

# Report on Faculty to the San Diego State University Senate

## Spring 2017

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Report available at <http://fa.sdsu.edu/facultyadvancement/>

Dear Colleagues:

Each year, the Office of Faculty Advancement prepares for the SDSU University Senate committee on Faculty Affairs a statistical report on SDSU faculty. This year, in collaboration with members of the Diversity, Equity, and Opportunity and Faculty Affairs committees, we have expanded our report to address a number of significant issues:

- Faculty Size, 2009 – 2016, including headcounts by rank and college
- Faculty-Student Contact Hours as a measure of faculty impact on students
- Faculty Diversity, 2009 – 2016, including comparisons of faculty and student diversity
- Tenure Density, Instructional Density, and Student : Faculty Ratio
- Faculty Recruitment (including search outcomes), Advancement (including RTP outcomes), and Retention

Our goal is to provide data to support the Faculty Affairs committee as well as other Senate committees, academic units, and campus leaders in policy-making and planning. The Senate Faculty Affairs committee will review this report and present recommendations for further action to the Senate in Fall 2017.

This report is available to all on the Faculty Advancement [website](#). Please direct questions to Alexandra Wilson in the Office of Faculty Advancement at [alexandra.wilson@sdsu.edu](mailto:alexandra.wilson@sdsu.edu).

Joanna Brooks  
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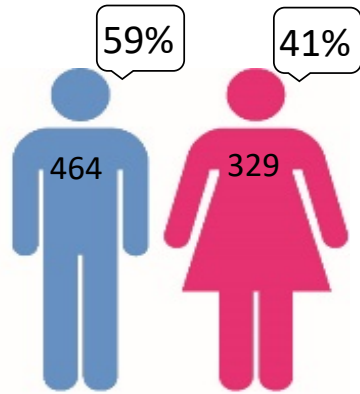
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# I. Faculty Size

2017

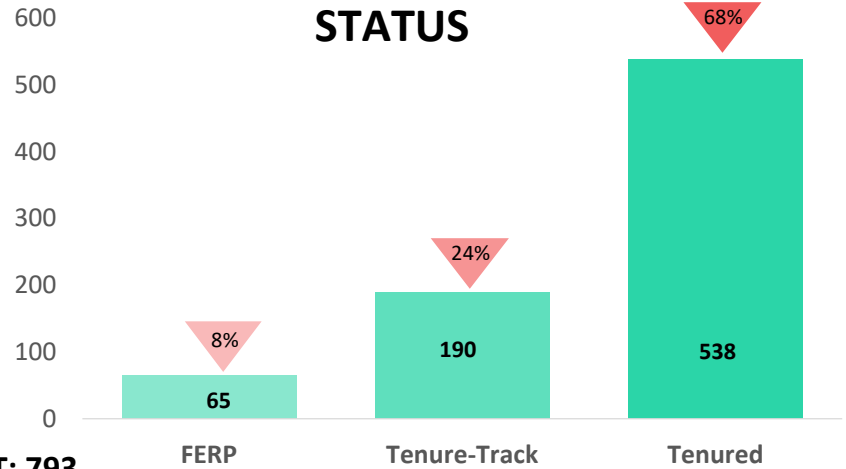
**GENDER**



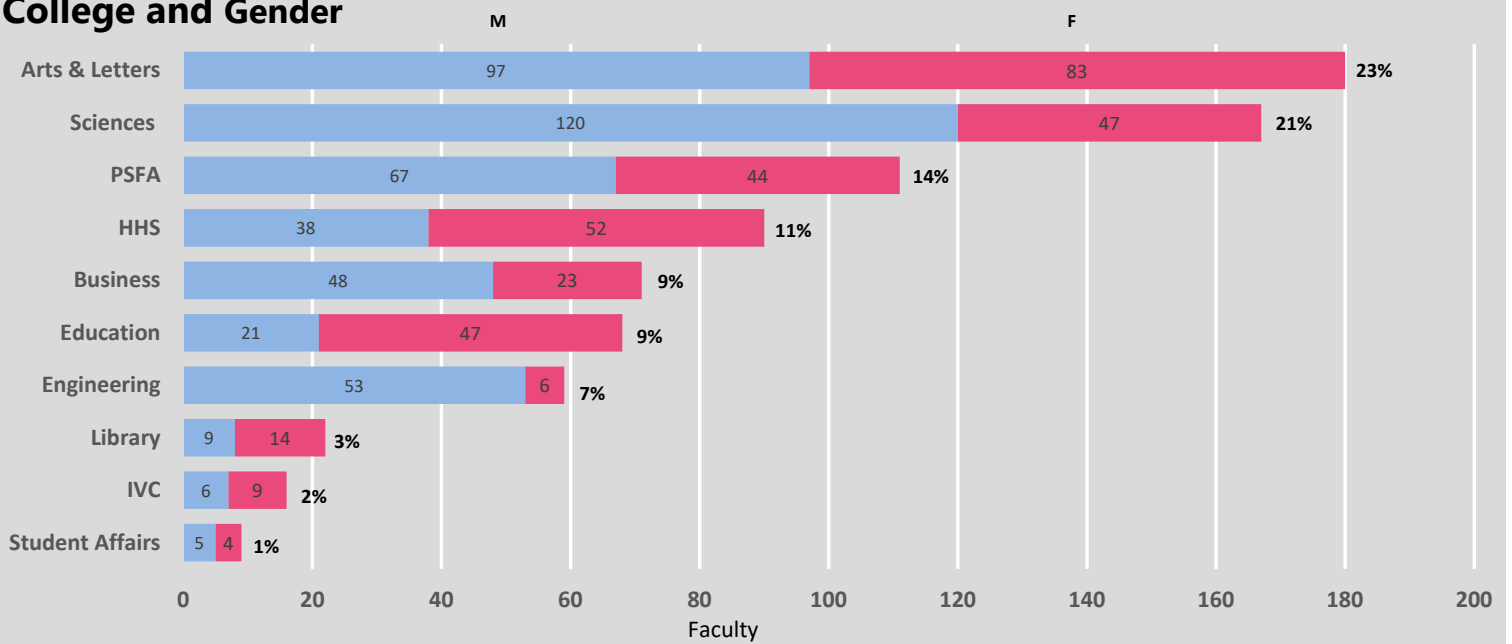
**TOTAL HEADCOUNT: 793**

Number of Faculty

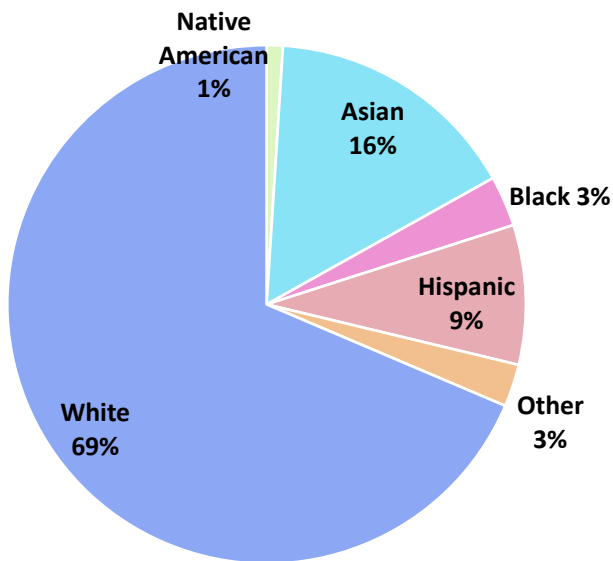
**STATUS**



**College and Gender**

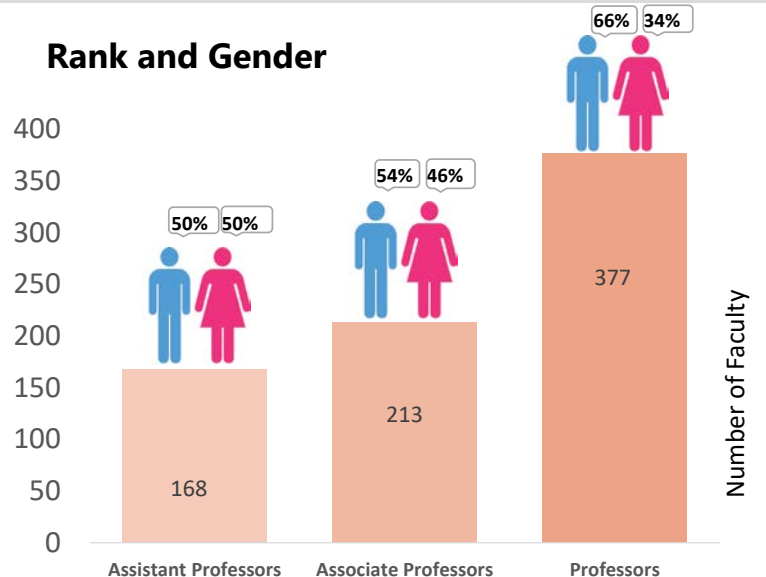


**ETHNICITY**



\*Totals may not equal to 100% due to rounding

**Rank and Gender**

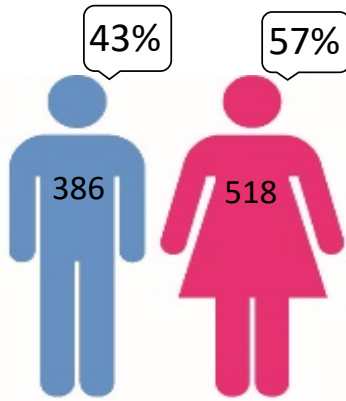


\*Rank and Gender graph does not include Librarians or SSPARS

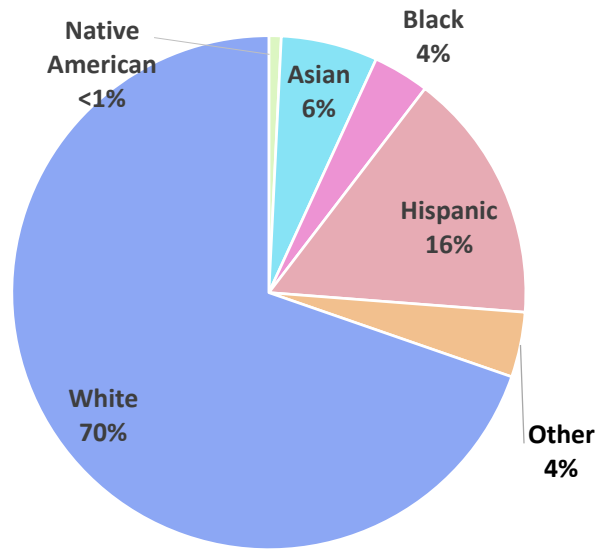
# By Headcount

\*Excludes faculty without gender or ethnicity data

## GENDER

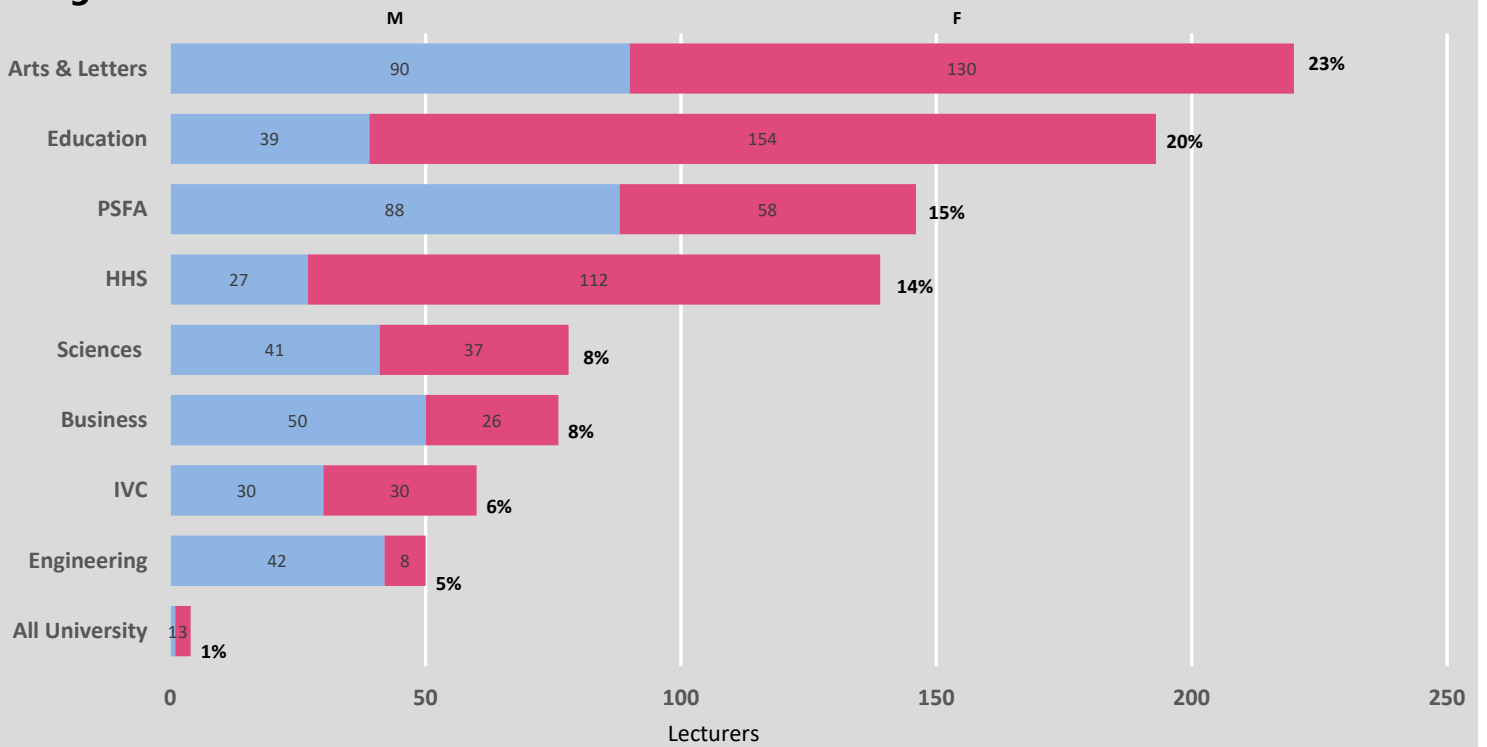


TOTAL HEADCOUNT: 904



## ETHNICITY

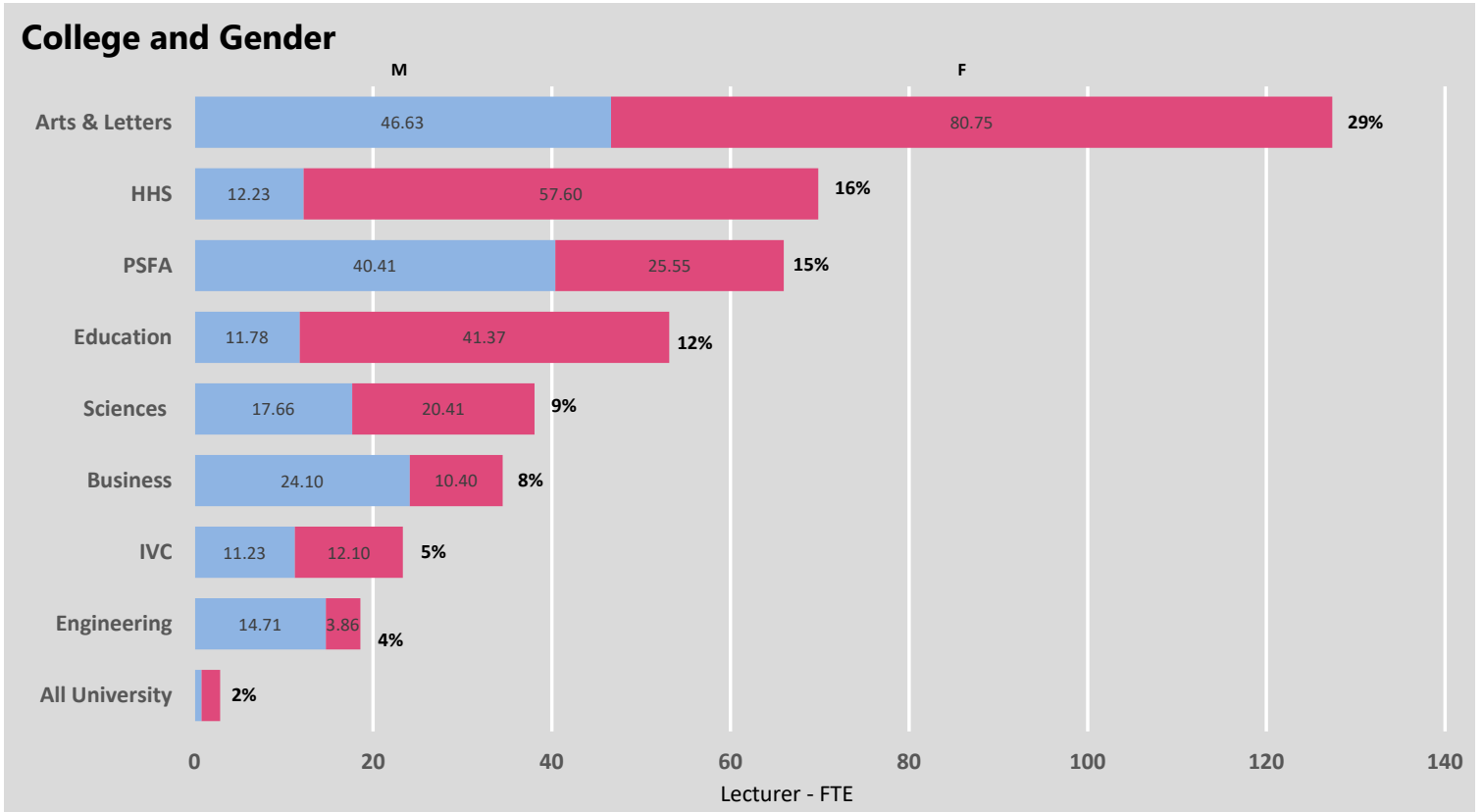
## College and Gender



The College and Gender graph (only) above displays lecturers by appointments. If a Lecturer has more than one appointment, he/she will be represented by however many appointments he/she holds, i.e., a Lecturer with a split appointment between Teacher Education and Special Education will be counted as 2 units in the College of Education. This applies both for appointments within the same college and for appointments across colleges.

