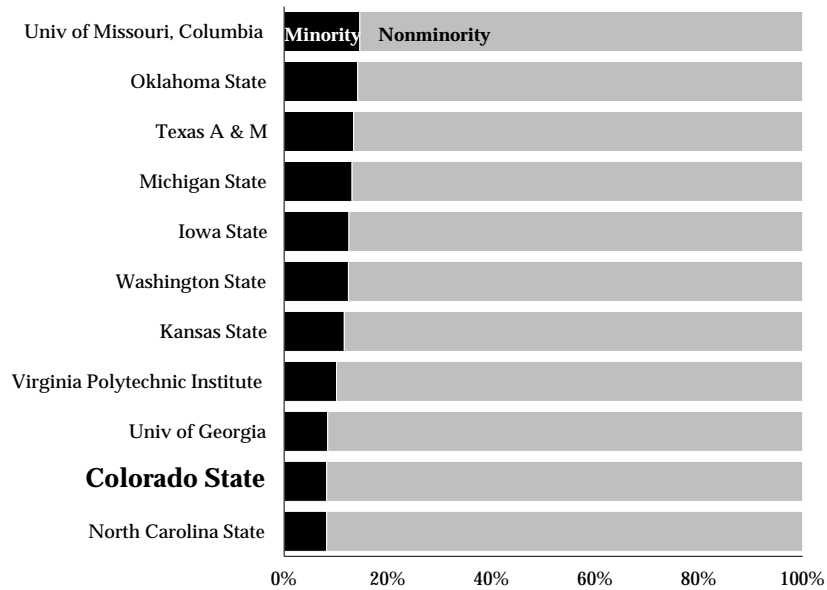


# Tenure-Track Faculty by Ethnic Origin

## History of Faculty by Ethnic Origin

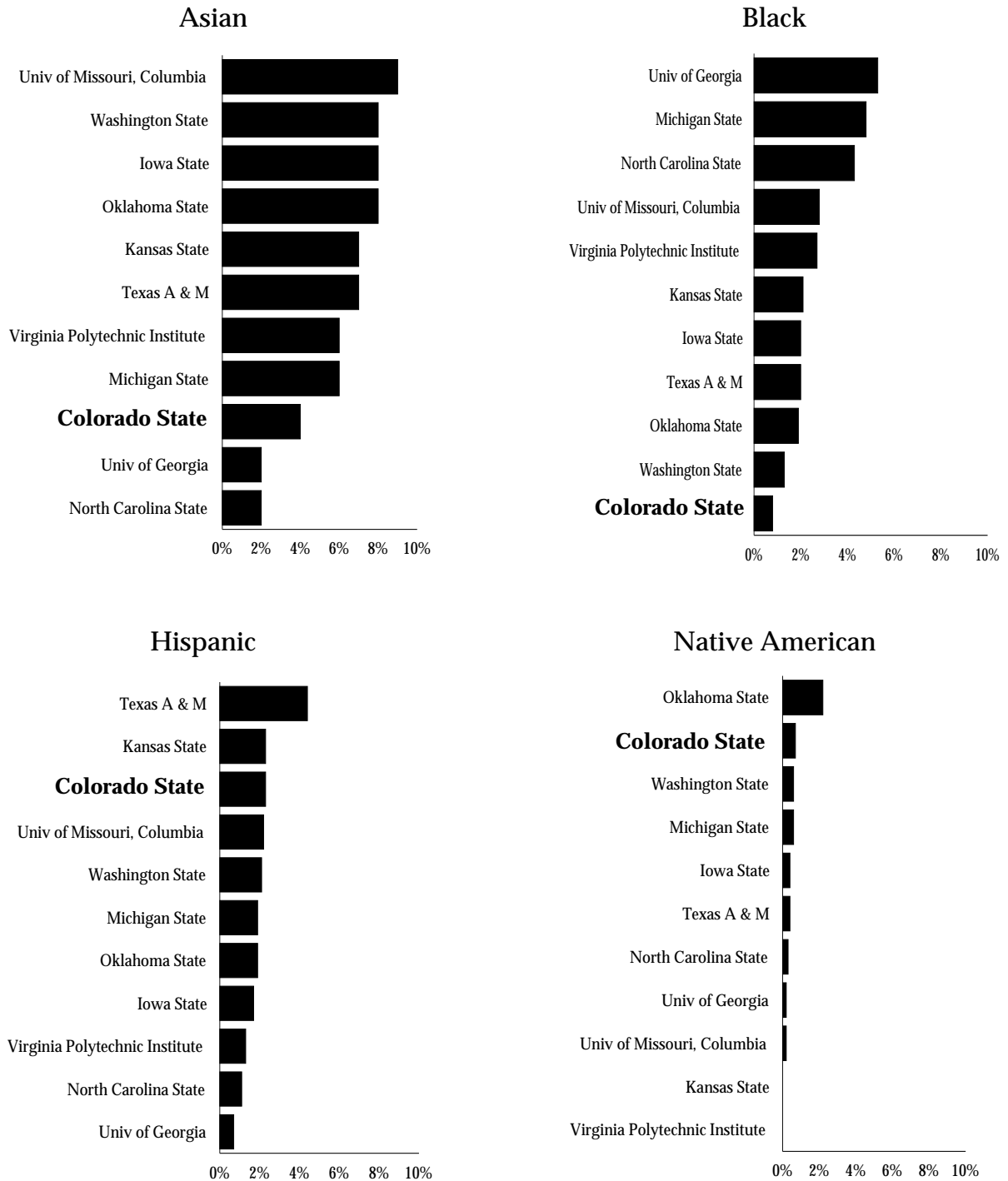


## Comparison of Peer Institutions Faculty Ethnicity



# Tenure-Track Faculty by Ethnic Origin

## Faculty Comparison by Ethnic Group

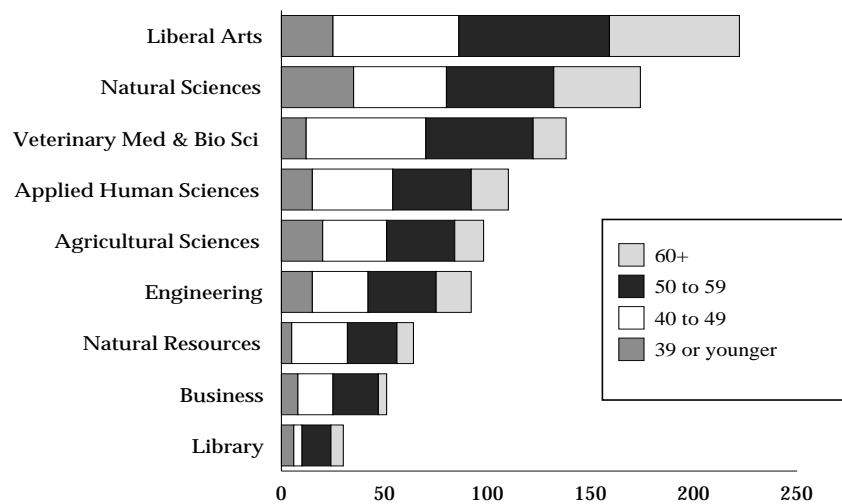


# Tenure-Track Faculty by Age

## Faculty by Age and College

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total
Agricultural Sciences	0	14	33	31	18	2	98
Applied Human Sciences	1	17	38	39	15	0	110
Business	0	4	22	17	8	0	51
Engineering	2	15	33	27	15	0	92
Liberal Arts	6	57	73	61	25	0	222
Library	0	6	14	4	4	2	30
Natural Resources	1	7	24	27	5	0	64
Natural Sciences	4	38	52	45	34	1	174
Veterinary Med & Bio Sci	1	15	52	58	12	0	138
University Summary	15	173	341	309	136	5	979

## Faculty Age by College



# Tenure-Track Faculty by Age

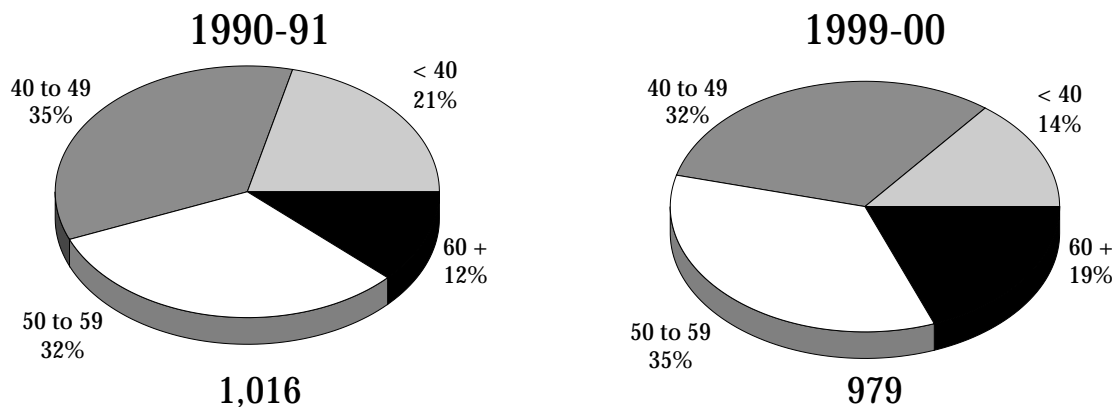
## Faculty Age by Rank

	70 +	60 - 69	50 - 59	40 - 49	30 - 39	< 30	Total
Professor	13	135	234	104	4	0	490
Associate Professor	0	34	93	137	38	0	302
Assistant Professor	2	4	14	68	94	5	187
University Summary	15	173	341	309	136	5	979

## History of Faculty by Age and College

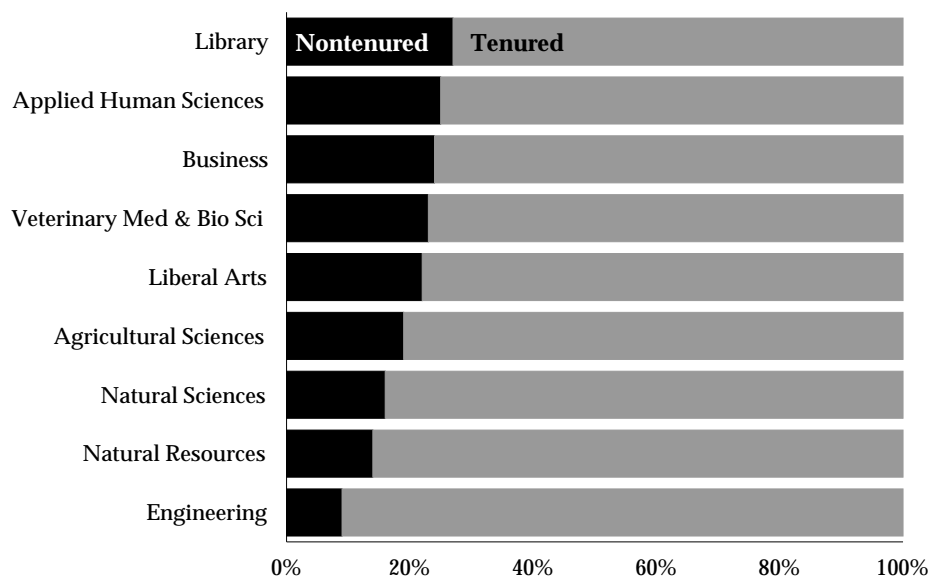
	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Younger than 30	4	3	6	6	5	25.0%
30 to 39	140	142	131	131	136	- 2.9%
40 to 49	344	341	336	327	309	-10.2%
50 to 59	340	357	349	335	341	0.3%
60 to 69	146	147	157	171	173	18.5%
70 and Older	13	14	11	12	15	15.4%
University Total	987	1,004	990	982	979	-0.8%

## Ten-Year Comparison of Faculty by Age



# Tenure-Track Faculty by Tenure Status

## Percent of Tenured Faculty by College



## Percent of Tenured Faculty by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	83	86%	15	53%	98	81%
Applied Human Sciences	64	80%	46	70%	110	75%
Business	37	78%	14	71%	51	76%
Engineering	88	92%	4	75%	92	91%
Liberal Arts	154	84%	68	65%	222	78%
Library	7	86%	23	70%	30	73%
Natural Resources	53	91%	11	64%	64	86%
Natural Sciences	145	89%	29	59%	174	84%
Veterinary Med & Bio Sci	111	82%	27	56%	138	77%
University Summary	742	86%	237	64%	979	80%

# Tenure-Track Faculty by Tenure Status

## Percent of Tenured Associate Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	21	95%	6	100%	27	96%
Applied Human Sciences	20	90%	17	100%	37	95%
Business	11	91%	8	100%	19	95%
Engineering	22	95%	2	100%	24	96%
Liberal Arts	56	96%	29	100%	85	98%
Library	2	100%	13	92%	15	93%
Natural Resources	13	92%	4	100%	17	94%
Natural Sciences	30	93%	9	100%	39	95%
Veterinary Med & Bio Sci	28	86%	11	82%	39	85%
University Summary	203	93%	99	97%	302	94%

## Percent of Tenured Assistant Professors by Gender and College

	Total Men	Percent Tenured	Total Women	Percent Tenured	Total Faculty	Percent Tenured
Agricultural Sciences	13	15%	7	0%	20	10%
Applied Human Sciences	12	8%	15	7%	27	7%
Business	8	13%	4	0%	12	8%
Engineering	6	0%	1	0%	7	0%
Liberal Arts	26	12%	24	0%	50	6%
Library	1	0%	8	25%	9	22%
Natural Resources	4	0%	4	0%	8	0%
Natural Sciences	16	13%	12	0%	28	7%
Veterinary Med & Bio Sci	16	0%	10	0%	26	0%
University Summary	102	9%	85	4%	187	6%

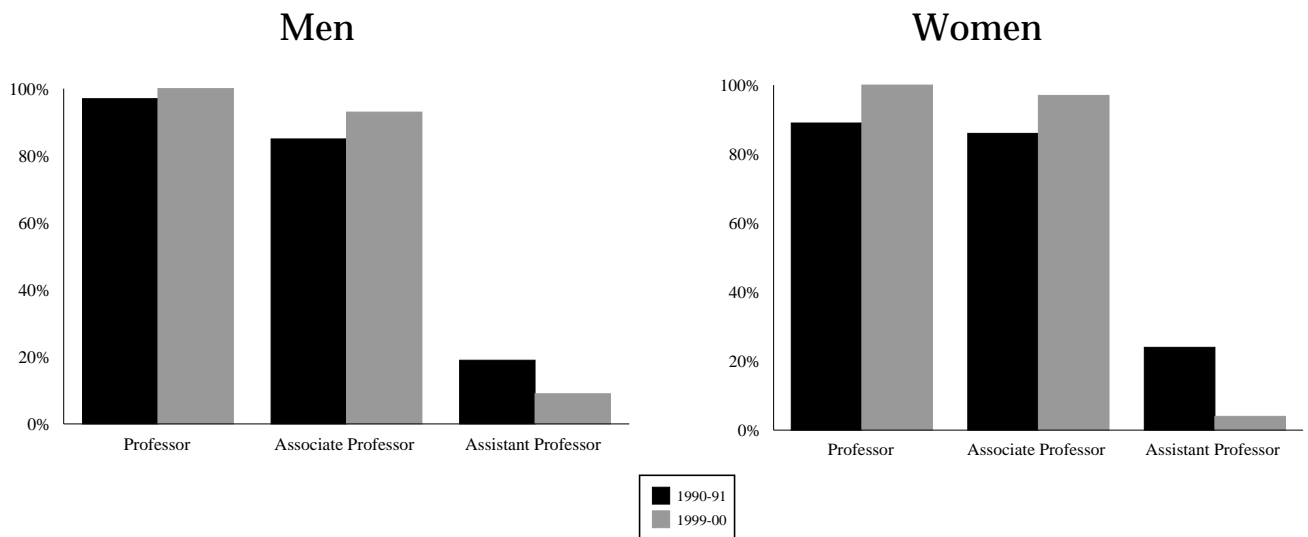
*Note: Information on tenured full professors was not provided by college because 100% of full professors were tenured.*

# Tenure-Track Faculty by Tenure Status

## History of Percent of Tenured Faculty by Rank

	1995-96	1996-97	1997-98	1998-99	1999-00
Full Professor	99%	99%	99%	100%	100%
Associate Professor	91%	92%	92%	94%	94%
Assistant Professor	14%	21%	9%	8%	6%
All Ranks	81%	80%	81%	82%	80%

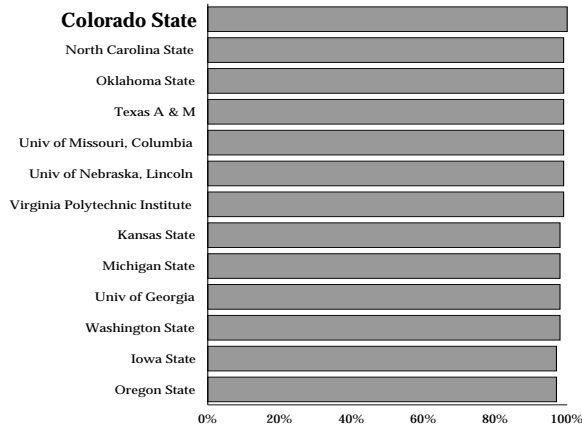
## Ten-Year Comparison of Percent of Tenured Faculty by Gender