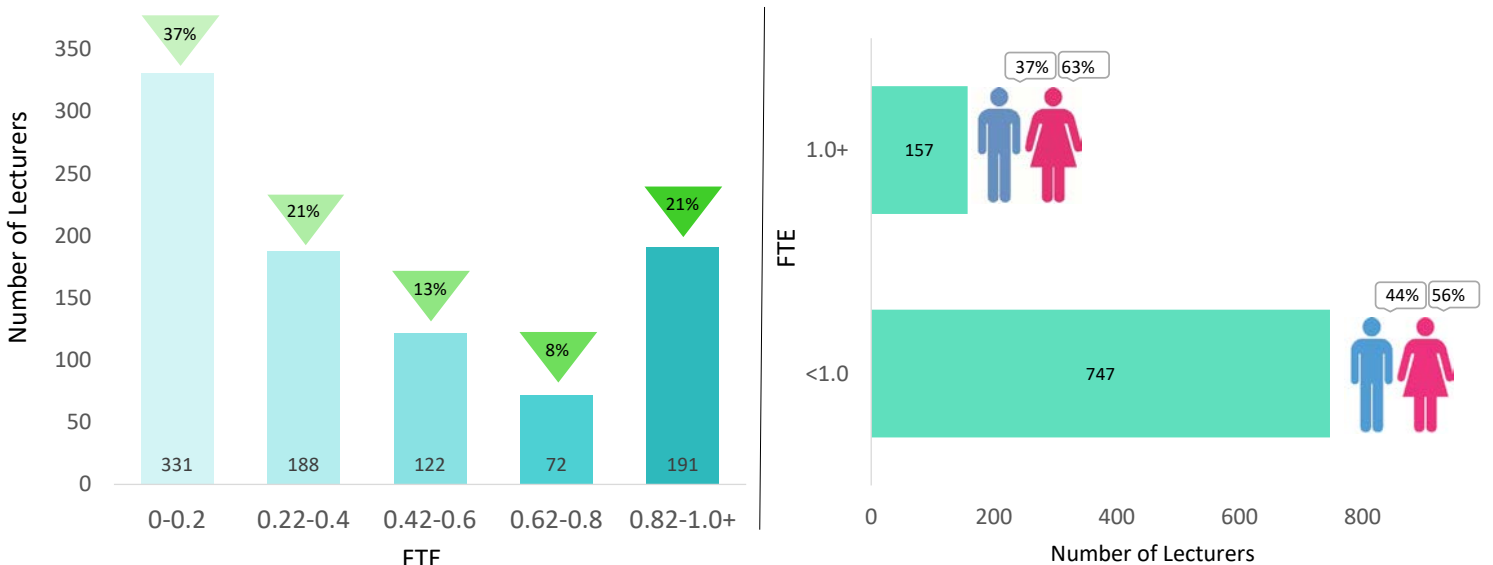
# By FTE

## College and Gender



The graph above depicts Lecturers by FTE. If a Lecturer has more than one appointment, he/she will be represented by the cumulative total of the appointments he/she holds, i.e., a lecturer with a split appointment between Child and Family Development and Women's Studies will show .5 units in the College of Education and .5 units in the College of Arts and Letters. This applies for both appointments across colleges and appointments within the same college.

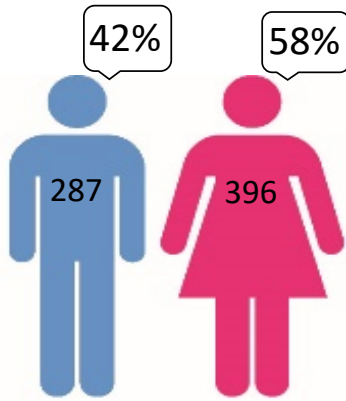
## Total FTE per Lecturer



\*Totals may not equal to 100% due to rounding

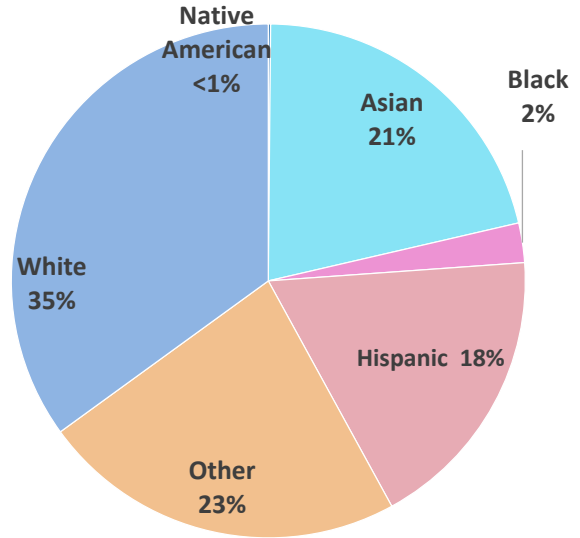
## By Headcount

### GENDER

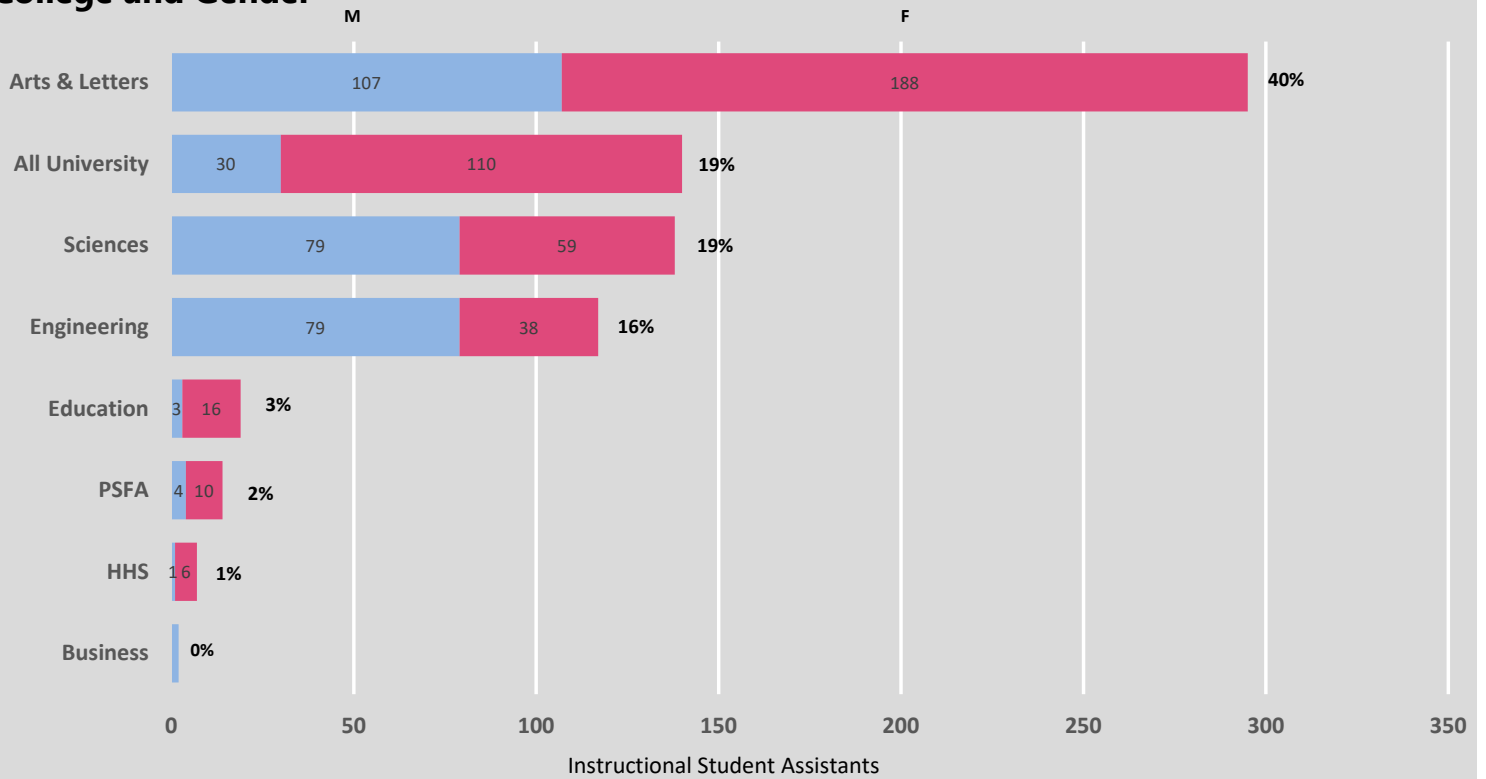


TOTAL HEADCOUNT: 683

### ETHNICITY



### College and Gender

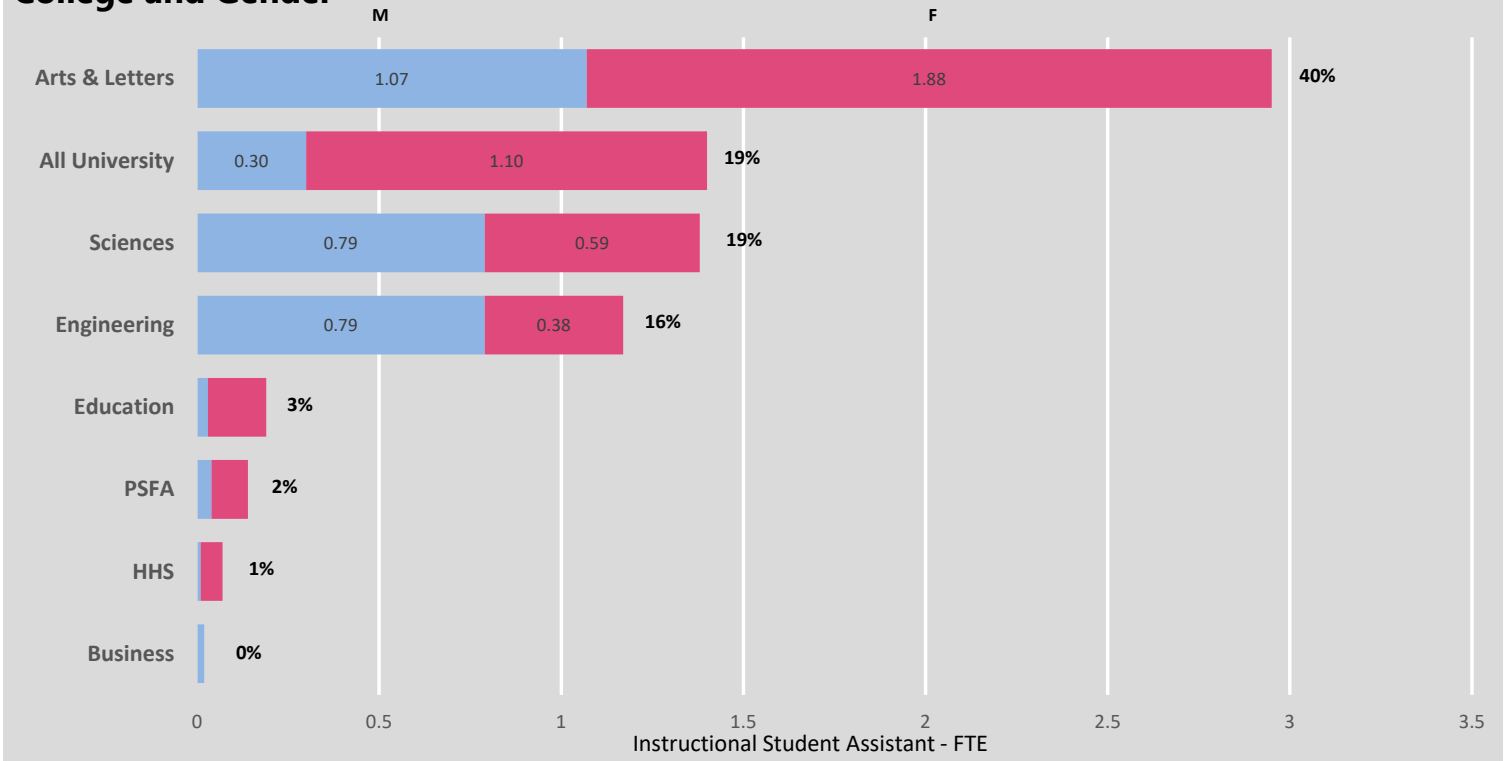


The data shown in the College and Gender graph (only) above displays Instructional Student Assistants by appointments. If an Instructional Student Assistant has more than one appointment, he/she will be represented by however many appointments he/she holds within each college. For example, if an Instructional Student Assistant holds appointments in All University and the College of Sciences, he/she will be represented by 2 units, 1 unit in each category.



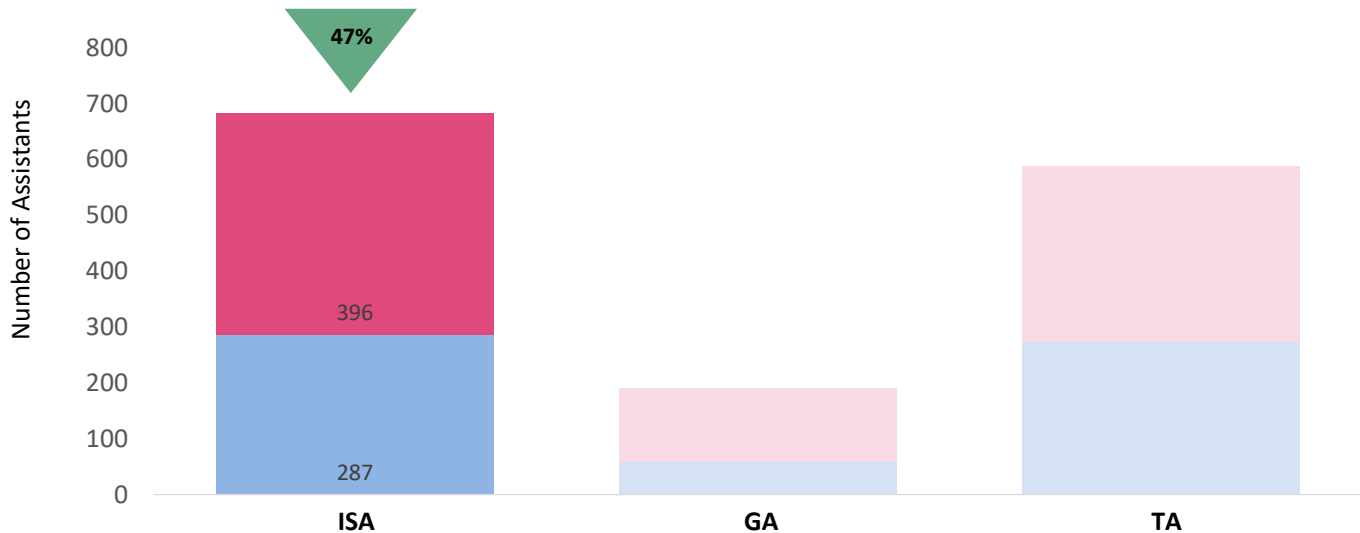
## By FTE

### College and Gender



The graph above depicts Instructional Student Assistants by FTE. If an Instructional Student Assistant has more than one appointment, he/she will be represented by the cumulative total of the appointments he/she holds. However, Instructional Student Assistants do not hold more than 0.02 cumulative units. For example, a cumulative appointment of 0.02 can be split between .01 in All University and .01 in Education.