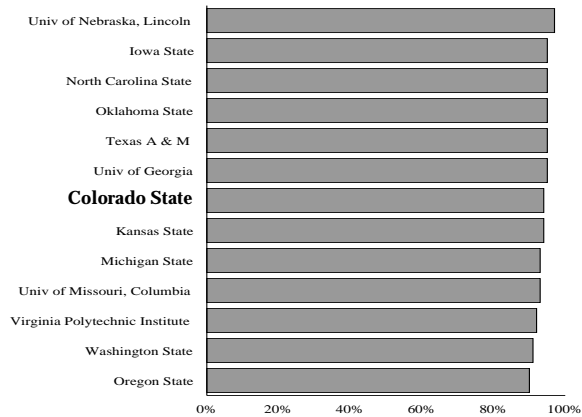
# Tenure-Track Faculty by Tenure Status

## Comparison of Peer Institutions

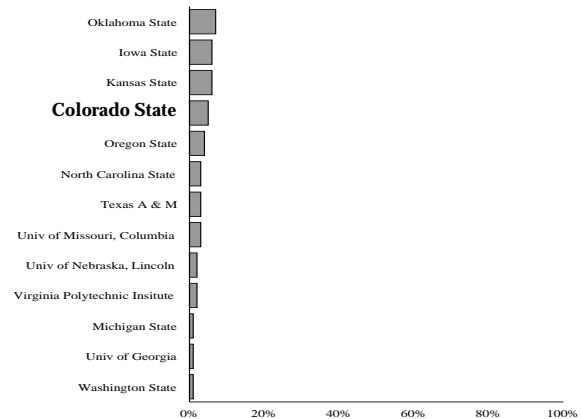
### Percent of Tenured Full Professors



### Percent of Tenured Associate Professors



### Percent of Tenured Assistant Professors





# Mean Salaries of Tenure-Track Faculty

## Mean Faculty Salaries by Rank, Basis of Service and College

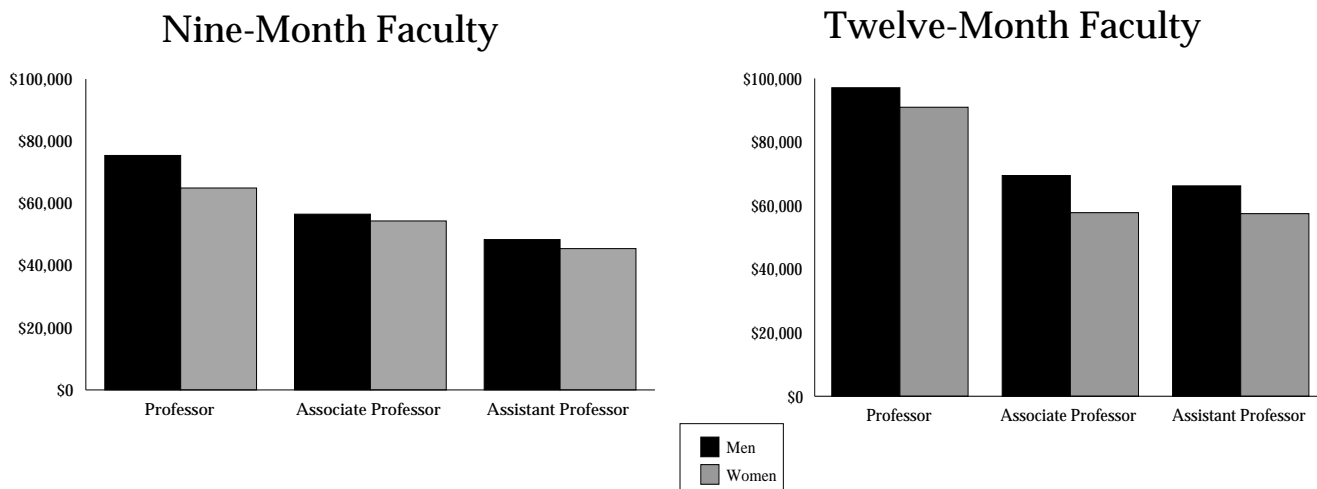
	Professor	Associate Professor	Assistant Professor	All Ranks
<b>Agricultural Sciences</b>				
09-Month BOS	\$64,411	\$50,836	\$45,252	\$54,907
12-Month BOS	88,005	60,522	51,250	76,848
<b>Applied Human Sciences</b>				
09-Month BOS	\$61,986	\$51,845	\$44,333	\$53,381
12-Month BOS	90,736	0	0	90,736
<b>Business</b>				
09-Month BOS	\$90,420	\$76,568	\$69,300	\$80,290
12-Month BOS	0	0	0	0
<b>Engineering</b>				
09-Month BOS	\$86,807	\$72,474	\$59,514	\$80,956
12-Month BOS	137,850	73,700	0	116,467
<b>Liberal Arts</b>				
09-Month BOS	\$65,492	\$47,920	\$41,384	\$52,890
12-Month BOS	98,167	79,400	0	93,475
<b>Library</b>				
09-Month BOS	\$0	\$0	\$0	\$0
12-Month BOS	63,783	48,125	43,466	49,859
<b>Natural Resources</b>				
09-Month BOS	\$69,082	\$55,724	\$47,200	\$62,256
12-Month BOS	100,966	68,327	0	93,713
<b>Natural Sciences</b>				
09-Month BOS	\$76,913	\$57,662	\$47,657	\$67,398
12-Month BOS	121,911	0	0	121,911
<b>Veterinary Med &amp; Bio Sci</b>				
09-Month BOS	\$81,628	\$56,301	\$50,313	\$69,655
12-Month BOS	98,956	77,694	70,956	86,924
<b>University Summary</b>				
09-Month BOS	\$74,421	\$55,847	\$47,110	\$63,079
12-Month BOS	96,128	65,006	61,065	81,948

# Mean Salaries of Tenure-Track Faculty

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

	Men	Women	All Faculty
<b>Full Professor</b>			
09-Month BOS	\$75,418	\$64,947	\$74,421
12-Month BOS	97,059	90,928	96,128
<b>Associate Professor</b>			
09-Month BOS	\$56,538	\$54,348	\$55,847
12-Month BOS	69,437	57,756	65,006
<b>Assistant Professor</b>			
09-Month BOS	\$48,361	\$45,456	\$47,110
12-Month BOS	66,183	57,452	61,065
<b>All Ranks</b>			
09-Month BOS	\$66,089	\$53,115	\$63,079
12-Month BOS	87,514	\$67,734	81,948

## Mean Salaries by Rank and Gender

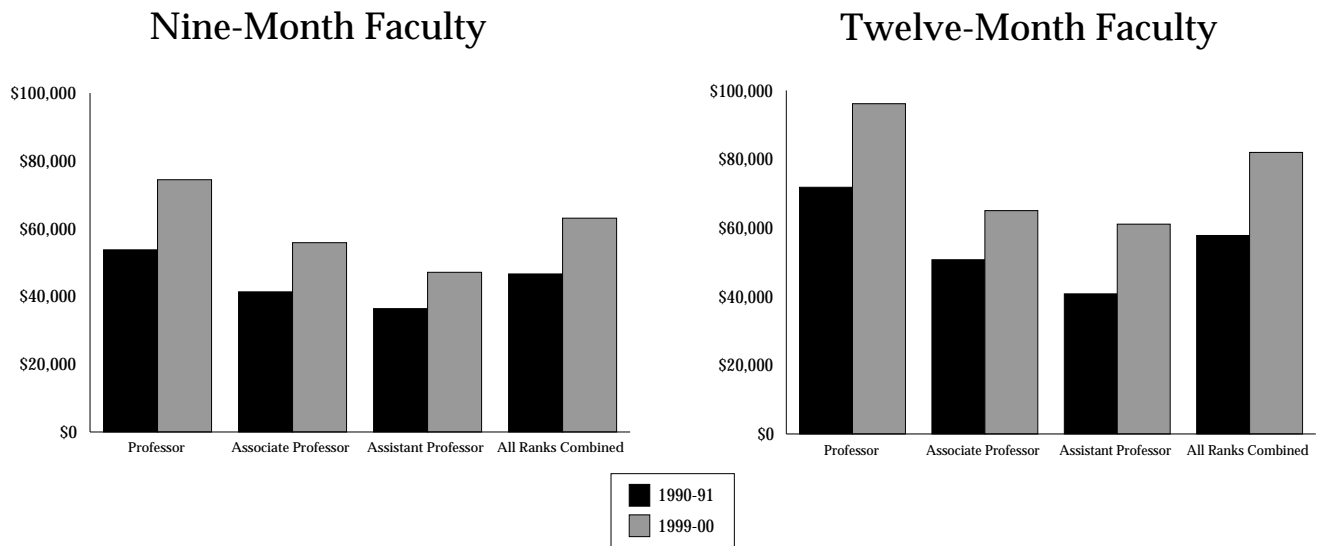


# Mean Salaries of Tenure-Track Faculty

## History of Mean Faculty Salaries by Rank

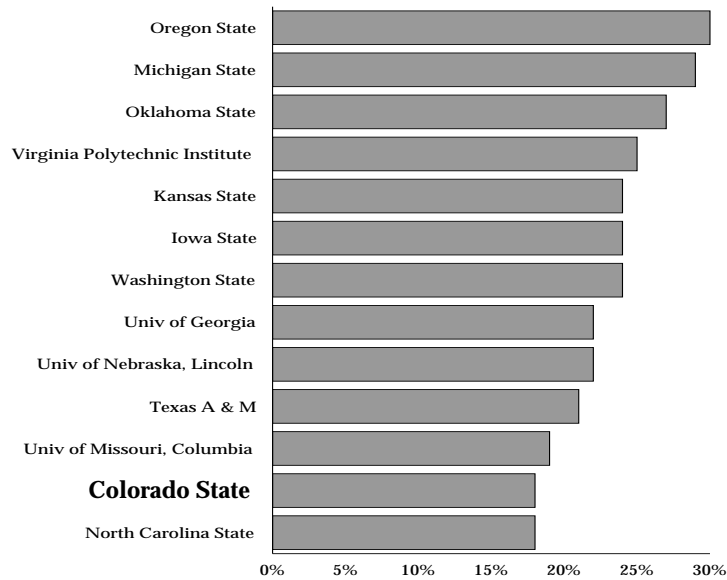
	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
<b>Nine-Month BOS</b>						
Professor	\$64,185	\$67,233	\$69,421	\$72,051	\$74,421	15.9%
Associate Professor	48,406	51,196	52,174	53,902	55,847	15.4%
Assistant Professor	43,029	45,011	44,807	45,539	47,110	9.5%
All Ranks	55,493	57,614	59,304	61,284	63,079	13.7%
<b>Twelve-Month BOS</b>						
Professor	\$84,578	\$89,613	\$90,348	\$93,475	\$96,128	13.7%
Associate	57,717	61,606	63,345	62,839	65,006	12.6%
Assistant Professor	48,573	51,462	55,543	56,354	61,065	25.7%
All Ranks	70,046	73,359	76,204	78,743	81,948	17.0%

## Ten-Year Comparison of Mean Faculty Salaries

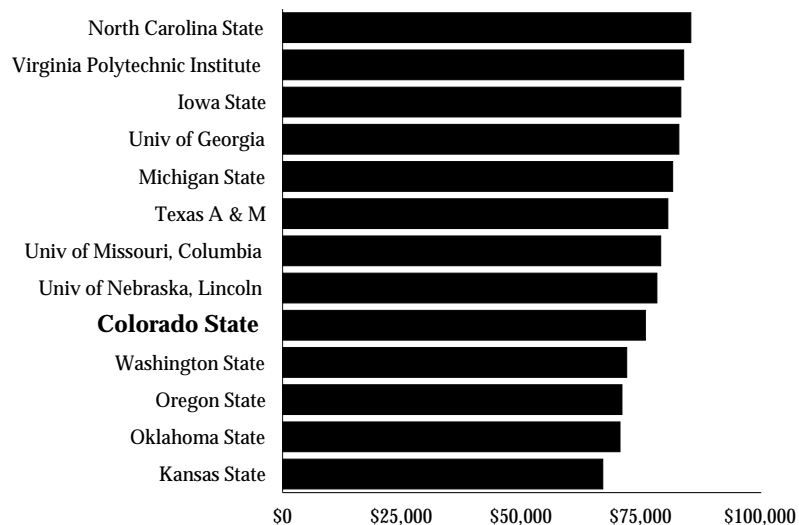


# Mean Salaries of Tenure-Track Faculty

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

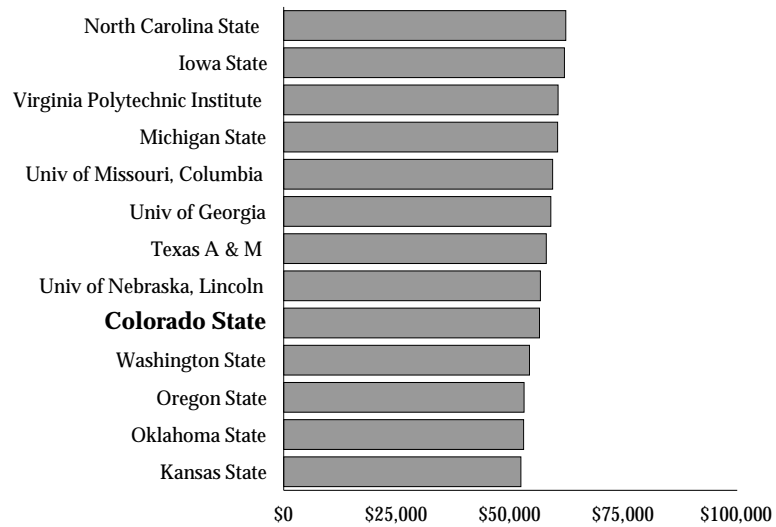


## Comparison of Peer Institutions Average Salaries for Full Professors

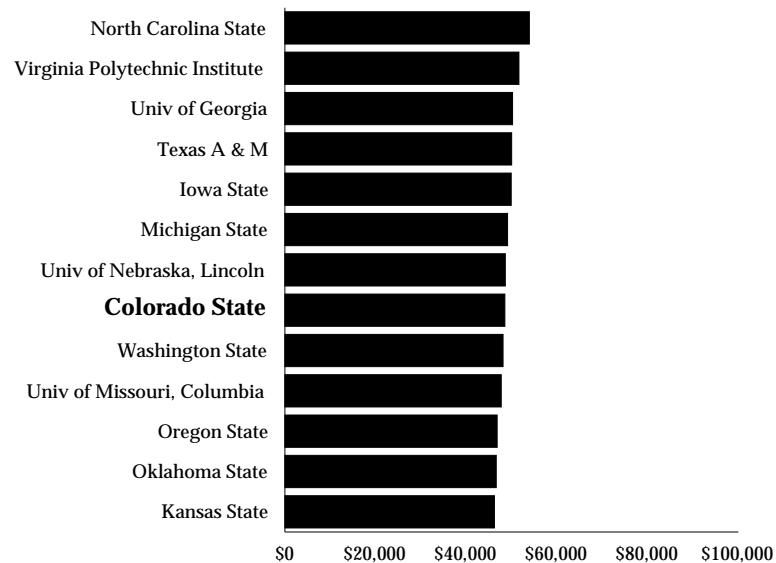


# Mean Salaries of Tenure-Track Faculty

## Comparison of Peer Institutions Average Salaries for Associate Professors

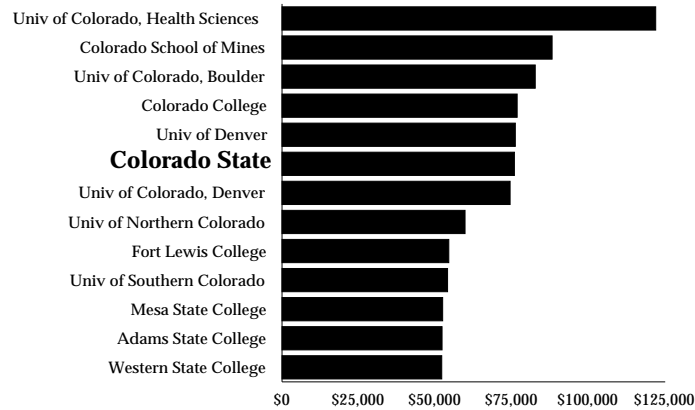


## Average Salaries for Assistant Professors

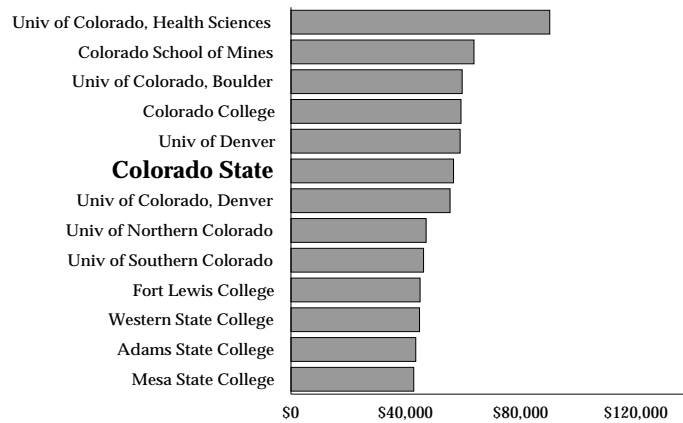


# Mean Salaries of Tenure-Track Faculty

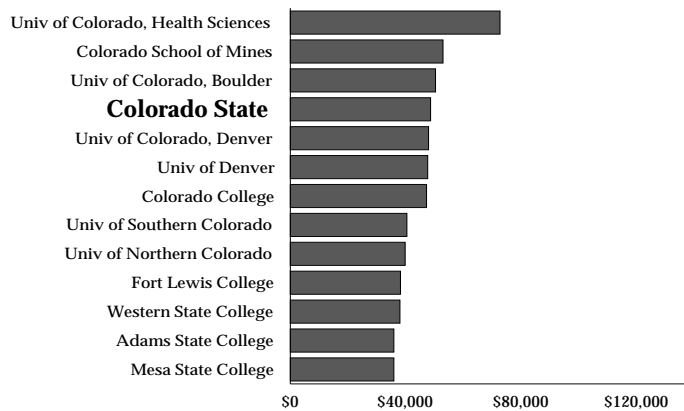
## Comparison of Colorado Institutions Average Salaries for Professors



## Average Salaries for Associate Professors



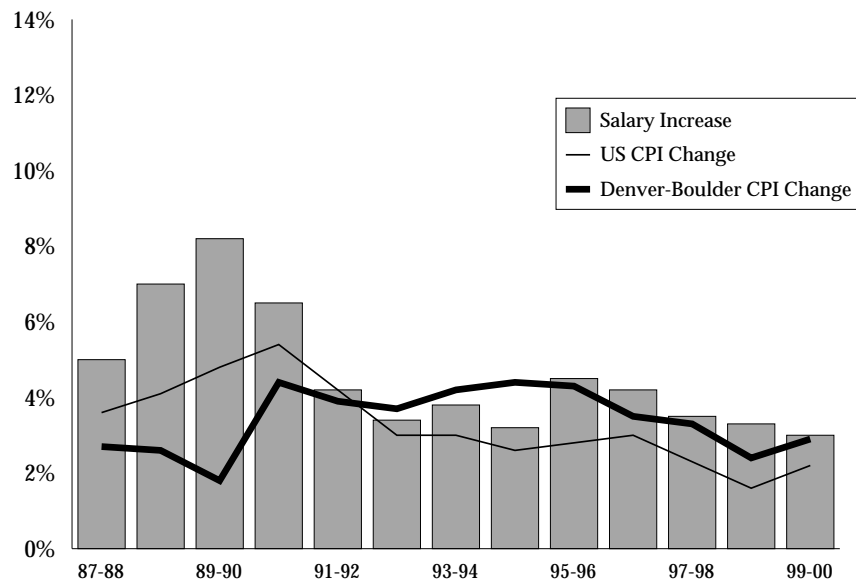
## Average Salaries for Assistant Professors