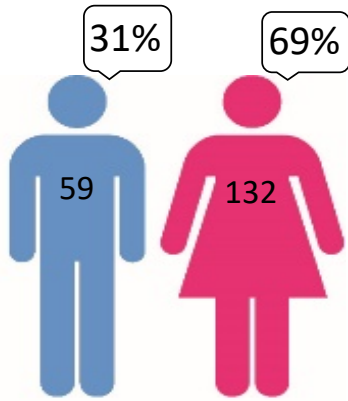
### Comparison by Job Category



\*Totals may not equal to 100% due to rounding

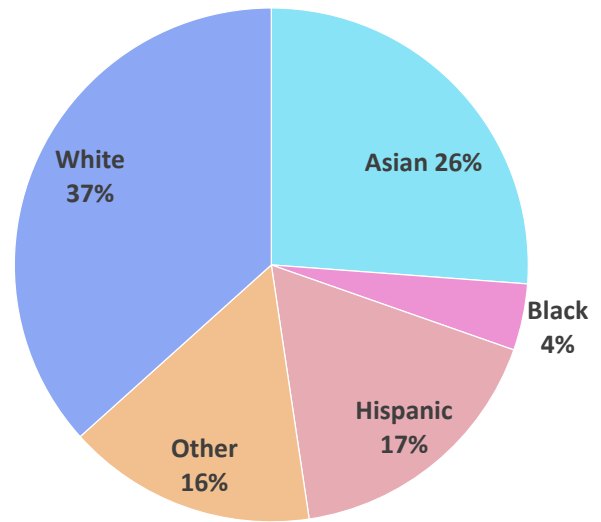
## By Headcount

### GENDER

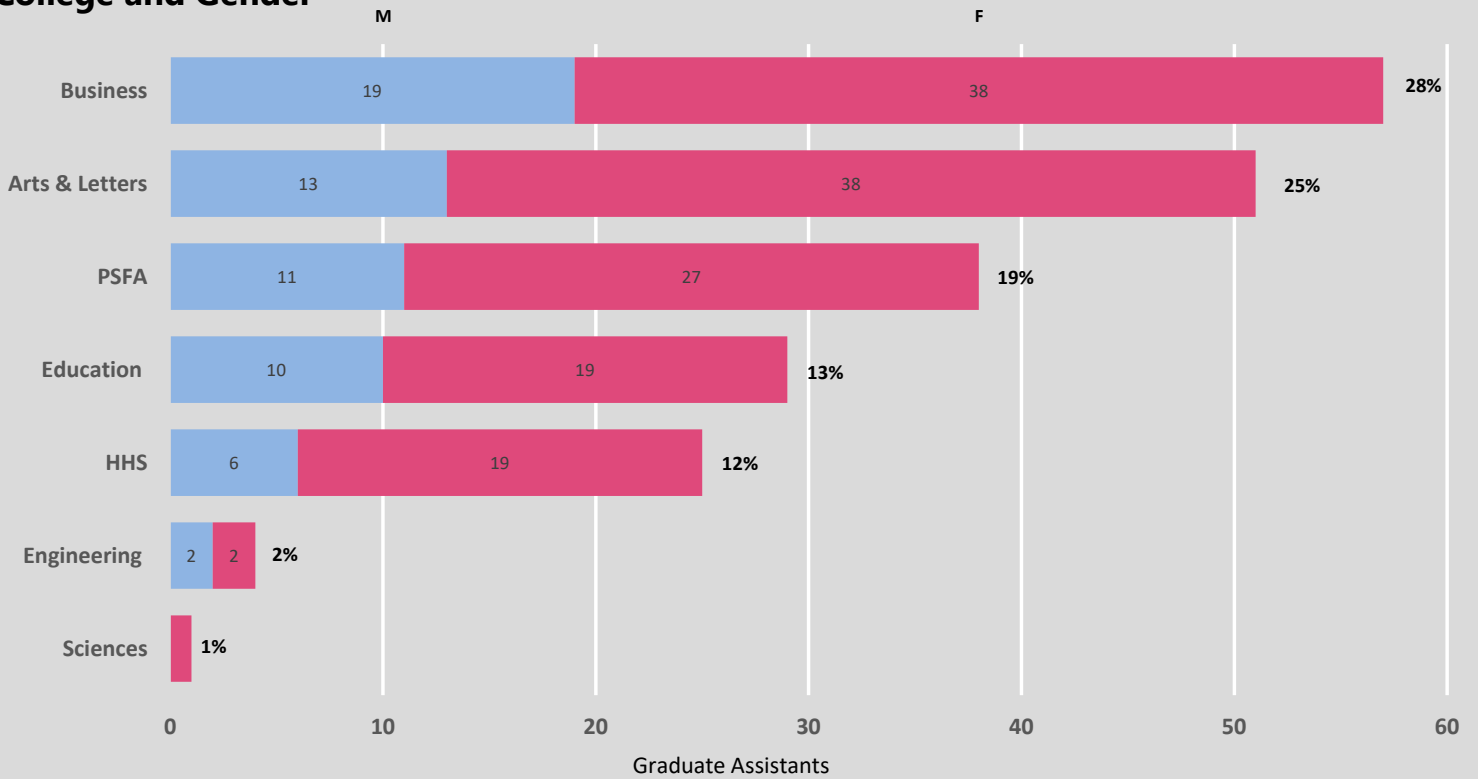


TOTAL HEADCOUNT: 191

### ETHNICITY

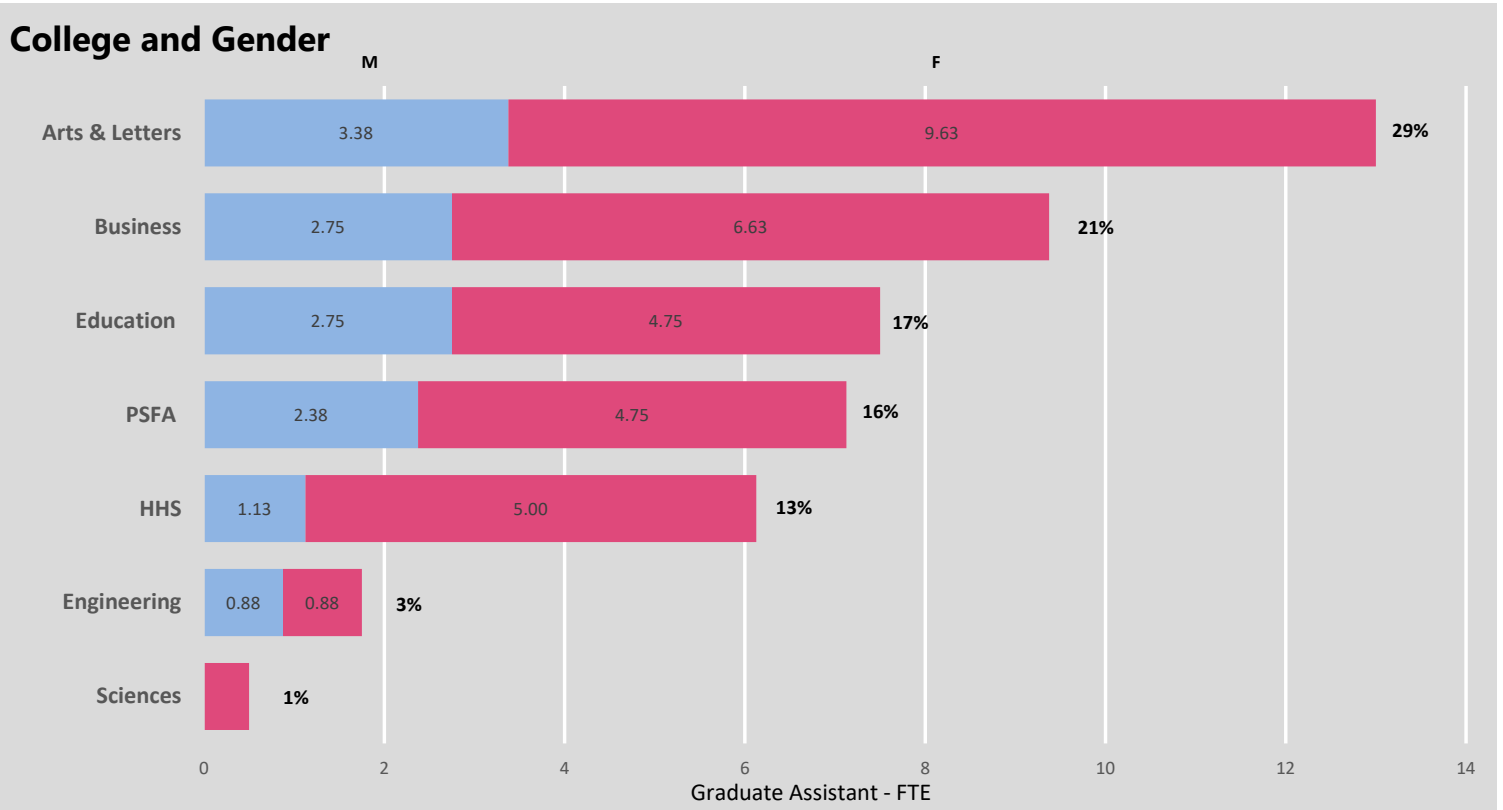


### College and Gender



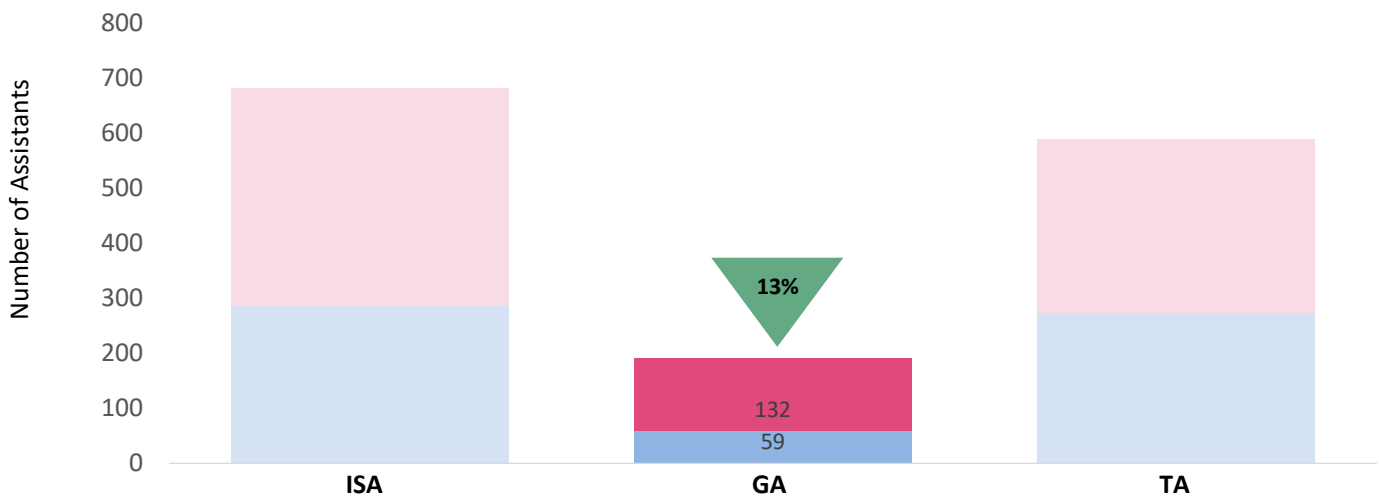
The data shown in the College and Gender graph (only) above displays Graduate Assistants by appointments. If a Graduate Assistant has more than one appointment, he/she will be represented by however many appointments he/she holds within each college. A Graduate Assistant with an appointment in Music and Dance and an appointment in Theatre, Television, and Film will be depicted as a count of 2 units in the College of Professional Studies and Fine Arts.

## By FTE



The graph above depicts Graduate Assistants by FTE. If a Graduate Assistant has more than one appointment, he/she will be represented by the cumulative total of the appointments he/she holds, i.e., a Graduate Assistant with .375 units in Management and .125 units in Marketing will be depicted as .5 units in the Fowler College of Business Administration.

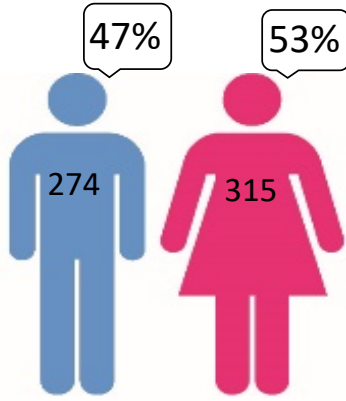
### Comparison by Job Category



\*Totals may not equal to 100% due to rounding

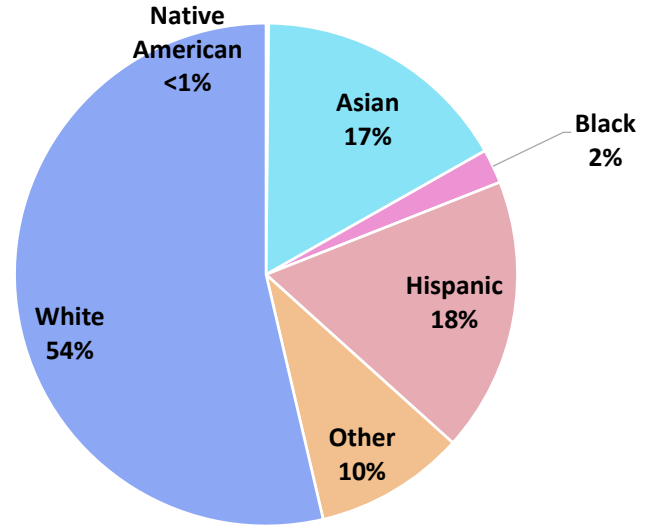
# By Headcount

## GENDER

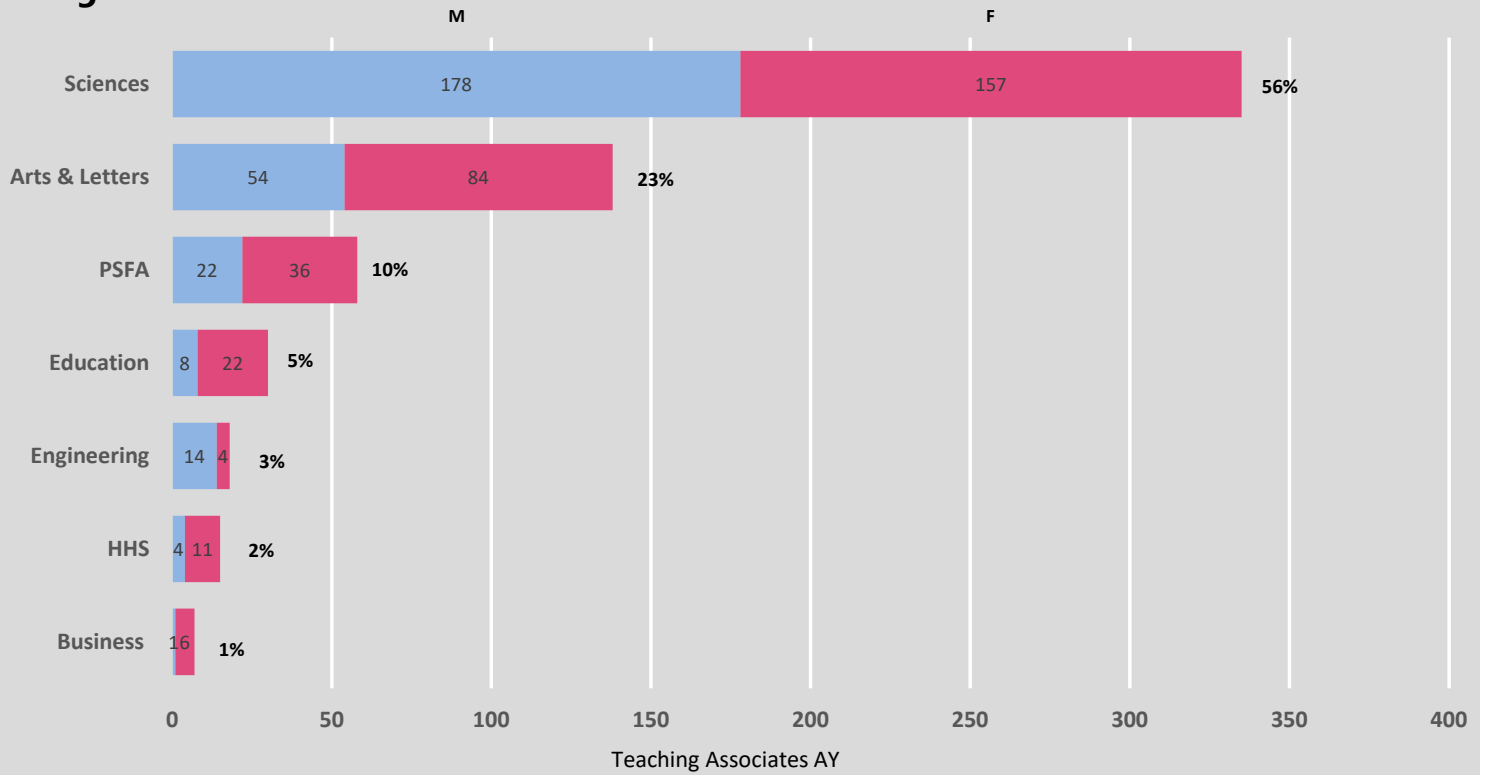


TOTAL HEADCOUNT: 589

## ETHNICITY

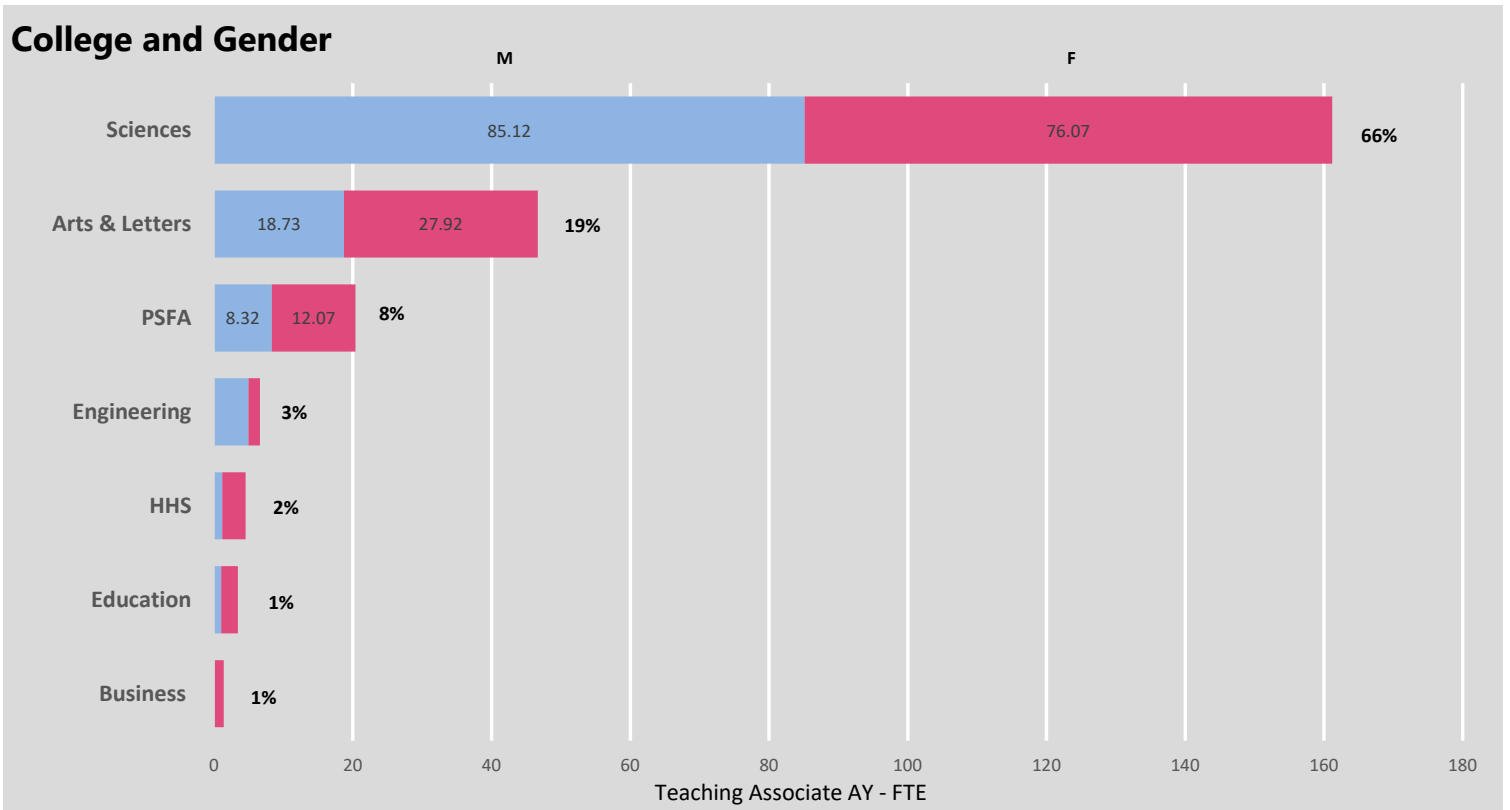


## College and Gender



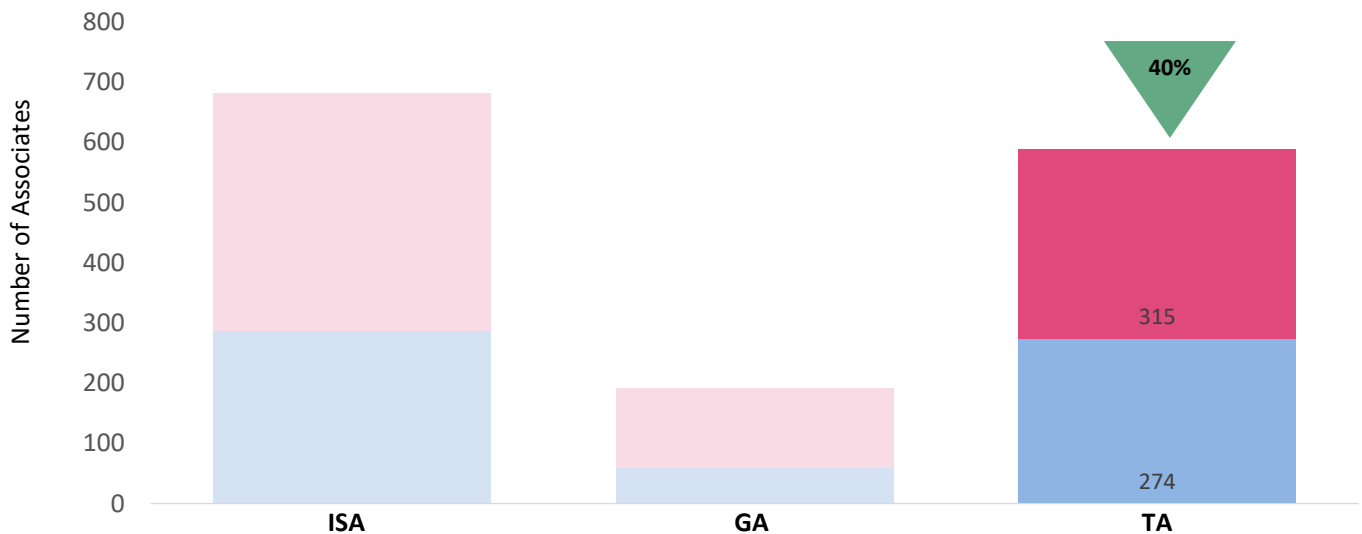
The data shown in the College and Gender graph (only) above displays Teaching Associates AY by appointments. If a Teaching Associate holds more than one appointment, he/she will be represented by however many appointments he/she holds within each college. A Teaching Associate with an appointment in the Dean's Office as an Educational Coordinator and an appointment in Education Leadership will be depicted as a count of 2 units in the College of Education.

## By FTE



The graph above depicts Teaching Associates AY by FTE. If a Teaching Associate has more than one appointment, he/she will be represented by the cumulative total of the appointments he/she holds, i.e., a Teaching Associate with .4 units in Mathematics and Statistics and .1 units in Computational Science will be depicted as .5 units in the College of Sciences.

### Comparison by Job Category



\*Totals may not equal to 100% due to rounding

## Faculty Contact Hours

*Faculty Contact Hours- The total number of hours per week that the instructor is physically present with students while delivering instruction.*

	Fall 2016	Spring 2017
<b>Total Faculty Contact Hours:</b>	17,015.40	16,538.00
<b>Total Instructional Weeks per Semester:</b>	15.00	15.00
<b>Faculty Contact Hours per Semester:</b>	255,231.00	248,070.00

**Total Faculty Contact Hours per Year: 503,301.00**

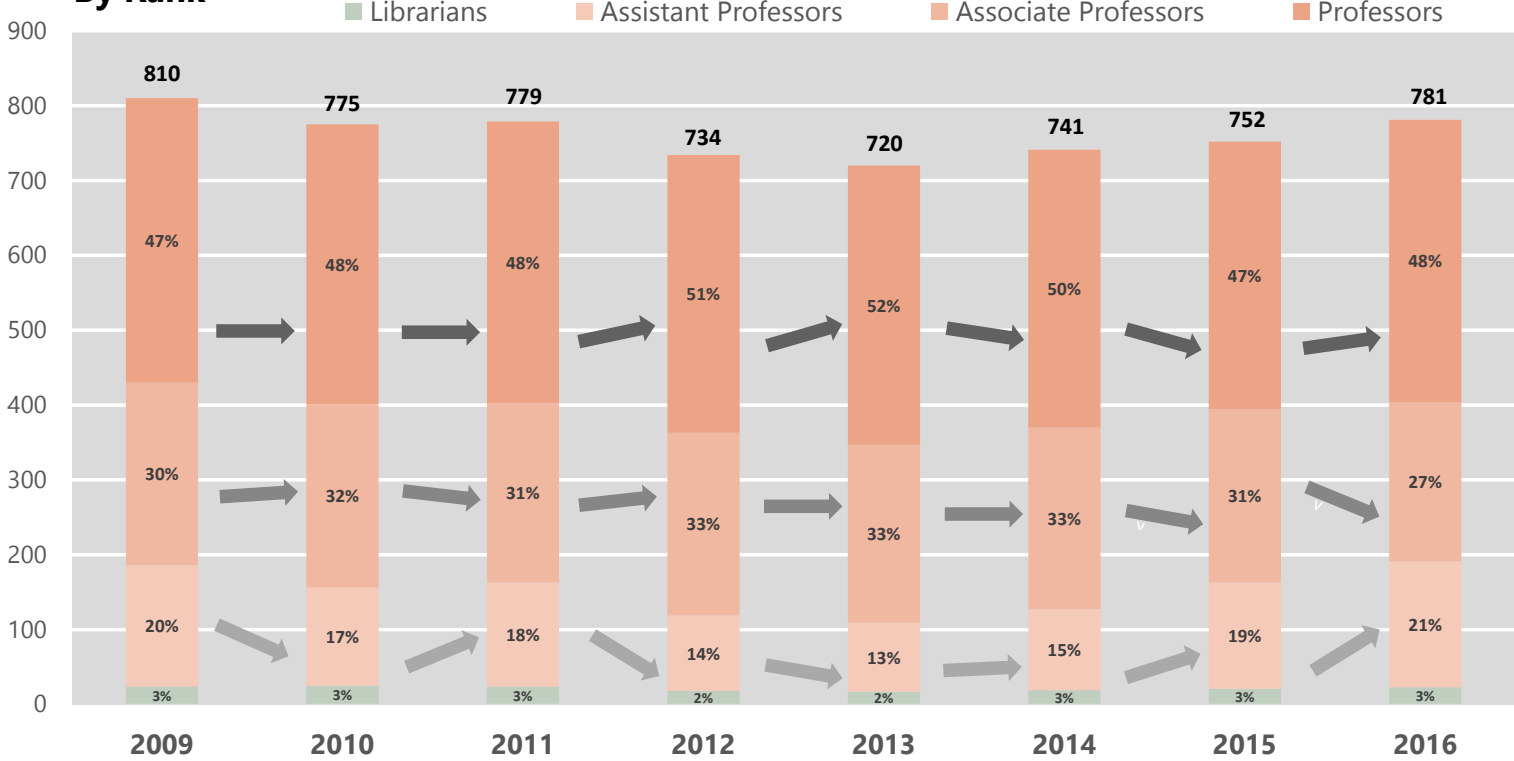
*Sample Includes Main Campus and Imperial Valley Campus. Does not include online courses or cancelled courses. Summer Faculty Contact Hours not included in totals.*

# **II. Tenured and Tenure-Track Faculty Year over Year**

2009-2016

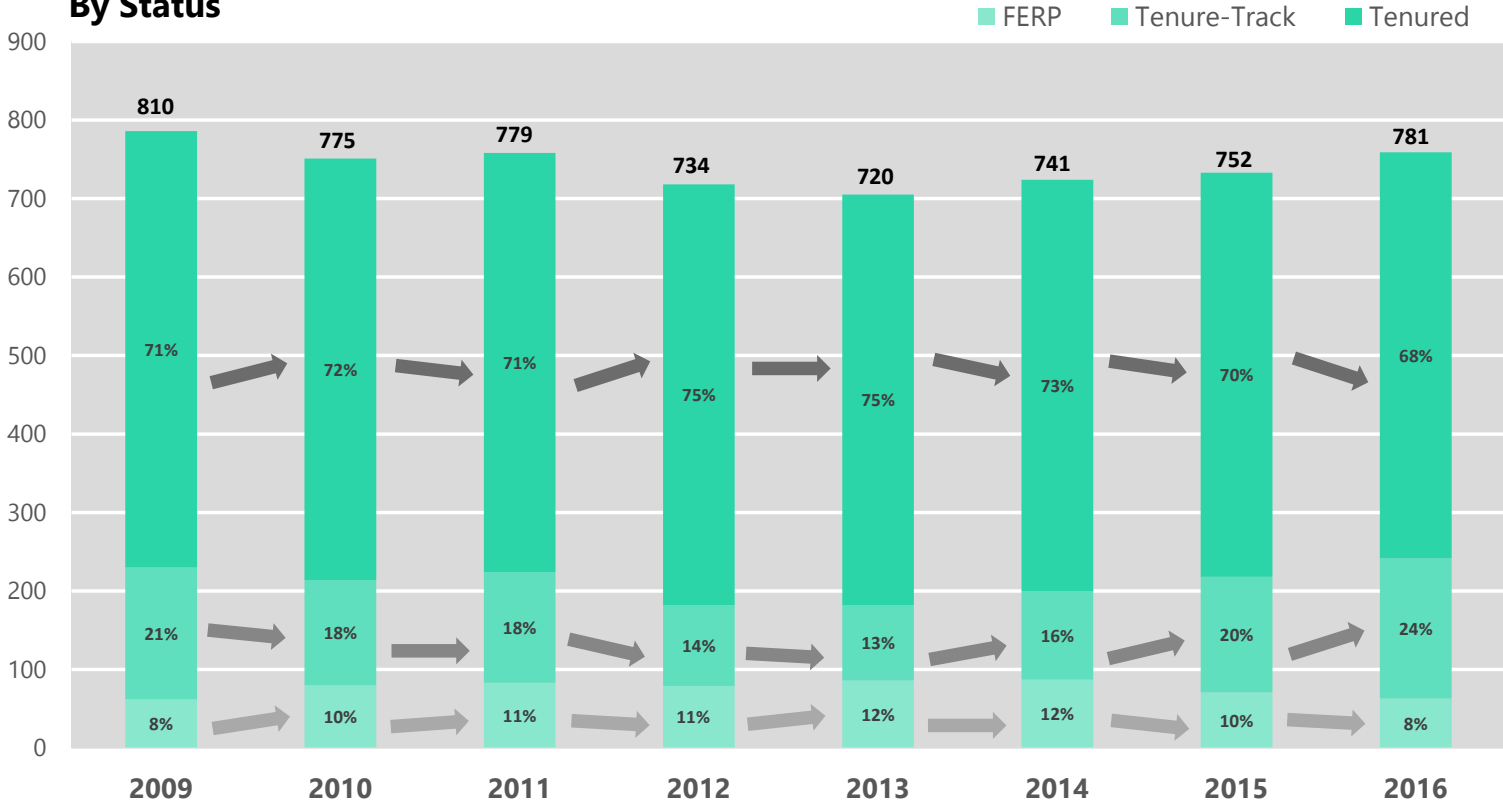
# Tenured and Tenure-Track Faculty Headcounts

## By Rank



Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. 2009-2015 Headcounts taken in the Fall, 2016 taken in Spring 2017. SSPARs and MPPs excluded.

## By Status

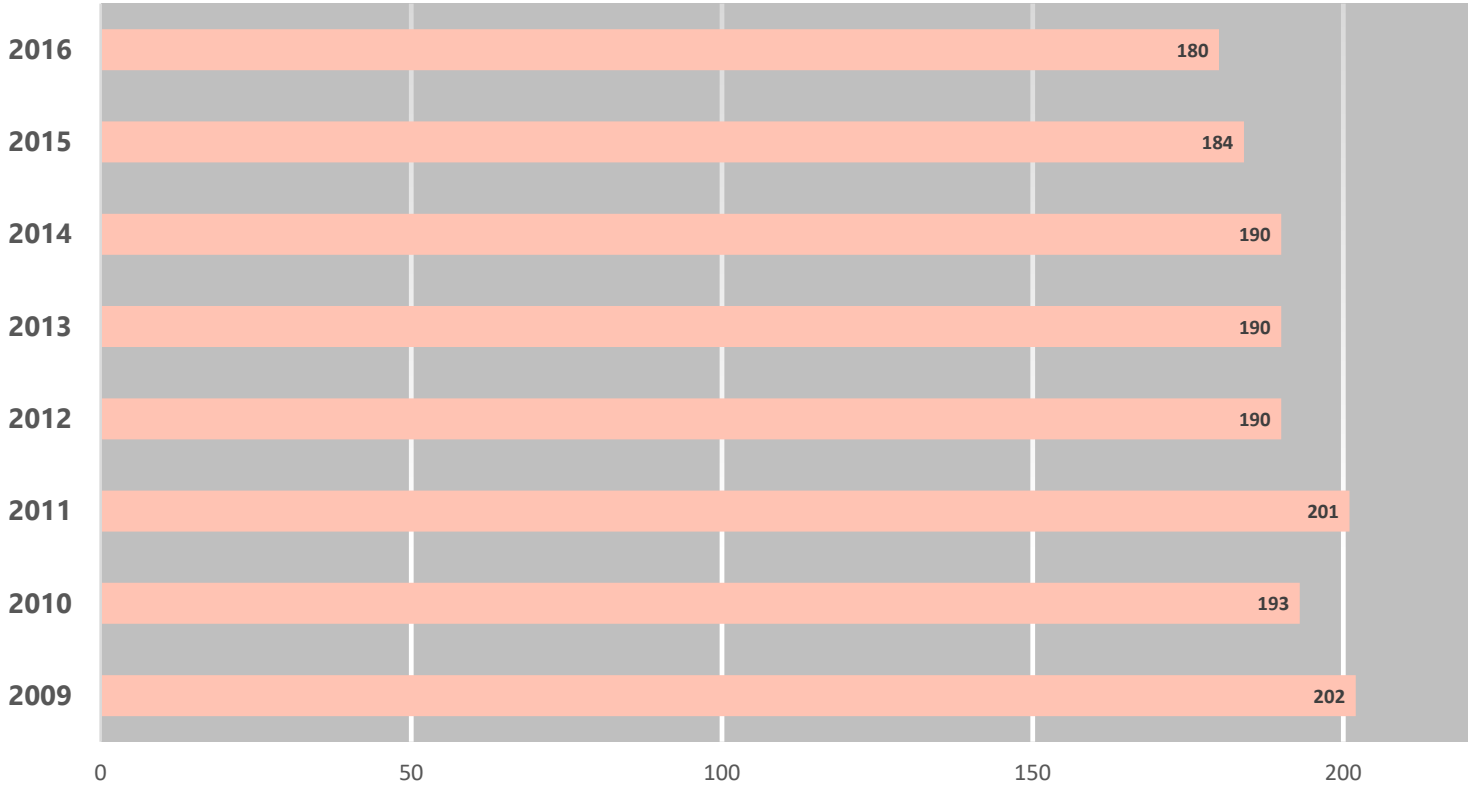


\*Totals may not equal to 100% due to rounding



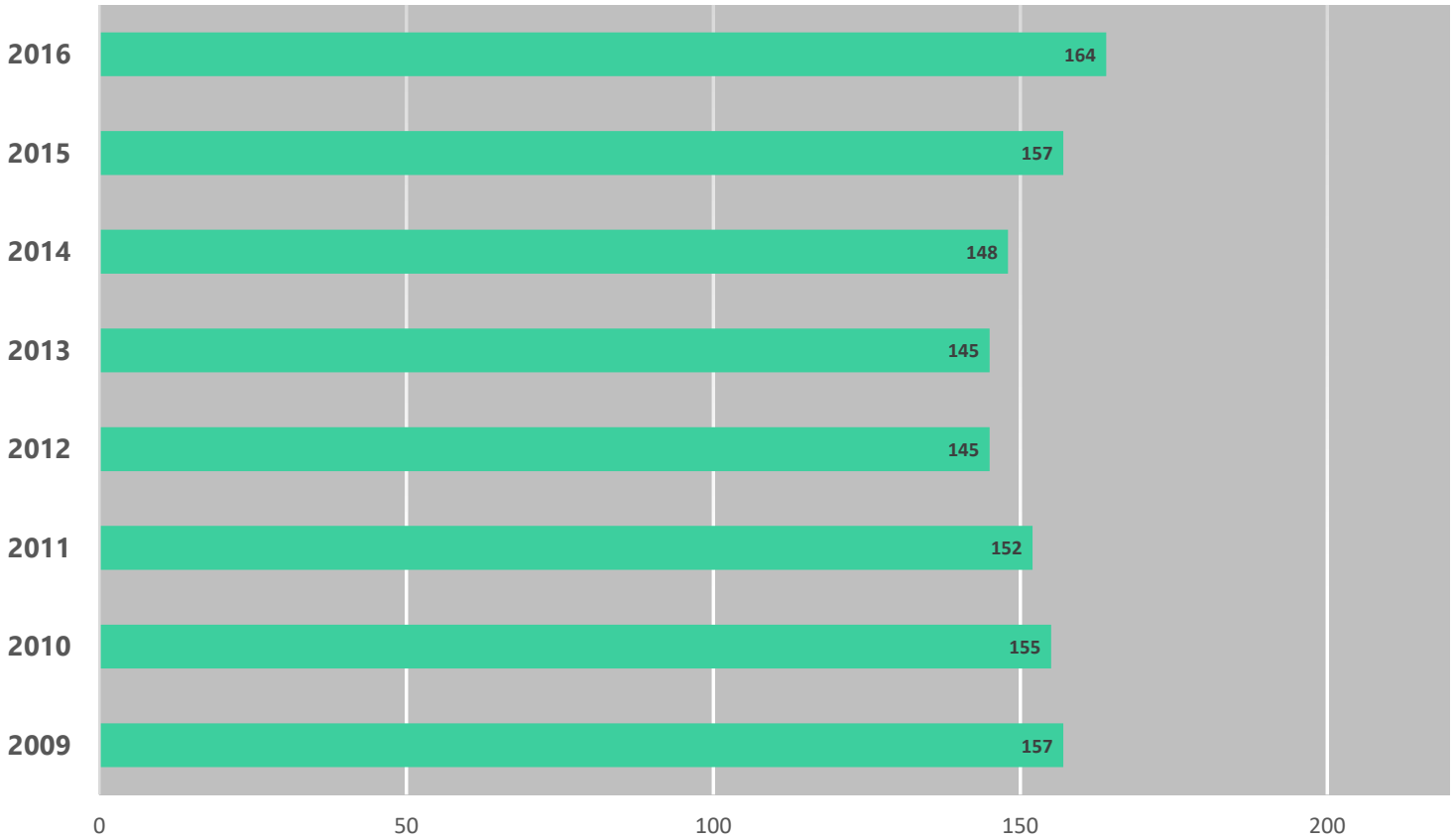
# Tenured and Tenure-Track Faculty Headcounts