# Faculty Salary Increases Compared to Changes in the Consumer Price Index

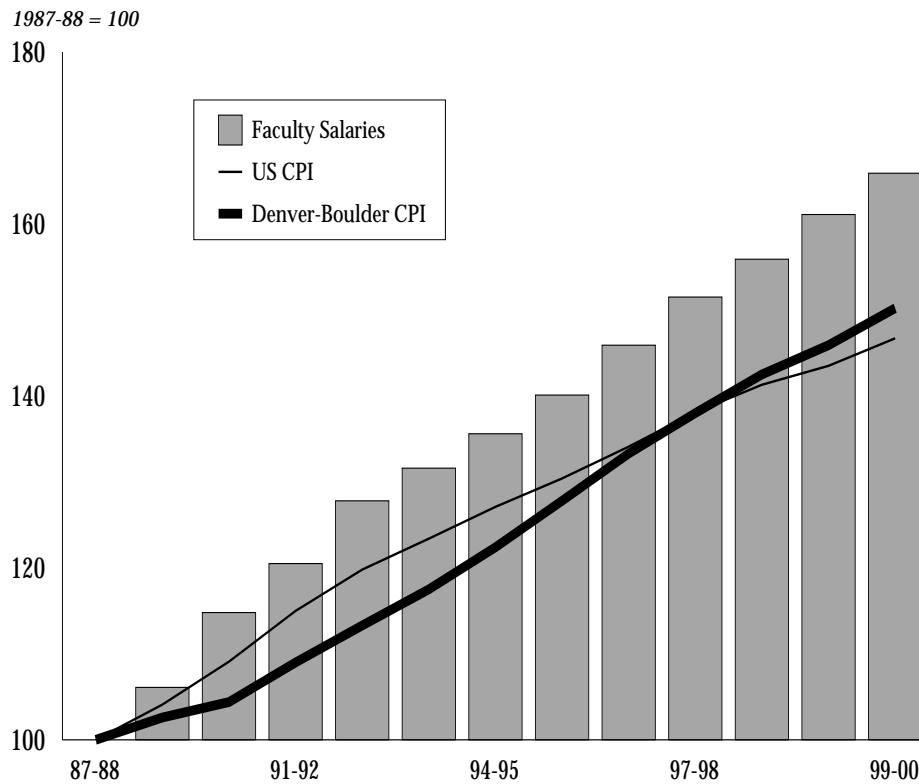
Fiscal Year	Faculty Salary Increase	U.S. CPI Change	Denver-Boulder CPI Change
1987-88	5.0%	3.6%	2.7%
1988-89	7.0%	4.1%	2.6%
1989-90	8.2%	4.8%	1.8%
1990-91	6.5%	5.4%	4.4%
1991-92	4.25%	4.2%	3.9%
1992-93	3.4%	3.0%	3.7%
1993-94	3.75%	3.0%	4.2%
1994-95	3.25%	2.6%	4.4%
1995-96	4.5%	2.8%	4.3%
1996-97	4.25%	3.0%	3.5%
1997-98	3.5%	2.3%	3.3%
1998-99	3.3%	1.6%	2.4%
1999-00	3.0%	2.2%	2.9%

## Comparison of Faculty Salary and CPI Changes



# Faculty Salary Increases Compared to Changes in the Consumer Price Index

## Cumulative History of Faculty Salaries Compared to the Consumer Price Index



*Note: Salaries are for nine-month tenure-track faculty.*

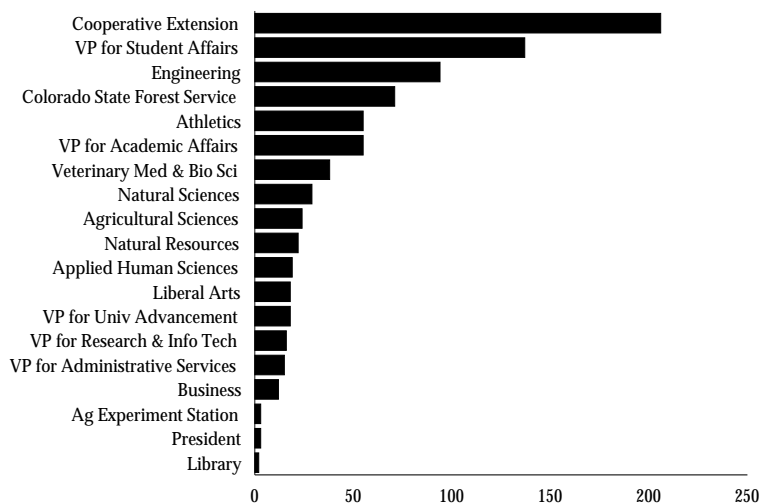


# Administrative Professionals

## Administrative Professionals by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Experiment Station	2	67%	1	33%	3
Agricultural Sciences	18	75%	6	25%	24
Applied Human Sciences	4	21%	15	79%	19
Athletics	40	73%	15	27%	55
Business	6	50%	6	50%	12
Colorado State Forest Service	59	83%	12	17%	71
Cooperative Extension	94	46%	112	54%	206
Engineering	69	73%	25	27%	94
Liberal Arts	6	33%	12	67%	18
Library	0	0%	2	100%	2
Natural Resources	18	82%	4	18%	22
Natural Sciences	14	48%	15	52%	29
President	0	0%	3	100%	3
Veterinary Med & Bio Sci	22	58%	16	42%	38
VP for Academic Affairs	21	38%	34	62%	55
VP for Administrative Services	11	73%	4	27%	15
VP for Research & Information Tech	8	50%	8	50%	16
VP for Student Affairs	55	40%	82	60%	137
VP for University Advancement	8	44%	10	56%	18
University Total	455	54%	382	46%	837

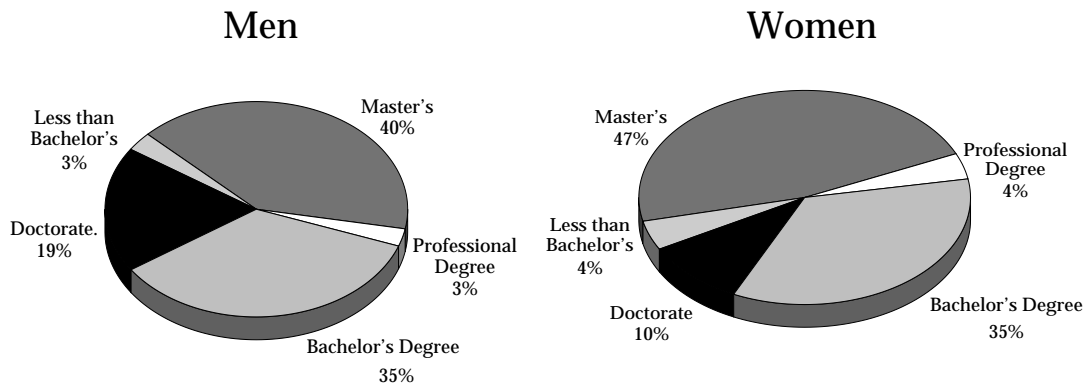
## Administrative Professionals by College or Area



Note: This section excludes Research Associates which are reported in the next section.

# Administrative Professionals

## Administrative Professionals by Highest Degree Earned

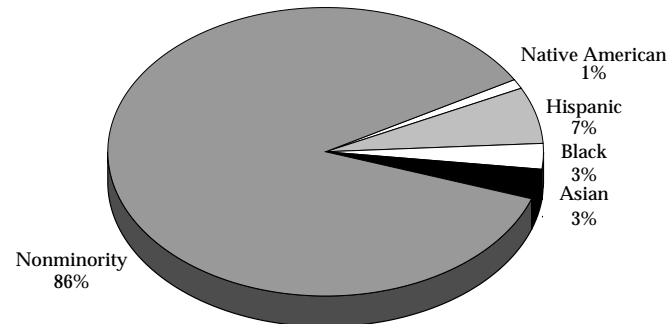


## Administrative Professionals by Gender - Job Titles with Four or More Employees

	Men	Percent Men	Women	Percent Women	Total
Assistant Coach	17	77%	5	23%	22
Assistant Coordinator	1	13%	7	87%	8
Assistant Director	16	44%	20	56%	36
Assistant Manager	6	75%	2	25%	8
Assistant to Dean	6	55%	5	45%	11
Assistant to Manager	1	25%	3	75%	4
Associate Director	10	45%	12	55%	22
Coach	8	80%	2	20%	10
Coordinator	80	51%	77	49%	157
Counselor	16	36%	29	64%	45
County Extension Director	20	59%	14	41%	34
Director	50	48%	55	52%	105
Executive Director	1	25%	3	75%	4
Extension Agent	49	42%	69	58%	118
Extension District Director	4	80%	1	20%	5
Extension Specialist	19	48%	21	52%	40
Forester	56	84%	11	16%	67
Manager	20	65%	11	35%	31
Physician	3	43%	4	57%	7
Psychologist	4	44%	5	56%	9
Research Scientist	38	88%	5	12%	43
Senior Research Scientist	13	81%	3	19%	16
Job Titles with Three or Fewer Employees	17	49%	18	51%	35
University Total	455	54%	382	46%	837

# Administrative Professionals

## Administrative Professionals by Ethnic Origin



Note: Employees with a visa type of F1, F2, H1, H2, J1 or J2 J1 are included with nonminorities.