## Arts and Letters



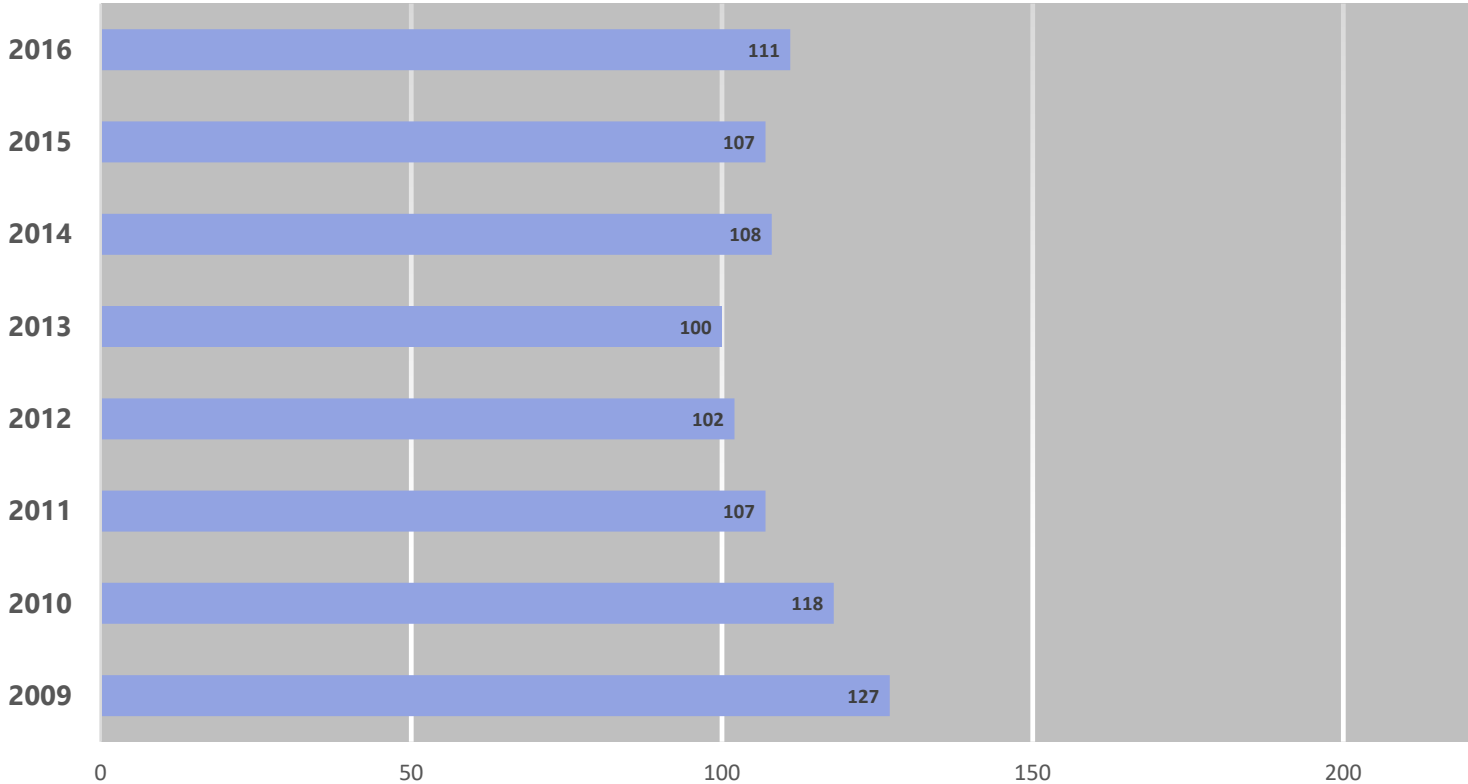
Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. 2009-2015 Headcounts taken in the Fall, 2016 taken in Spring 2017. SSPARs and MPPs excluded.

## Sciences



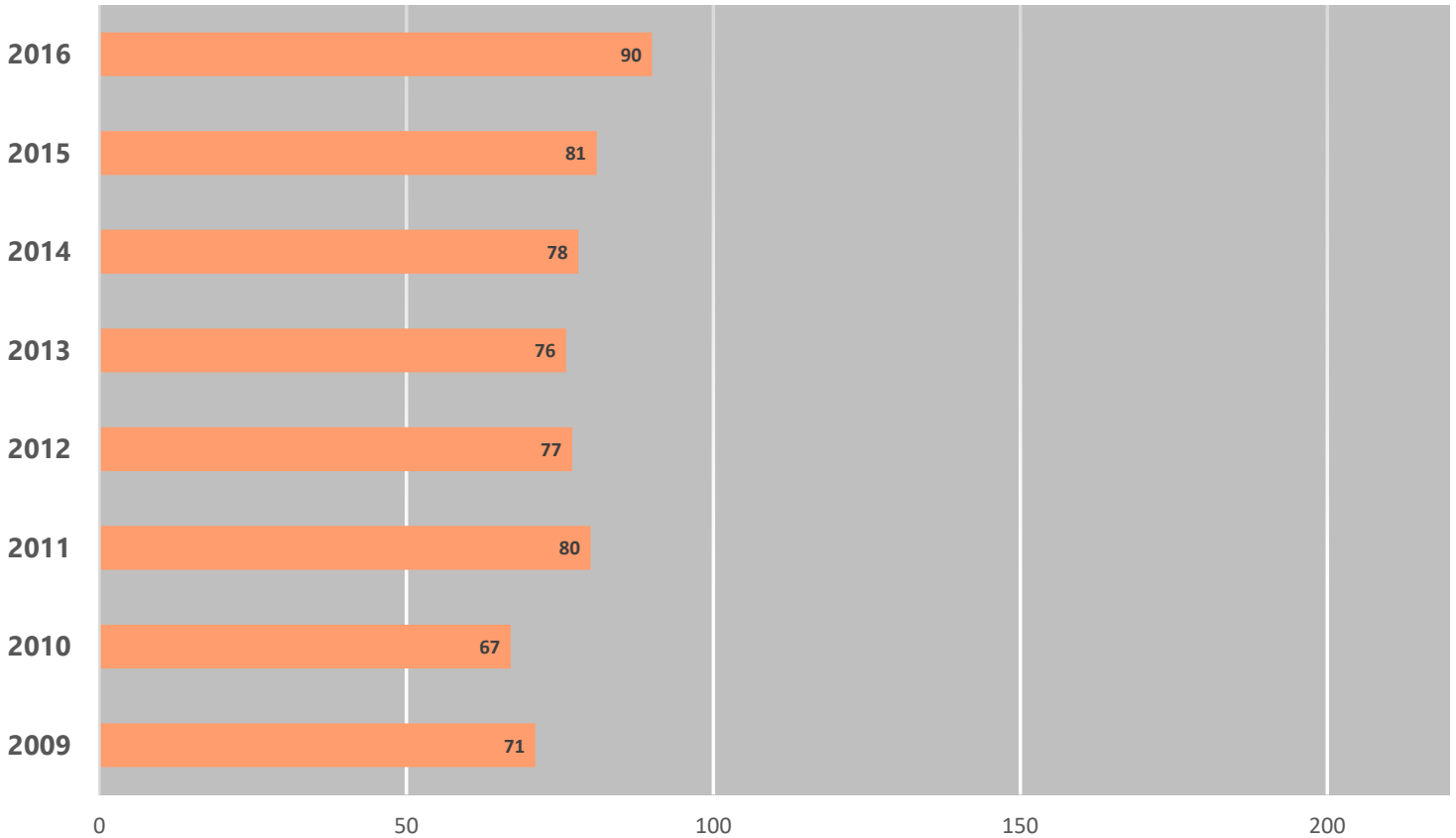
Tenured and Tenure-Track Faculty  
Headcounts

Professional Studies and Fine Arts



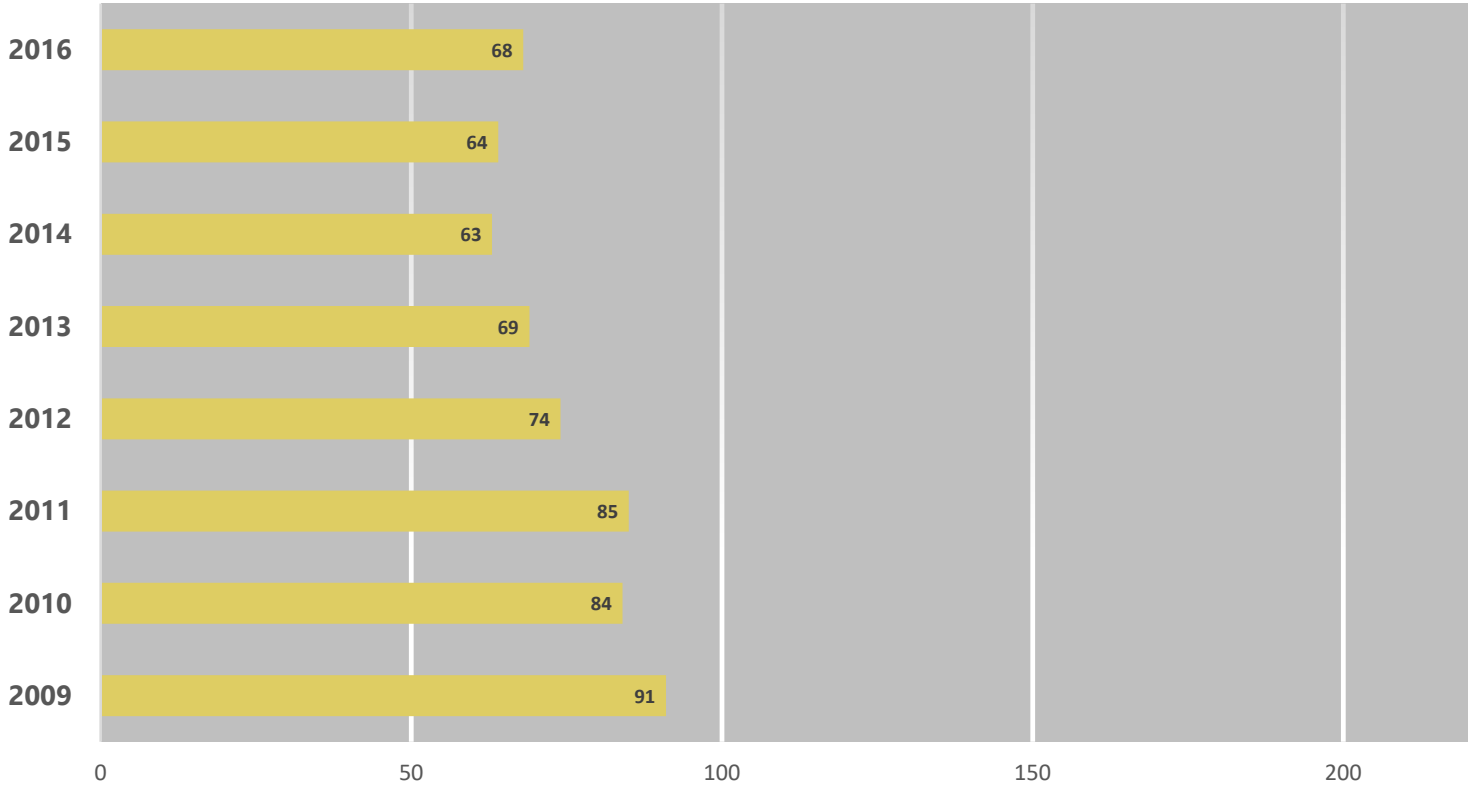
Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. 2009-2015 Headcounts taken in the Fall, 2016 taken in Spring 2017. SSPARs and MPPs excluded.

Health and Human Services



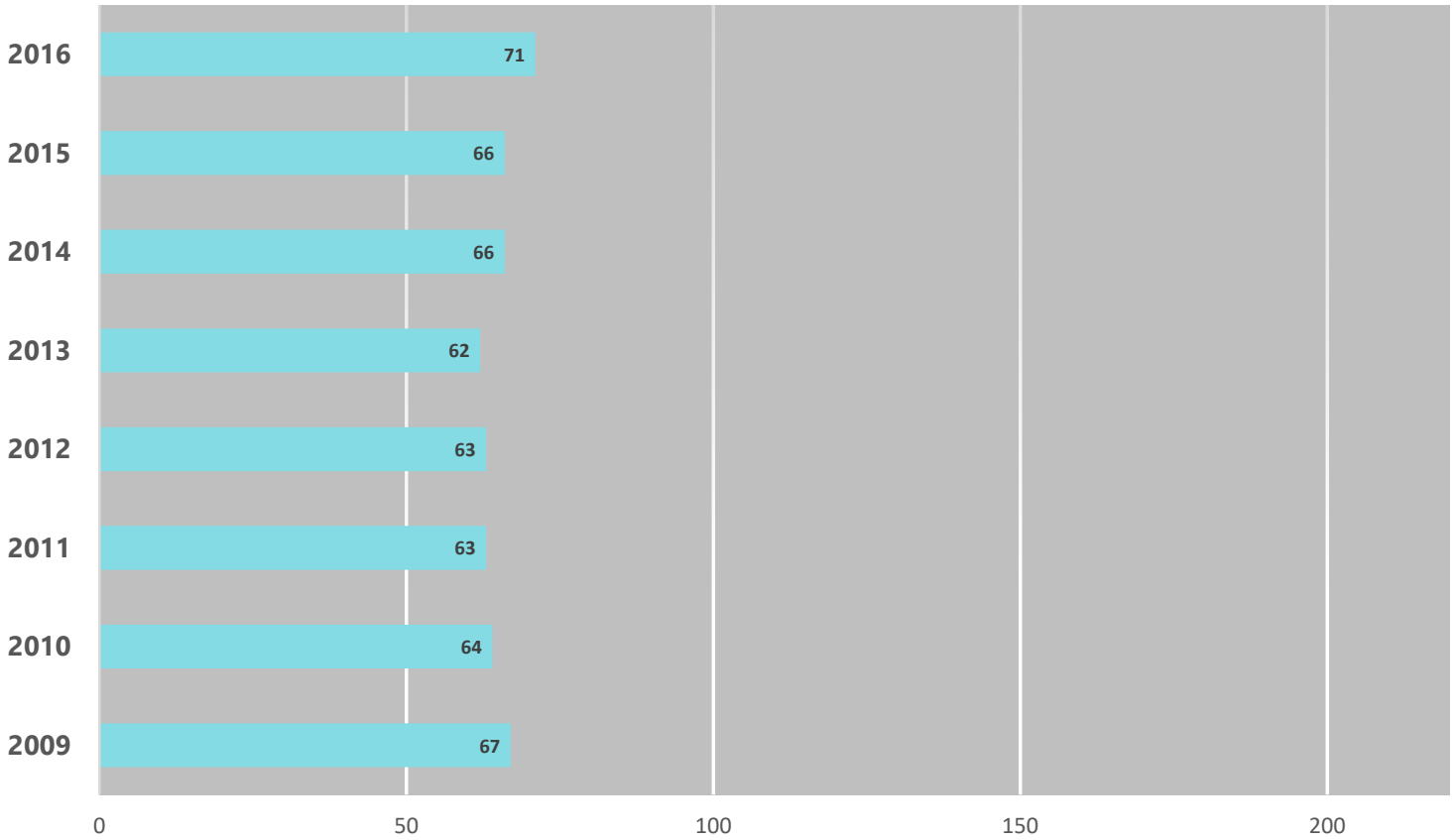
# Tenured and Tenure-Track Faculty Headcounts

## Education



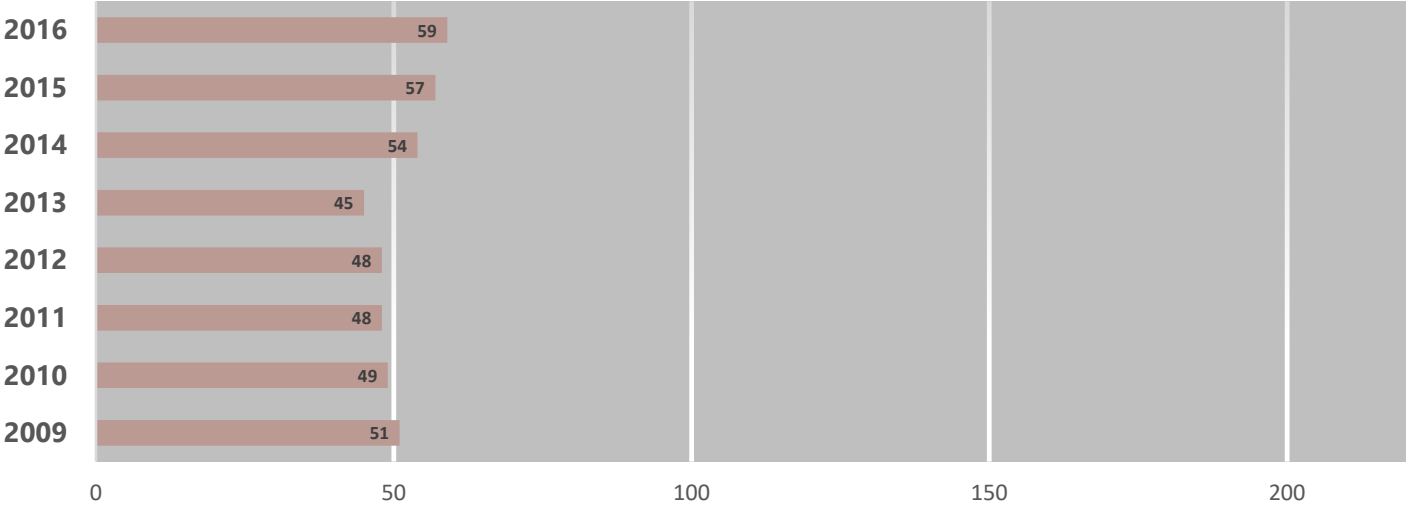
Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. 2009-2015 Headcounts taken in the Fall, 2016 taken in Spring 2017. SSPARs and MPPs excluded.