## History of Administrative Professionals by Job Title

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Assistant Coach	20	23	19	23	22	10%
Assistant Coordinator	9	11	8	7	8	-11%
Assistant Director	38	36	35	35	36	-5%
Assistant Manager	5	7	7	7	8	60%
Assistant to Dean	12	10	9	10	11	-8%
Assistant to Manager	3	4	4	4	4	33%
Associate Director	16	18	17	23	22	38%
Coach	10	10	10	10	10	0%
Coordinator	87	111	140	152	157	80%
Counselor	35	34	33	34	45	29%
County Extension Director	32	32	32	35	34	6%
Director	75	76	86	92	105	40%
Executive Director	1	1	1	2	4	300%
Extension Agent	99	119	112	116	118	19%
Extension District Director	4	4	4	5	5	25%
Extension Specialist	31	27	34	35	40	29%
Forester	59	62	59	69	67	14%
Manager	25	25	25	30	31	24%
Physician	7	8	8	8	7	0%
Psychologist	7	8	8	8	9	29%
Research Scientist	35	38	42	45	43	23%
Senior Research Scientist	12	11	14	16	16	33%
Job Titles with Three or Fewer Employees	39	39	33	34	35	-10%
University Total	661	714	740	800	837	27%

# Administrative Professionals

## History of Administrative Professionals by College or Area

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Agricultural Experiment Station	3	3	4	4	3	0%
Agricultural Sciences	22	19	21	24	24	9%
Applied Human Sciences	20	14	14	22	19	-5%
Athletics	52	58	53	58	55	6%
Business	7	8	9	12	12	71%
Colorado State Forest Service	63	65	62	73	71	13%
Cooperative Extension	168	189	192	197	206	23%
Engineering	40	64	92	96	94	135%
Liberal Arts	5	5	12	13	18	260%
Library	1	0	0	1	2	100%
Natural Resources	22	22	18	21	22	0%
Natural Sciences	25	24	26	24	29	16%
President	1	1	3	3	3	200%
Veterinary Med & Bio Sci	32	33	32	36	38	19%
VP for Academic Affairs	20	23	23	34	55	175%
VP for Administrative Services	15	15	14	15	15	0%
VP for Research & Information Tech	15	16	13	15	16	7%
VP for Student Affairs	135	138	135	135	137	1%
VP for University Advancement	15	17	17	17	18	20%
University Total	661	714	740	800	837	27%

## History of Administrative Professionals by Ethnic Origin

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Asian	19	19	20	25	28	47%
Black	19	18	22	22	24	26%
Hispanic	39	43	46	51	53	36%
Native American	6	6	6	7	9	50%
Nonminority	578	628	646	695	723	25%
University Summary	661	714	740	800	837	27%

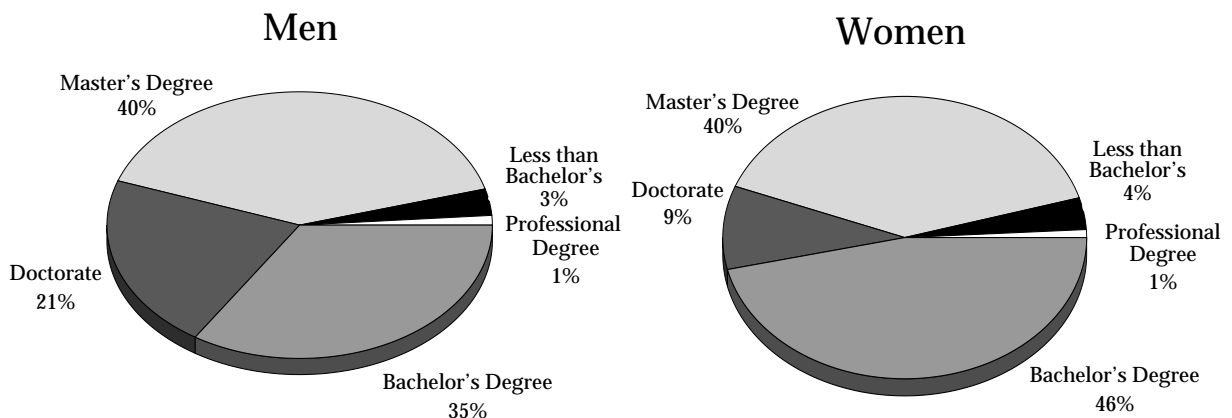
Note: Employees with a visa type of F1, F2, H1, H2, J1 or J2 J1 are included with nonminorities.

# Research Associates

## Research Associates by Gender

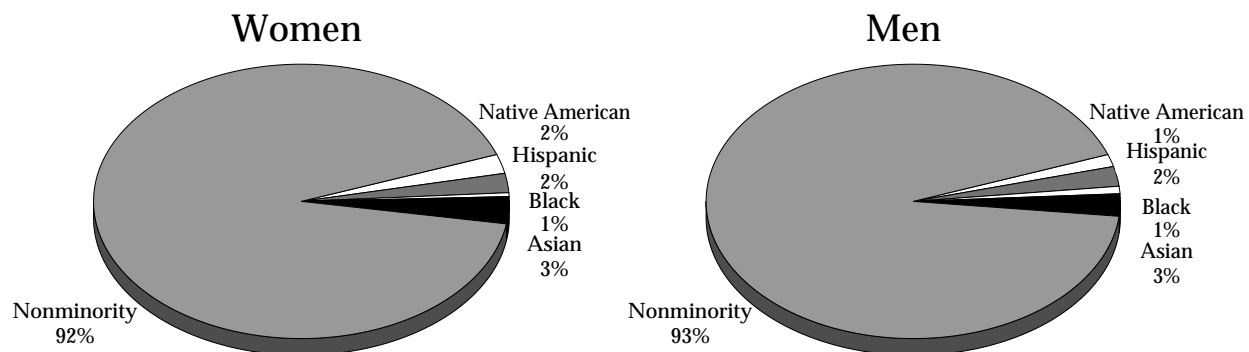
	Men	Percent Men	Women	Percent Women	Total Research Associates
Agricultural Experiment Station	2	100%	0	0%	2
Agricultural Sciences	38	68%	18	32%	56
Applied Human Sciences	8	28%	21	72%	29
Business	1	100%	0	0%	1
Cooperative Extension	0	0%	2	100%	2
Engineering	84	82%	18	18%	102
Liberal Arts	0	0%	0	0%	0
Library	2	50%	2	50%	4
Natural Resources	151	67%	74	33%	225
Natural Sciences	9	27%	24	73%	33
Veterinary Med & Bio Sci	41	41%	58	59%	99
VP for Academic Affairs	1	50%	1	50%	2
VP for Administrative Services	4	67%	2	33%	6
VP for Research & Info Tech	2	100%	0	0%	2
University Total	343	61%	220	39%	563

## Research Associates by Highest Degree Earned and Gender



# Research Associates

## Research Associates by Ethnicity and Gender



## History of Research Associates

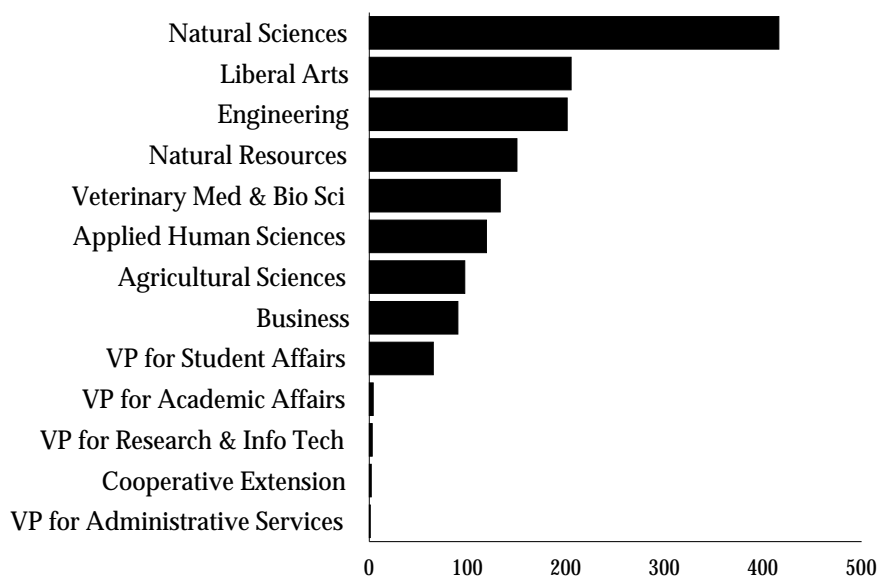
	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Agricultural Experiment Station	2	2	2	2	2	0%
Agricultural Sciences	47	50	50	53	56	19%
Applied Human Sciences	27	26	35	27	29	7%
Business	0	0	0	1	1	N/A
Cooperative Extension	0	0	0	1	2	N/A
Engineering	112	120	112	105	102	-9%
Liberal Arts	3	7	4	1	0	N/A
Library	0	0	0	4	4	N/A
Natural Resources	166	188	189	194	225	36%
Natural Sciences	34	34	35	37	33	-3%
Veterinary Med & Bio Sci	92	82	93	105	99	8%
VP for Academic Affairs	1	0	0	0	2	100%
VP for Administrative Services	5	6	5	5	6	20%
VP for Research & Info Tech	2	2	2	2	2	0%
University Total	491	517	527	537	563	15%

# Graduate Assistants

## Graduate Assistants by Gender

	Men	Percent Men	Women	Percent Women	Total
Agricultural Sciences	50	52%	47	48%	97
Applied Human Sciences	36	30%	83	70%	119
Business	55	61%	35	39%	90
Cooperative Extension	1	50%	1	50%	2
Engineering	151	75%	50	25%	201
Liberal Arts	83	40%	122	60%	205
Natural Resources	60	40%	90	60%	150
Natural Sciences	254	61%	162	39%	416
Veterinary Med & Bio Sci	58	44%	75	56%	133
VP for Academic Affairs	0	0%	4	100%	4
VP for Administrative Services	0	0%	1	100%	1
VP for Research & Info Tech	3	100%	0	0%	3
VP for Student Affairs	21	32%	44	68%	65
University Total	772	52%	714	48%	1,486

## Graduate Assistants by College or Area

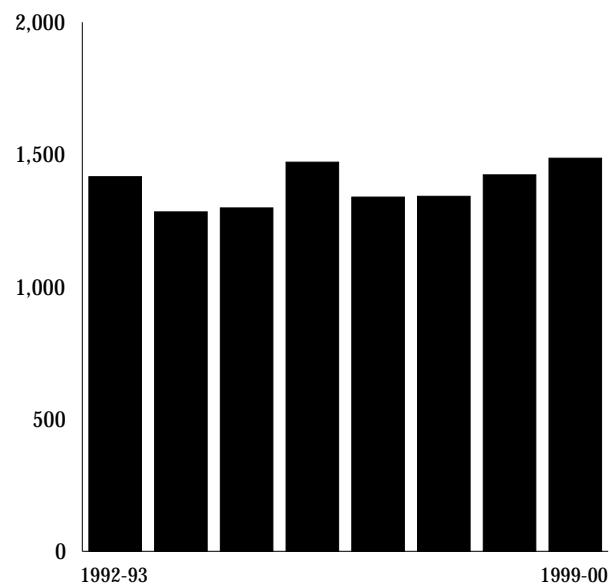


# Graduate Assistants

## History of Graduate Assistants by College

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Agricultural Sciences	108	103	95	93	97	-10%
Applied Human Sciences	123	105	96	106	119	-3%
Business	79	60	68	78	90	14%
Cooperative Extension	0	0	0	1	2	N/A
Engineering	204	165	186	205	201	-1%
Liberal Arts	239	238	218	206	205	-14%
Natural Resources	140	122	119	143	150	7%
Natural Sciences	384	369	399	403	416	8%
Veterinary Med & Bio Sci	107	106	105	120	133	24%
VP for Academic Affairs	20	10	2	4	4	-80%
VP for Administrative Services	0	0	1	0	1	N/A
VP for Research & Information Tech	0	0	0	0	3	N/A
VP for Student Affairs	67	61	53	64	65	-3%
University Total	1,471	1,339	1,342	1,423	1,486	1%

## History of Graduate Assistants



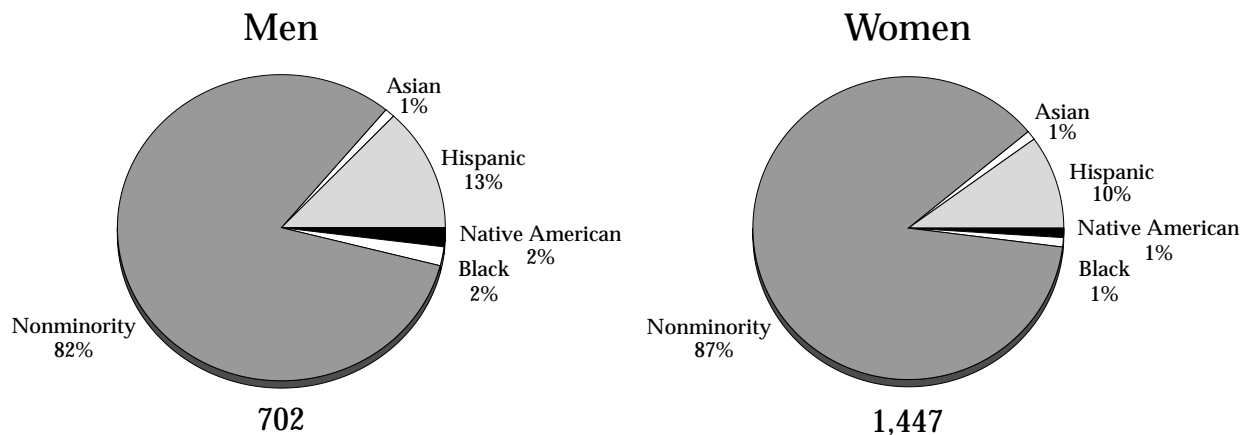


# State Classified Staff

## State Classified Staff by Gender

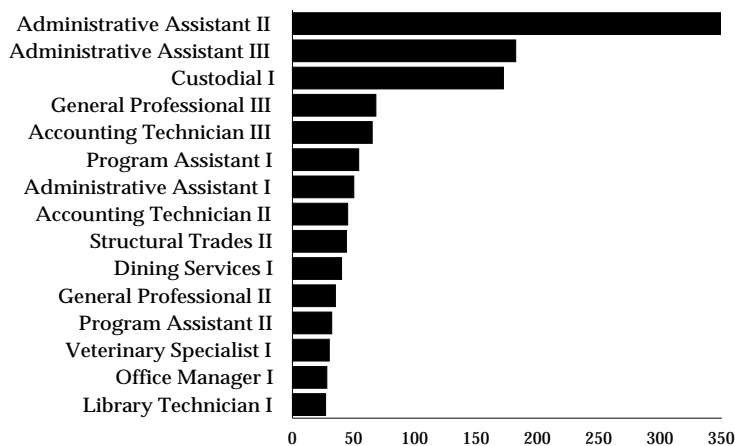
	Men	Percent Men	Women	Percent Women	Total State Classified
Agricultural Experiment Station	0	0%	5	100%	5
Agricultural Sciences	14	24%	45	76%	59
Applied Human Sciences	2	4%	45	96%	47
Athletics	0	0%	10	100%	10
Business	0	0%	15	100%	15
Colorado State Forest Service	10	32%	21	68%	31
Cooperative Extension	1	3%	39	97%	40
Engineering	12	17%	60	83%	72
Liberal Arts	1	3%	38	97%	39
Library	18	22%	64	78%	82
Natural Resources	4	11%	34	89%	38
Natural Sciences	10	15%	57	85%	67
President	0	0%	5	100%	5
Veterinary Med & Bio Sci	44	19%	193	81%	237
VP for Academic Affairs	22	21%	81	79%	103
VP for Administrative Services	284	55%	228	45%	512
VP for Research & Information Tech	66	43%	87	57%	153
VP for Student Affairs	185	32%	385	68%	570
VP for University Advancement	29	45%	35	55%	64
University Total	702	33%	1,447	67%	2,149

## State Classified Staff by Gender and Ethnicity



# State Classified Staff

## State Classified Staff by Job Title



Note: Includes positions with 27 or more employees.

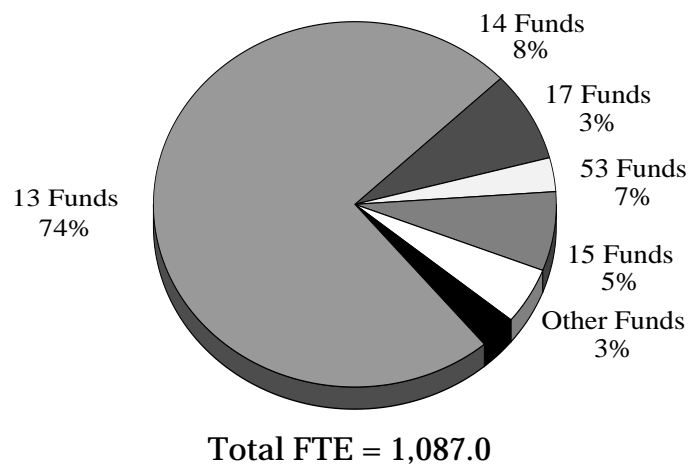
## History of State Classified Staff by College or Area

	1995-96	1996-97	1997-98	1998-99	1999-00	Percent Change
Agricultural Experiment Station	4	4	4	4	5	25%
Agricultural Sciences	67	61	59	61	59	-12%
Applied Human Sciences	59	54	51	48	47	-20%
Athletics	12	11	10	11	10	-17%
Business	15	15	16	17	15	0%
Colorado State Forest Service	33	35	35	32	31	-6%
Cooperative Extension	36	40	42	41	40	11%
Engineering	73	74	69	72	72	-1%
Liberal Arts	35	35	37	37	39	11%
Library	74	76	82	79	82	11%
Natural Resources	41	41	38	37	38	-7%
Natural Sciences	62	62	62	63	67	8%
President	4	4	5	5	5	25%
Veterinary Med & Bio Sci	214	217	224	232	237	11%
VP for Academic Affairs	66	68	66	76	103	56%
VP for Administrative Services	447	474	499	511	512	15%
VP for Research & Information Tech	134	131	139	146	153	14%
VP for Student Affairs	627	626	625	612	570	-9%
VP for University Advancement	73	62	63	58	64	-12%
University Total	2,076	2,090	2,126	2,142	2,149	4%