## Business Administration

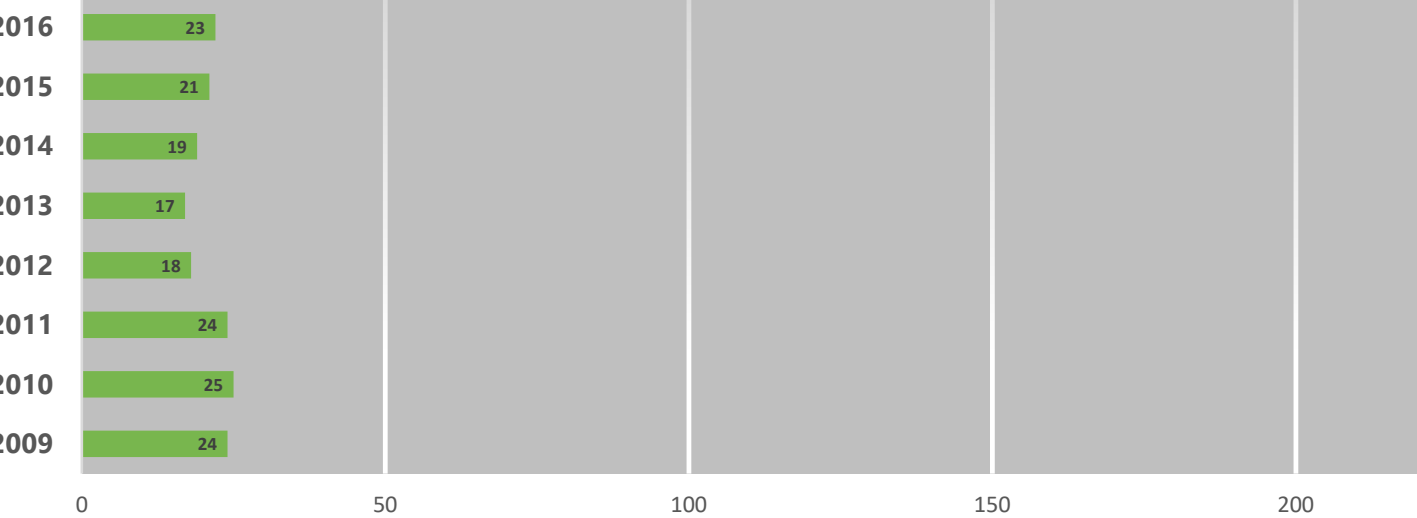


# Tenured and Tenure-Track Faculty Headcounts

## Engineering

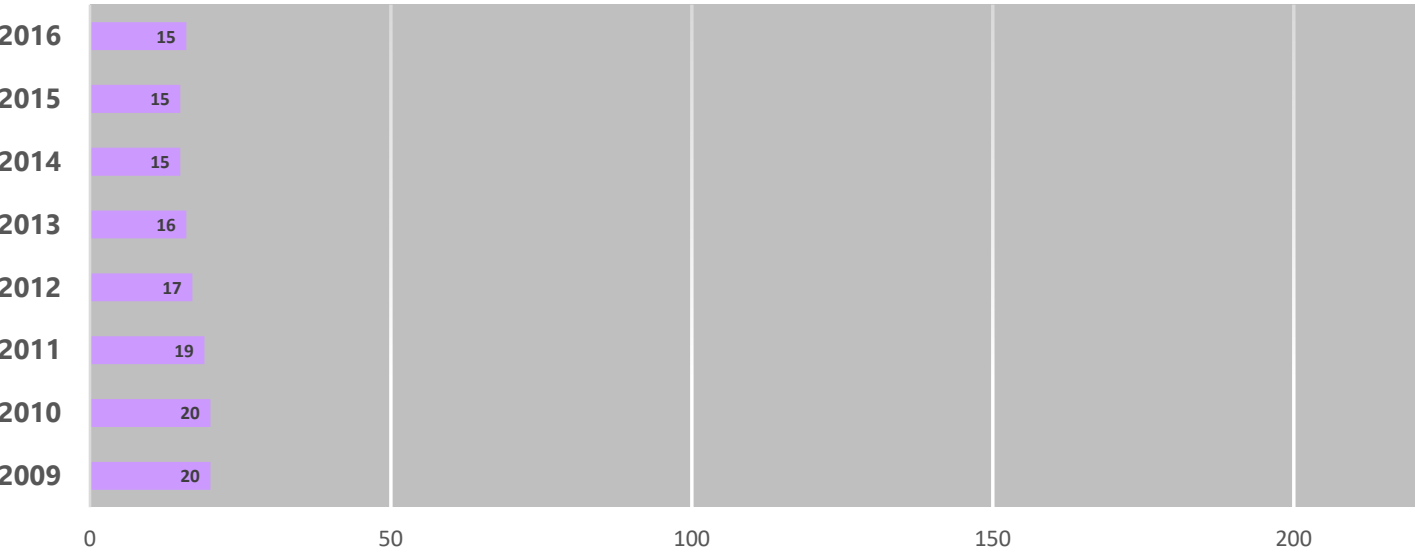


## Library and Information Access

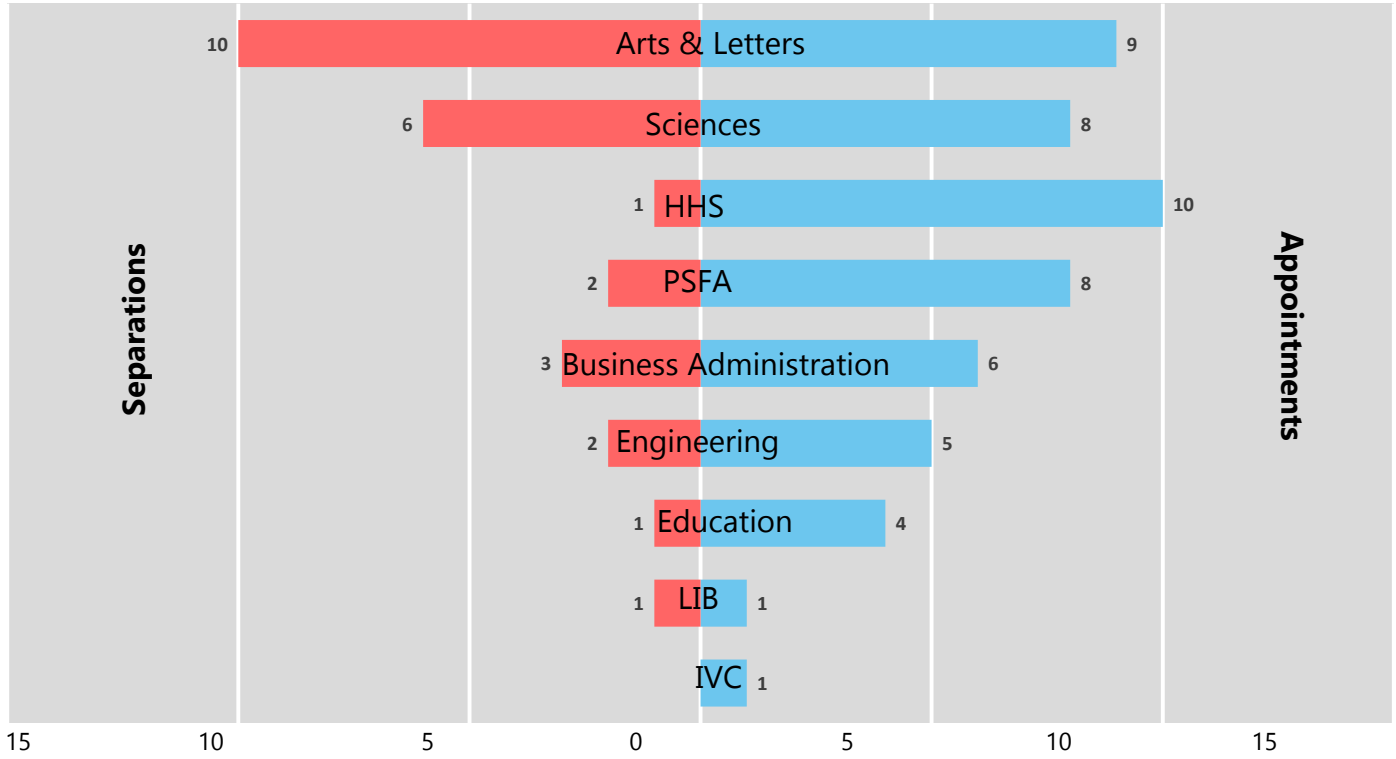


Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. 2009-2015 Headcounts taken in the Fall, 2016 taken in Spring 2017. SSPARs and MPPs excluded.

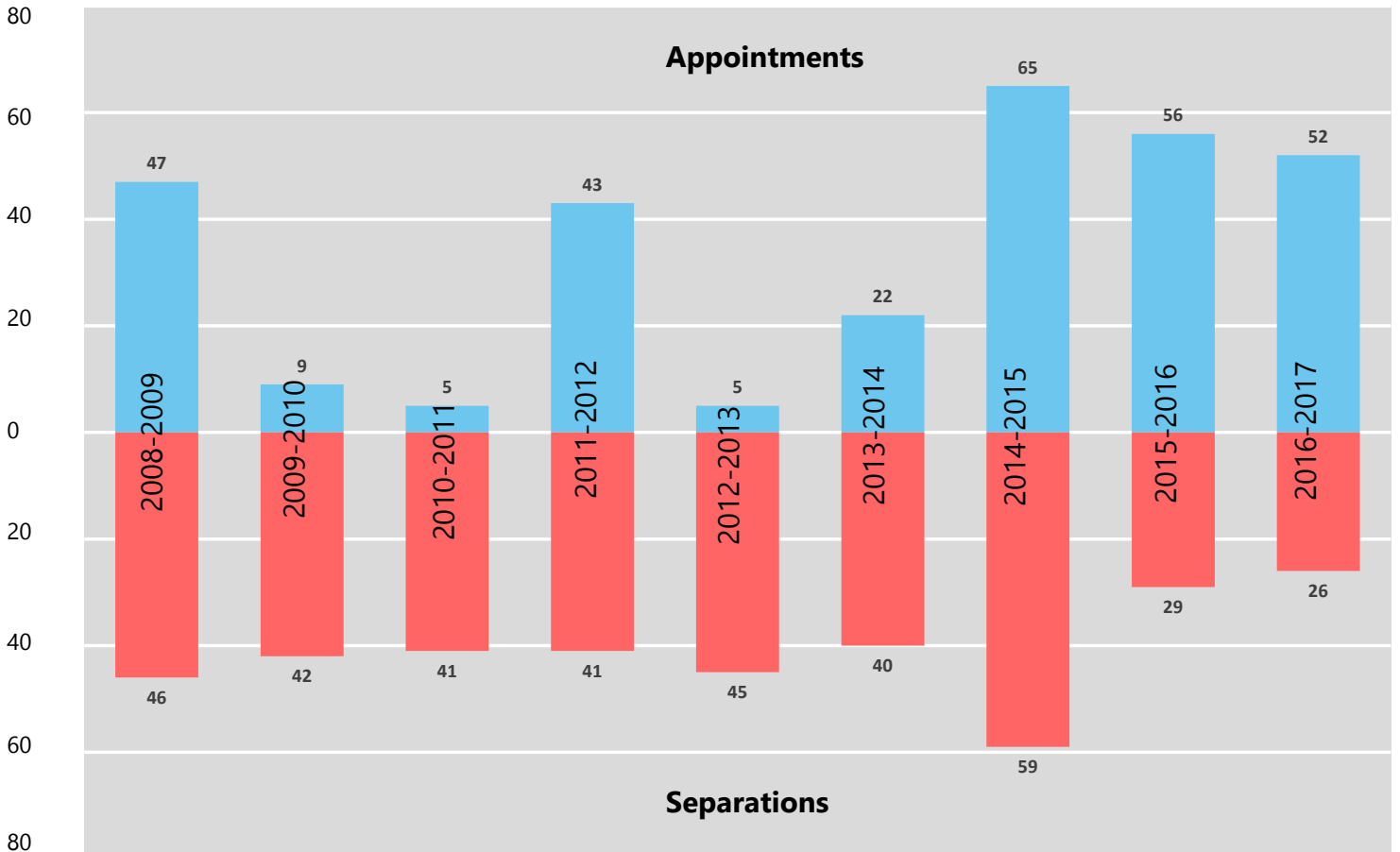
## Imperial Valley Campus



By College (2016-2017)



Year over Year



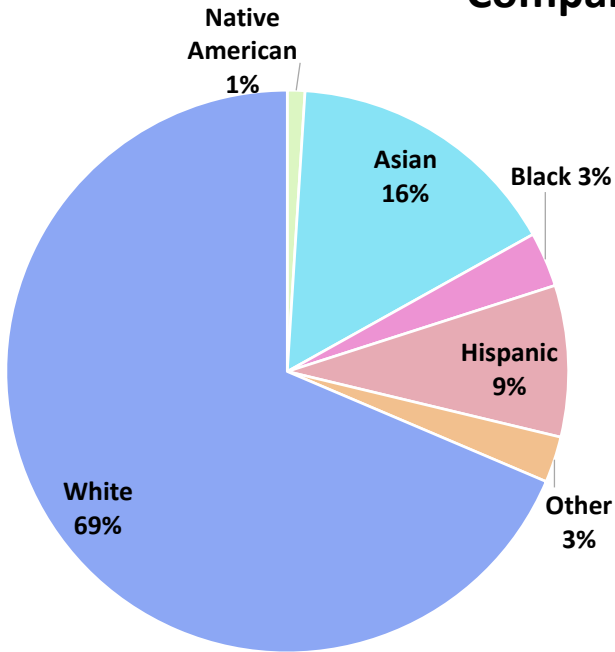
Sample includes Assistant Professors, Associate Professors, Professors, and Librarians with status Tenure-Track, Tenured, or FERP. SSPARs and MPPs excluded.

# **III. Diversity**

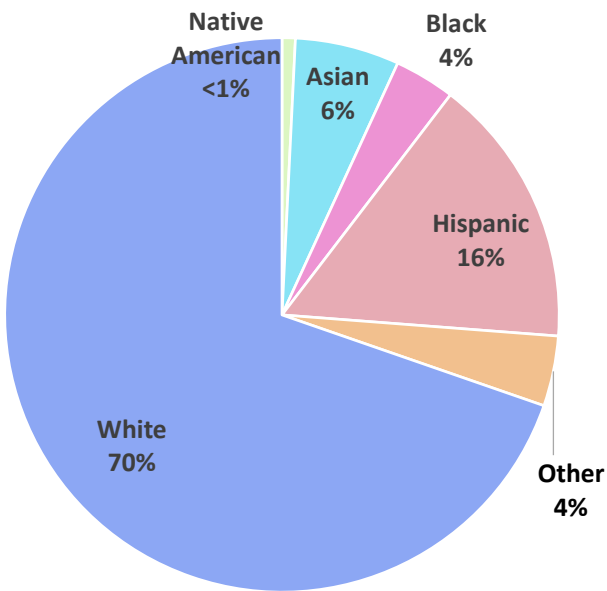
2009-2016

# Comparison of Diversity among Students and Faculty

## Tenured and Tenure-Track Faculty Spring 2017

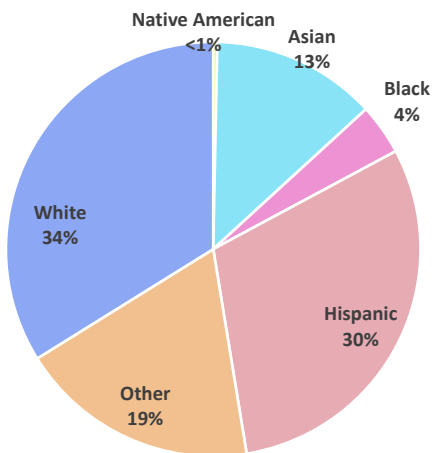


Ethnicity:	Count:
Native American:	8
Other:	21
Black:	25
Hispanic:	69
Asian:	126
White:	544



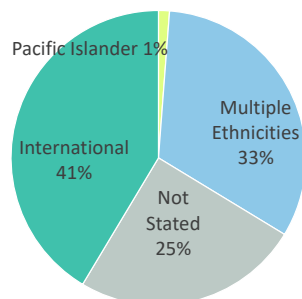
## Lecturers Spring 2017

Ethnicity:	Count:
Native American:	7
Other:	37
Black:	32
Hispanic:	143
Asian:	55
White:	630