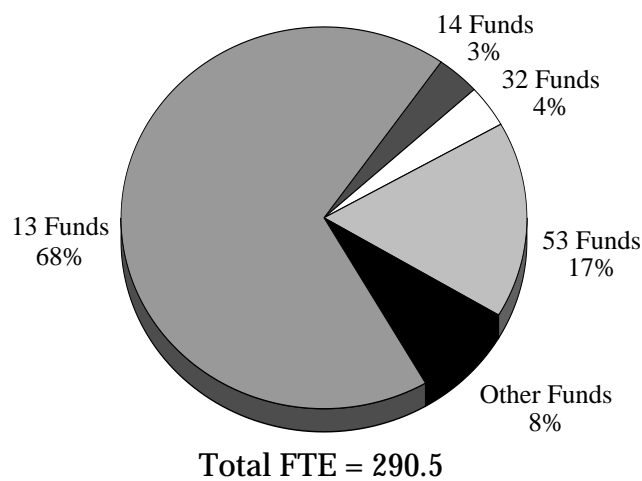
# Faculty Full-Time Equivalents

## FTE by Fund Group

### Regular Appointments



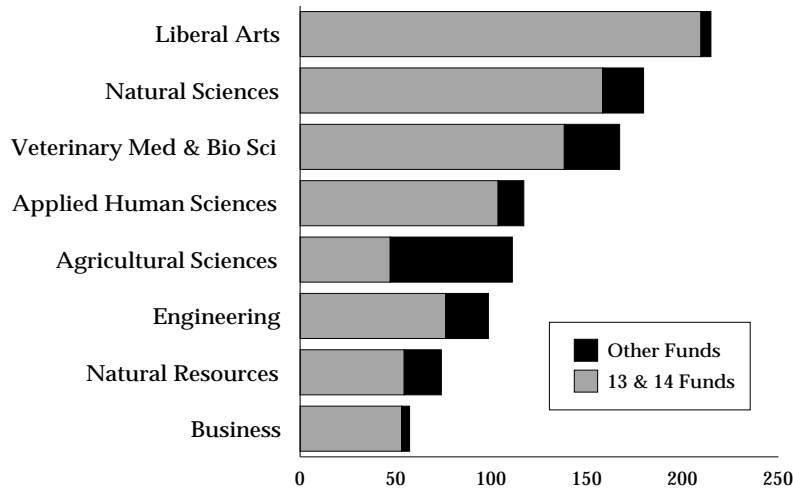
### Temporary and Special Appointments



*Note: All faculty (including vice presidents and deans) are included in this section.*

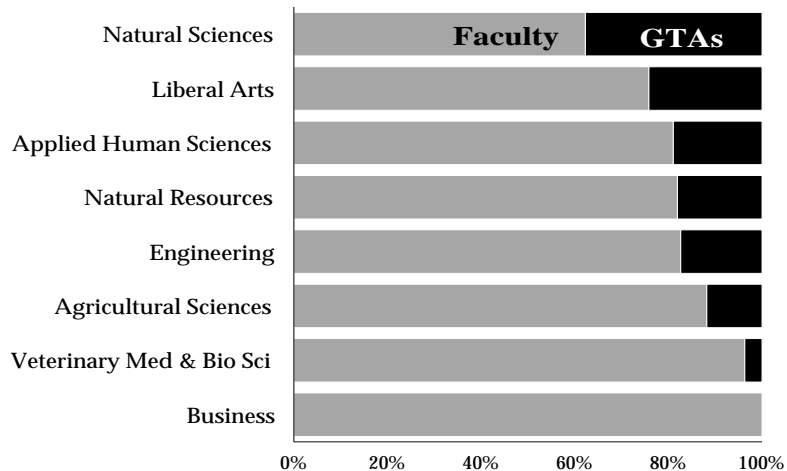
# Faculty Full-Time Equivalents

## Faculty on Regular Appointments FTE by College



Total College FTE Faculty = 1,018.5

## Faculty/GTA FTE Comparison

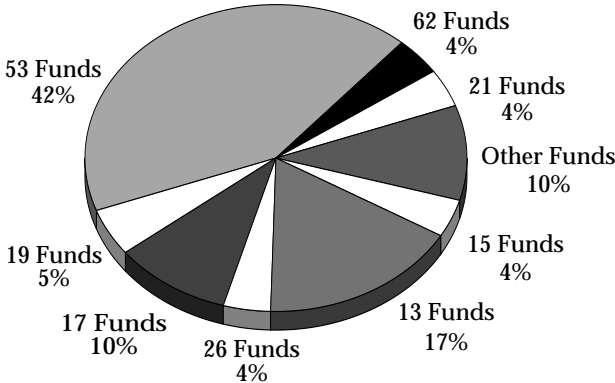


Note: All faculty (including vice presidents and deans) are included in this section. Faculty/GTA FTE comparison includes only faculty on regular appointments with 13 or 14 funds.

# Administrative Professional Full-Time Equivalents

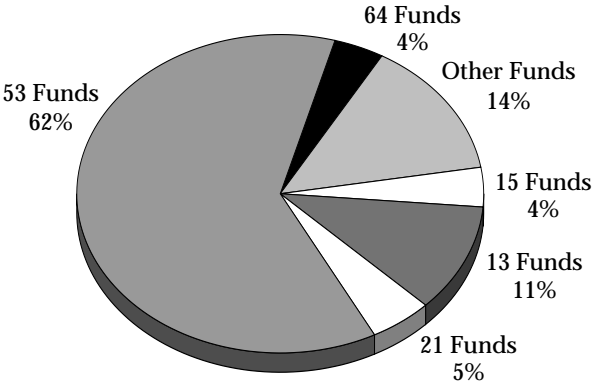
## FTE by Fund Group

### Regular or Special Appointment Type



Total FTE = 1,368.4

### Temporary Appointment Type

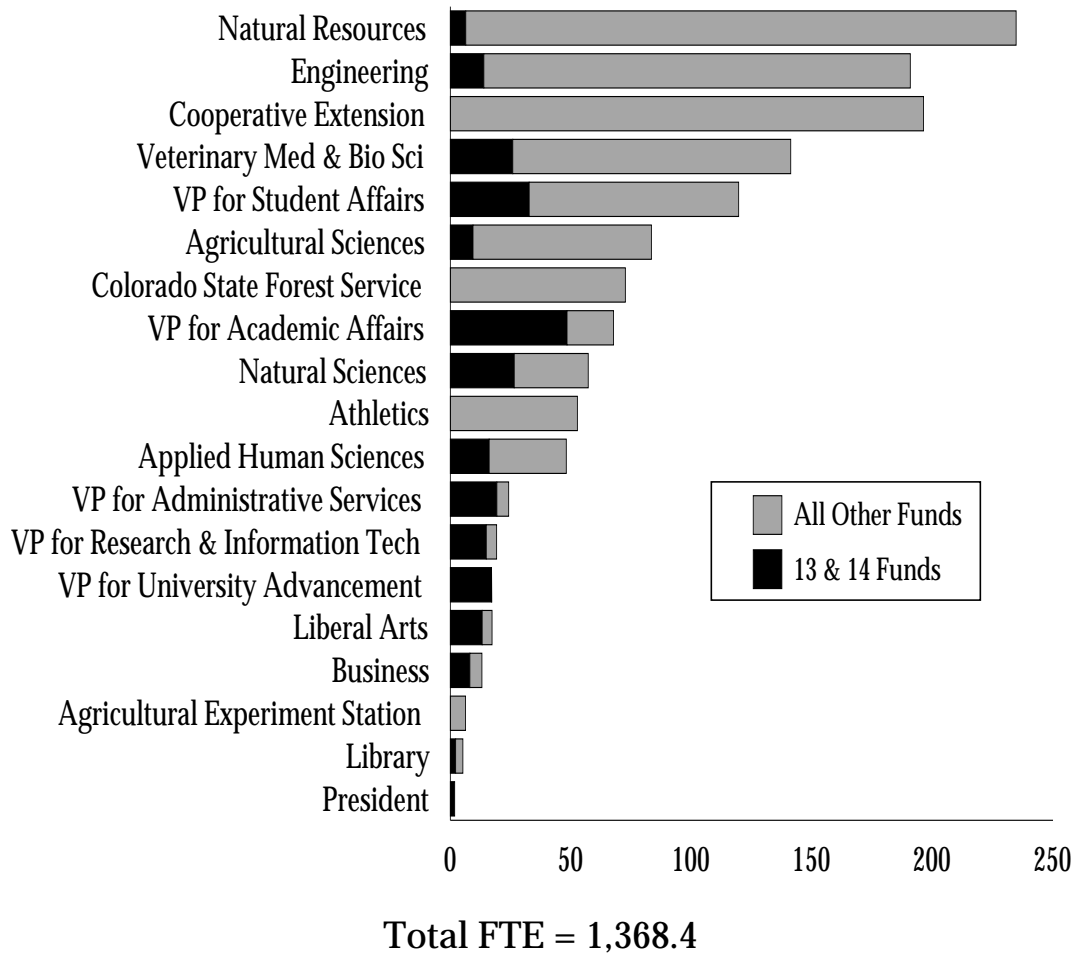


Total FTE = 83.8

Note: Administrative Professional FTE includes Research Associates.

# Administrative Professional Full-Time Equivalents

## By College or Area



*Note: Includes all administrative professionals on regular or special appointments.*