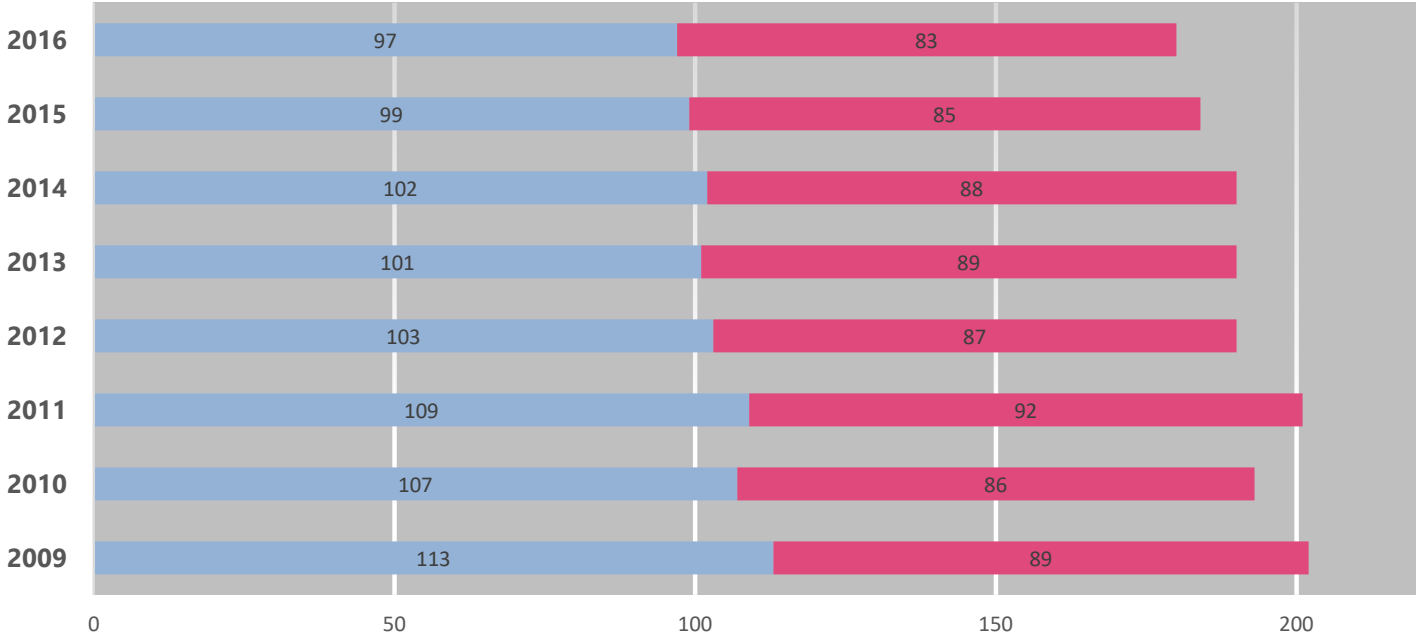
Ethnicity:	Count:
Native American:	102
Other:	5,988
Black:	1,267
Hispanic:	9,673
Asian:	4,116
White:	10,820

## Students Spring 2017



Ethnicity:	Count:
Pacific Islander, Native Hawaiian:	72
Other, Not Stated:	1,492
Multiple Ethnicities:	1,945
International:	2,479

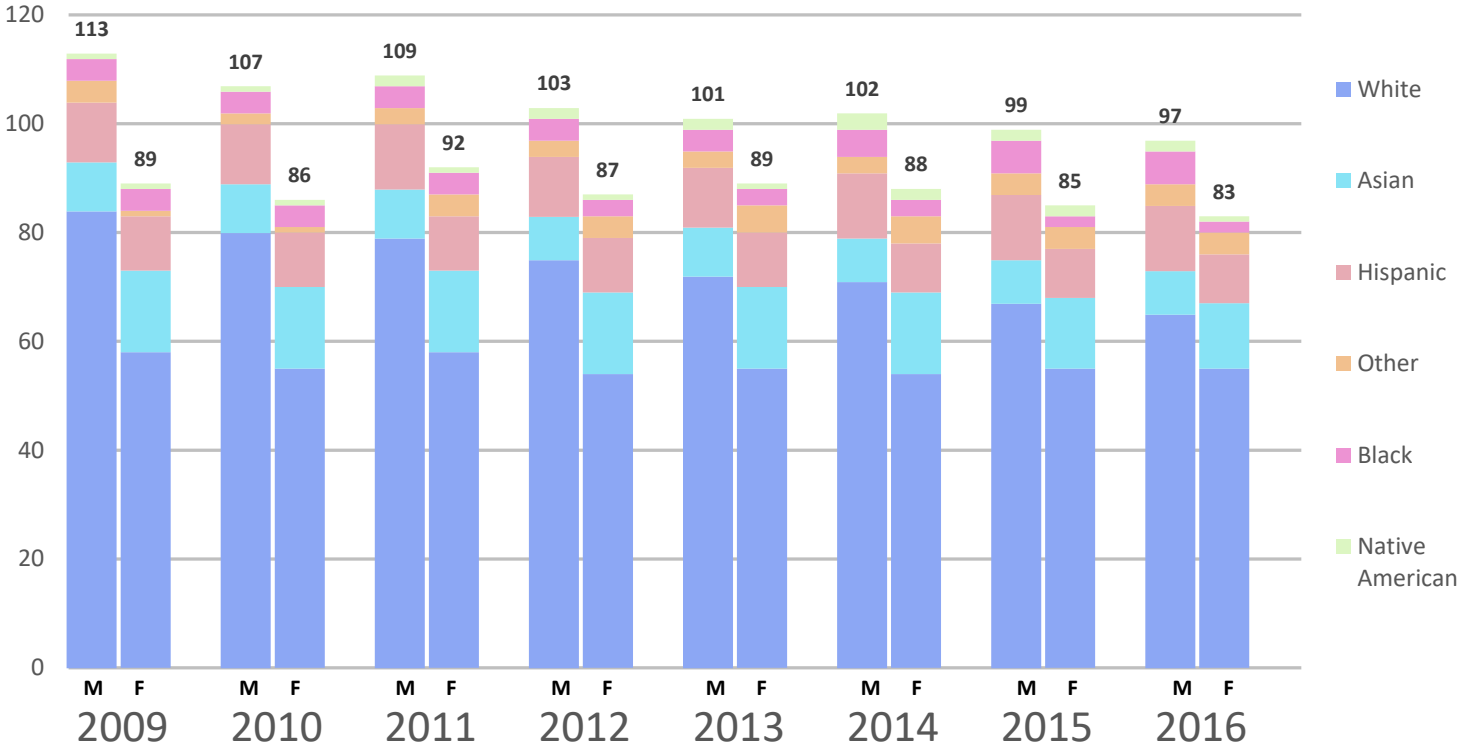
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	54%	46%
2015	54%	46%
2014	54%	46%
2013	53%	47%
2012	54%	46%
2011	54%	46%
2010	55%	45%
2009	56%	44%

Ethnicity (By Headcount)





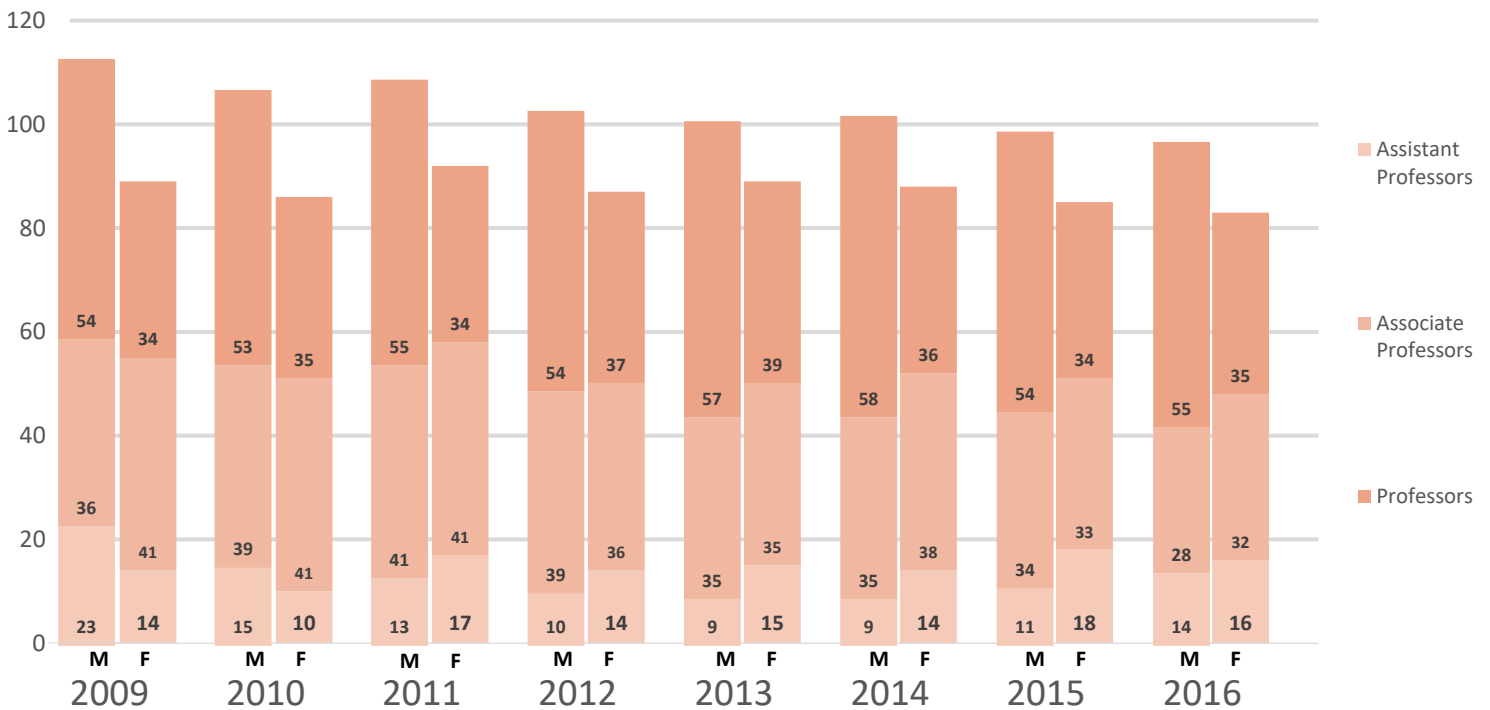
# Tenured and Tenure-Track Faculty Arts and Letters

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	1%	1%	3%	1%	2%	2%	7%	5%	4%	7%	36%	31%
<b>2015</b>	1%	1%	3%	1%	2%	2%	7%	5%	4%	7%	36%	30%
<b>2014</b>	2%	1%	3%	2%	2%	3%	6%	5%	4%	8%	37%	28%
<b>2013</b>	1%	1%	2%	2%	2%	3%	6%	5%	5%	8%	38%	29%
<b>2012</b>	1%	1%	2%	2%	2%	2%	6%	5%	4%	8%	39%	28%
<b>2011</b>	1%	0%	2%	2%	1%	2%	6%	5%	4%	7%	39%	29%
<b>2010</b>	1%	1%	2%	2%	1%	1%	6%	5%	5%	8%	41%	28%
<b>2009</b>	0%	0%	2%	2%	2%	0%	5%	5%	4%	7%	42%	29%

\*Totals may not equal to 100% due to rounding

## Rank (By Headcount)

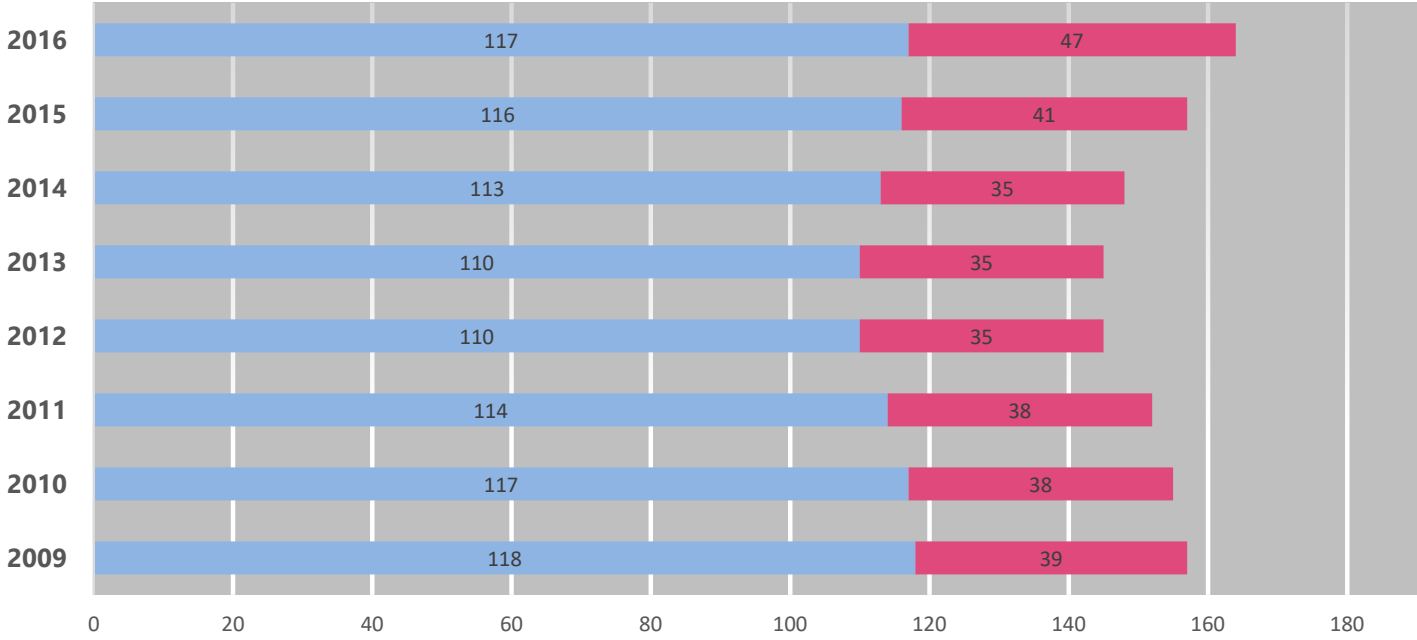


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	8%	9%	16%	18%	31%	19%
<b>2015</b>	6%	10%	18%	18%	29%	18%
<b>2014</b>	5%	7%	18%	20%	31%	19%
<b>2013</b>	5%	8%	18%	18%	30%	21%
<b>2012</b>	5%	7%	21%	19%	28%	19%
<b>2011</b>	6%	8%	20%	20%	27%	17%
<b>2010</b>	8%	5%	20%	21%	27%	18%
<b>2009</b>	11%	7%	18%	20%	27%	17%

\*Totals may not equal to 100% due to rounding

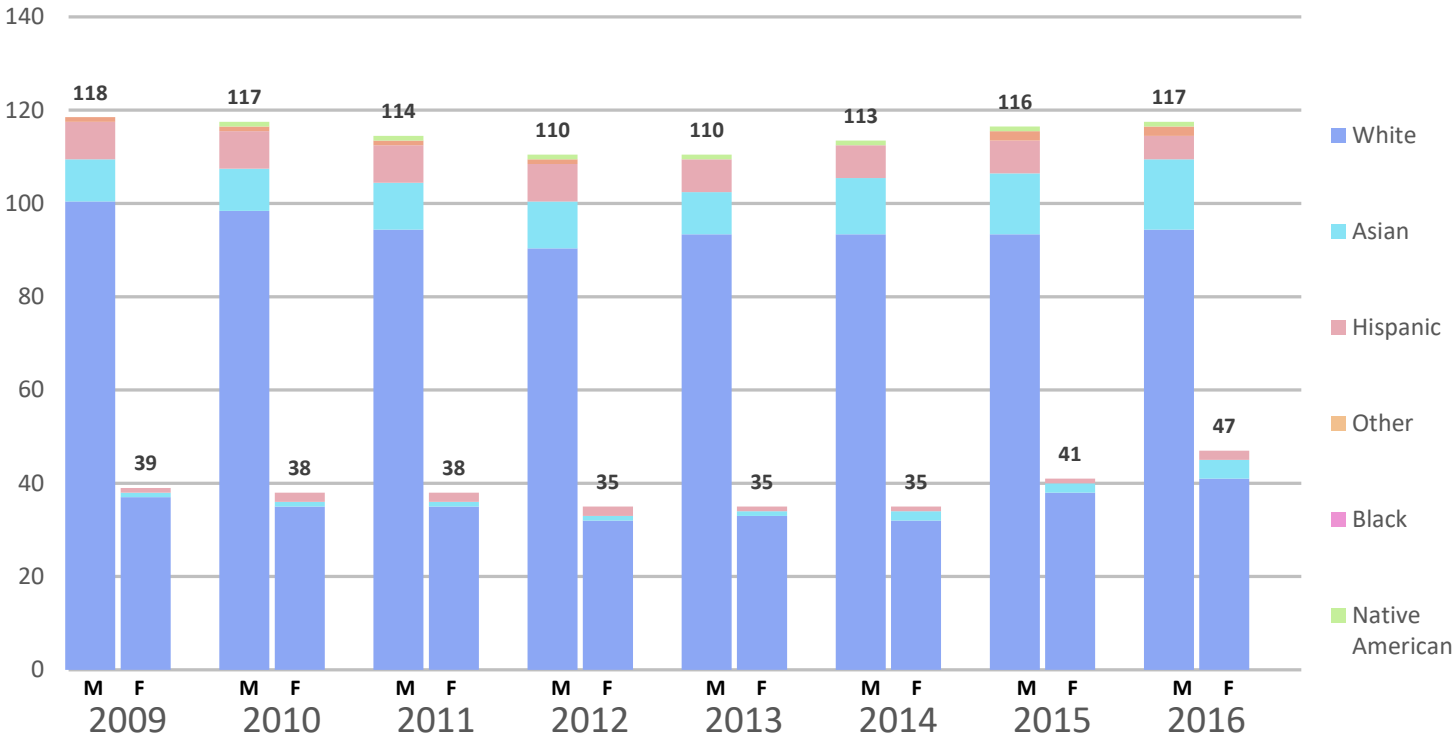
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	71%	29%
2015	74%	26%
2014	76%	24%
2013	76%	24%
2012	76%	24%
2011	75%	25%
2010	75%	25%
2009	75%	25%

Ethnicity (By Headcount)



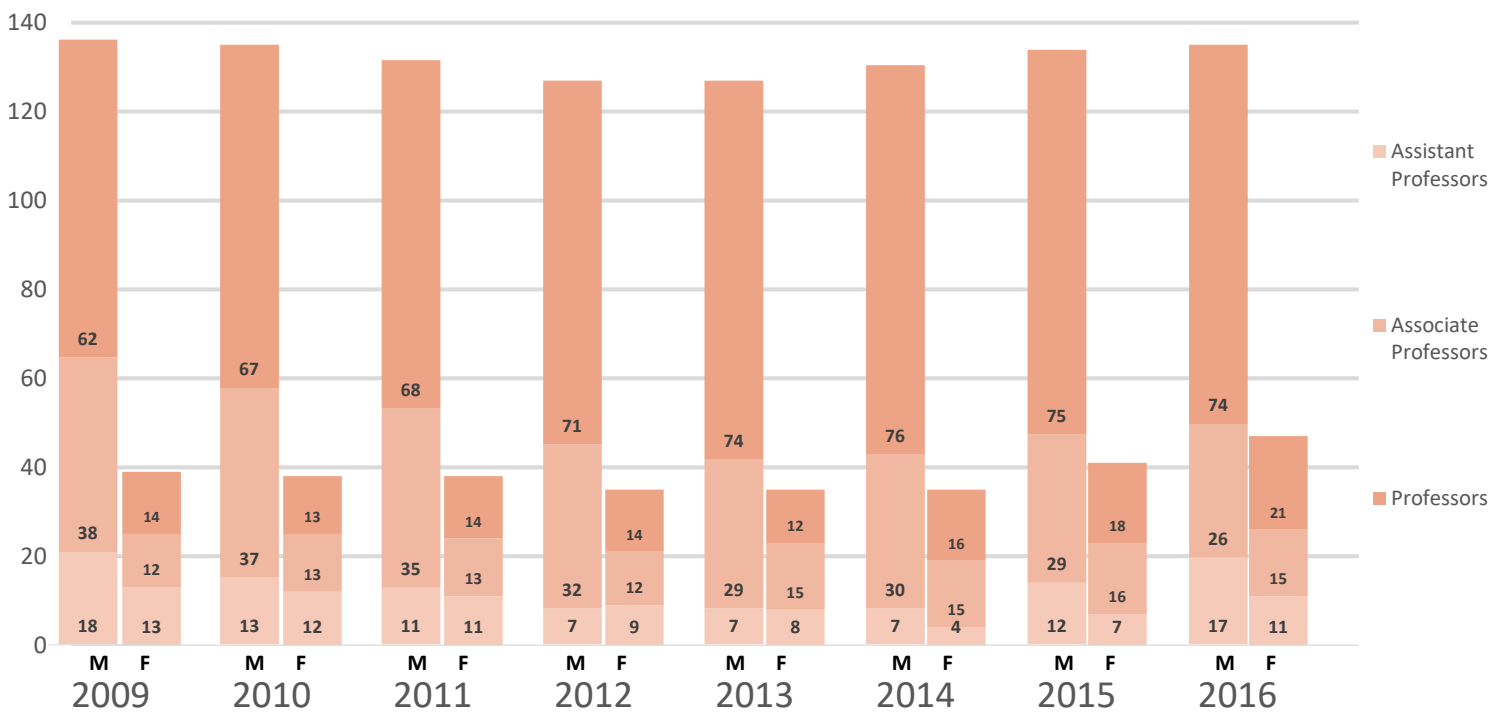
# Tenured and Tenure-Track Faculty Sciences

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	1%	0%	0%	0%	1%	0%	3%	1%	9%	2%	57%	25%
<b>2015</b>	1%	0%	0%	0%	1%	0%	4%	1%	8%	1%	59%	24%
<b>2014</b>	1%	0%	0%	0%	0%	0%	5%	1%	8%	1%	63%	22%
<b>2013</b>	1%	0%	0%	0%	0%	0%	5%	1%	6%	1%	64%	23%
<b>2012</b>	1%	0%	0%	0%	1%	0%	6%	1%	7%	1%	62%	22%
<b>2011</b>	1%	0%	0%	0%	1%	0%	5%	1%	7%	1%	62%	23%
<b>2010</b>	1%	0%	0%	0%	1%	0%	5%	1%	6%	1%	63%	23%
<b>2009</b>	0%	0%	0%	0%	1%	0%	5%	1%	6%	1%	64%	24%

\*Totals may not equal to 100% due to rounding

## Rank (By Headcount)

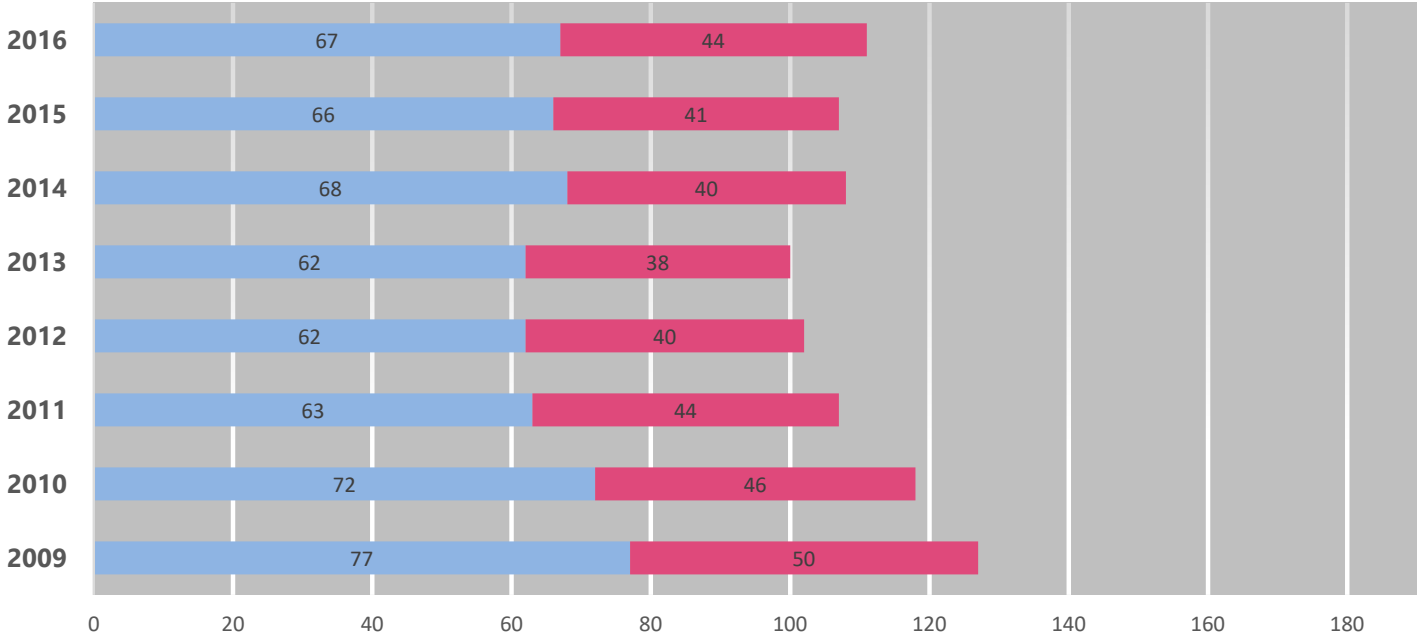


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	10%	7%	16%	9%	45%	13%
<b>2015</b>	8%	4%	18%	10%	48%	11%
<b>2014</b>	5%	3%	20%	10%	51%	11%
<b>2013</b>	5%	6%	20%	10%	51%	8%
<b>2012</b>	5%	6%	22%	8%	49%	10%
<b>2011</b>	7%	7%	23%	9%	45%	9%
<b>2010</b>	8%	8%	24%	8%	43%	8%
<b>2009</b>	11%	8%	24%	8%	39%	9%

\*Totals may not equal to 100% due to rounding

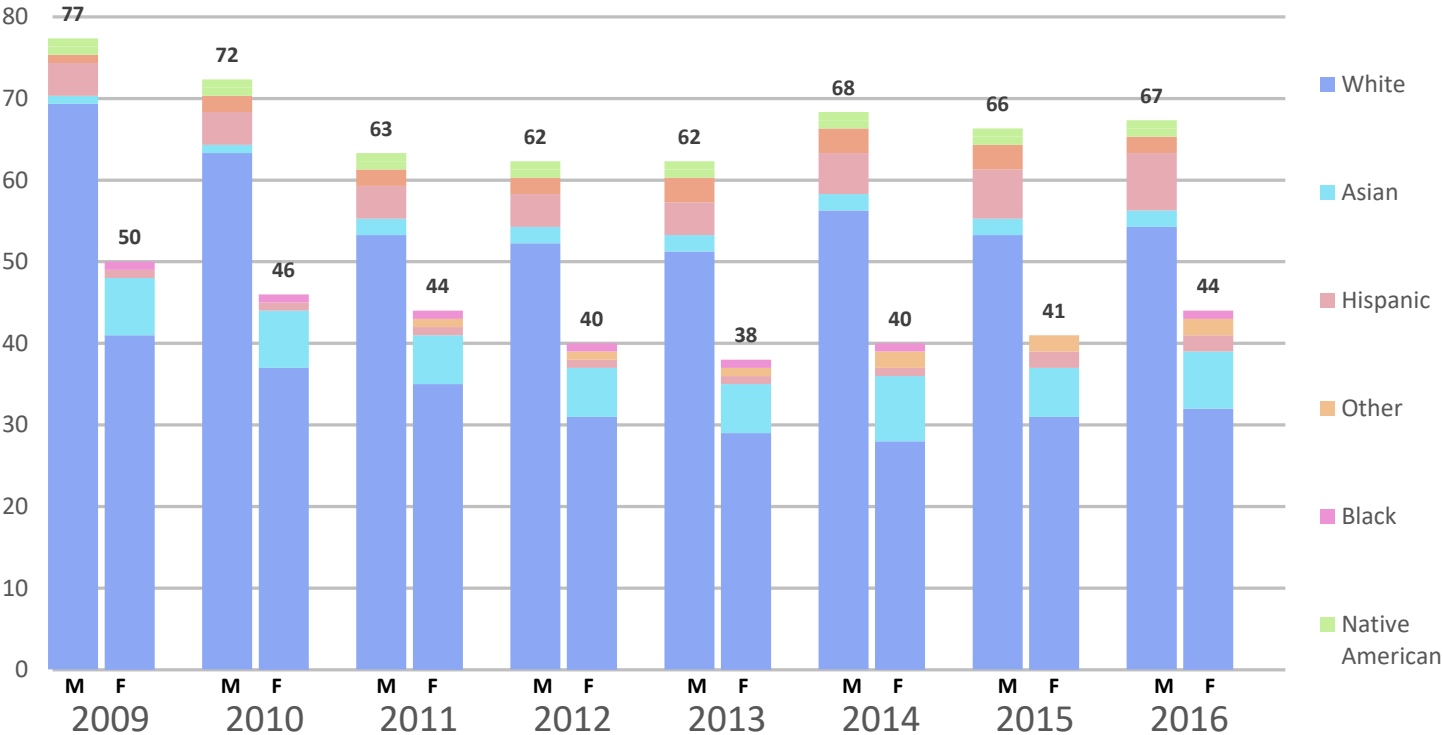
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	60%	40%
2015	62%	38%
2014	63%	37%
2013	62%	38%
2012	61%	39%
2011	59%	41%
2010	61%	39%
2009	61%	39%

Ethnicity (By Headcount)



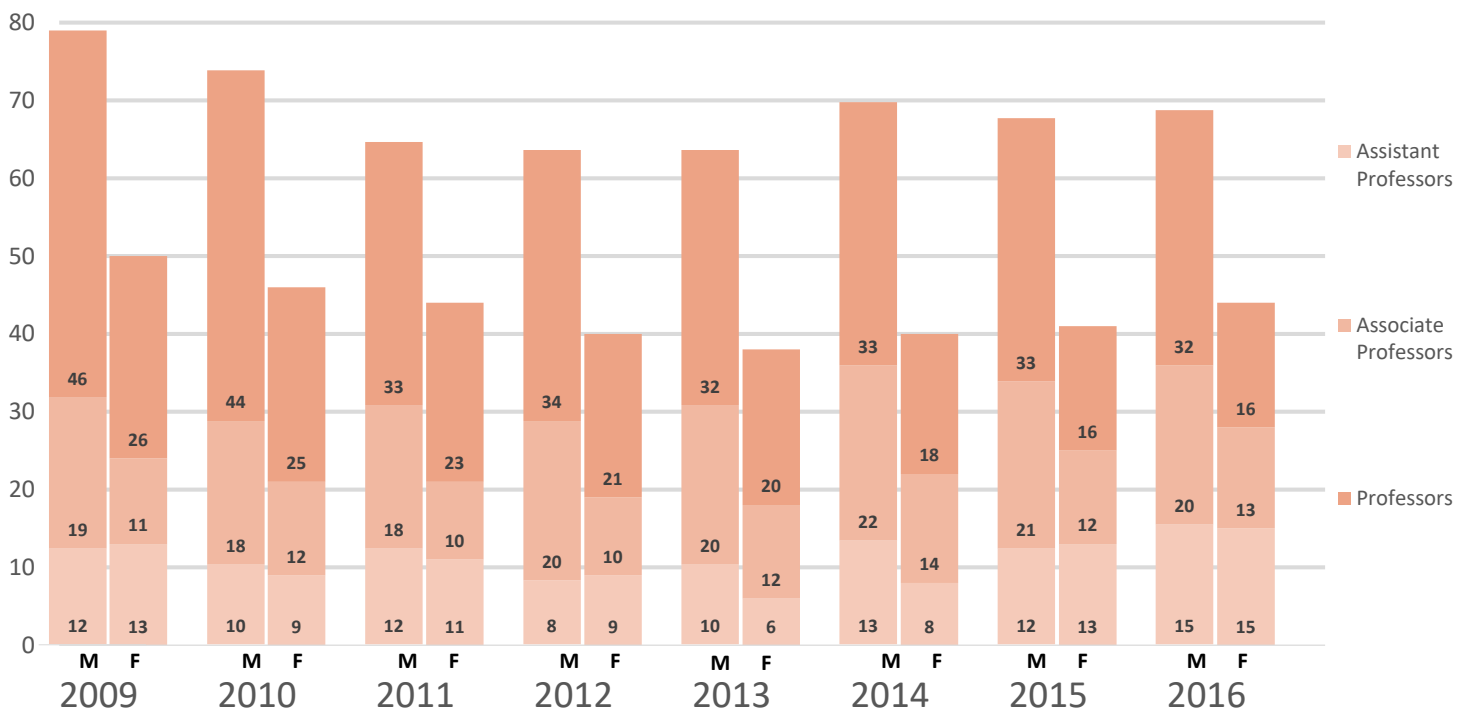
## Tenured and Tenure-Track Faculty Professional Studies and Fine Arts

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	1%	0%	1%	1%	2%	2%	6%	2%	2%	6%	49%	29%
<b>2015</b>	1%	0%	1%	0%	3%	2%	6%	2%	2%	6%	50%	29%
<b>2014</b>	1%	0%	1%	1%	3%	2%	5%	1%	2%	7%	52%	26%
<b>2013</b>	1%	0%	1%	1%	3%	1%	4%	1%	2%	6%	51%	29%
<b>2012</b>	1%	0%	1%	1%	2%	1%	4%	1%	2%	6%	51%	30%
<b>2011</b>	1%	0%	1%	1%	2%	1%	4%	1%	2%	6%	50%	33%
<b>2010</b>	1%	0%	1%	1%	2%	0%	3%	1%	1%	6%	53%	31%
<b>2009</b>	1%	0%	1%	1%	1%	0%	3%	1%	1%	6%	54%	32%

*\*Totals may not equal to 100% due to rounding*

### Rank (By Headcount)

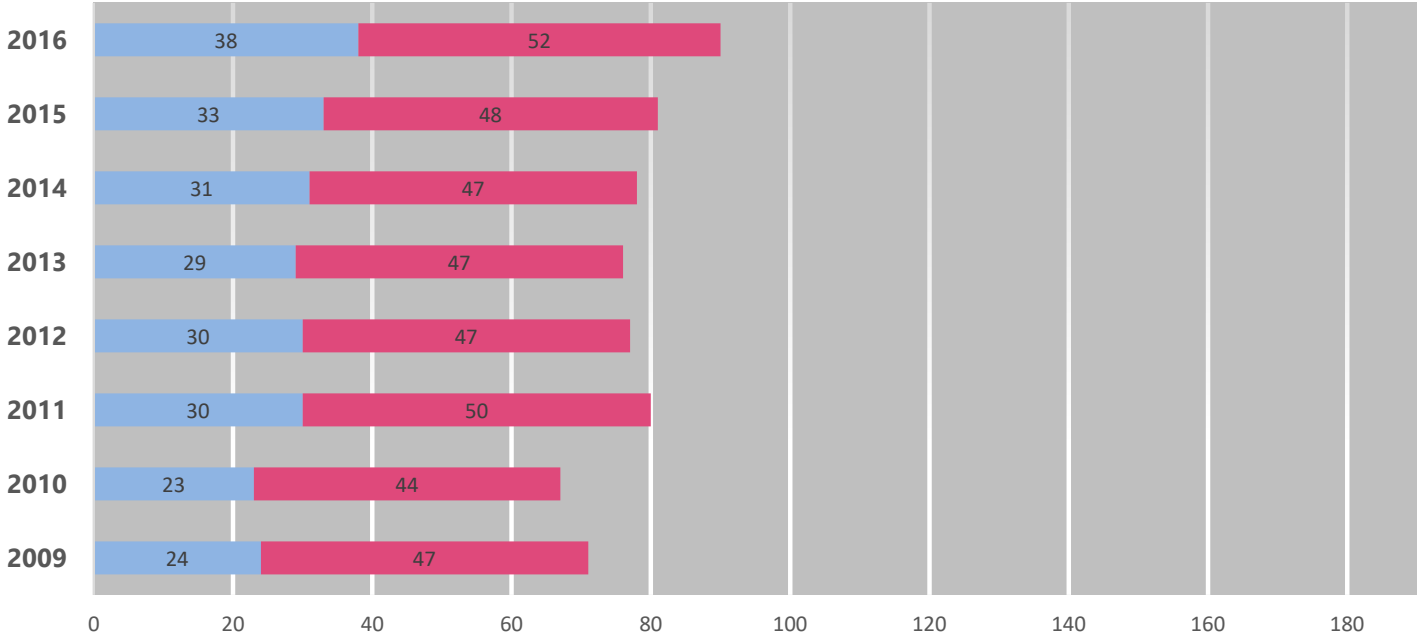


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	14%	14%	18%	12%	29%	14%
<b>2015</b>	11%	12%	20%	11%	31%	15%
<b>2014</b>	12%	7%	20%	13%	31%	17%
<b>2013</b>	10%	6%	20%	12%	32%	20%
<b>2012</b>	8%	9%	20%	10%	33%	21%
<b>2011</b>	11%	10%	17%	9%	31%	21%
<b>2010</b>	8%	8%	15%	10%	37%	21%
<b>2009</b>	9%	10%	15%	9%	36%	20%

*\*Totals may not equal to 100% due to rounding*

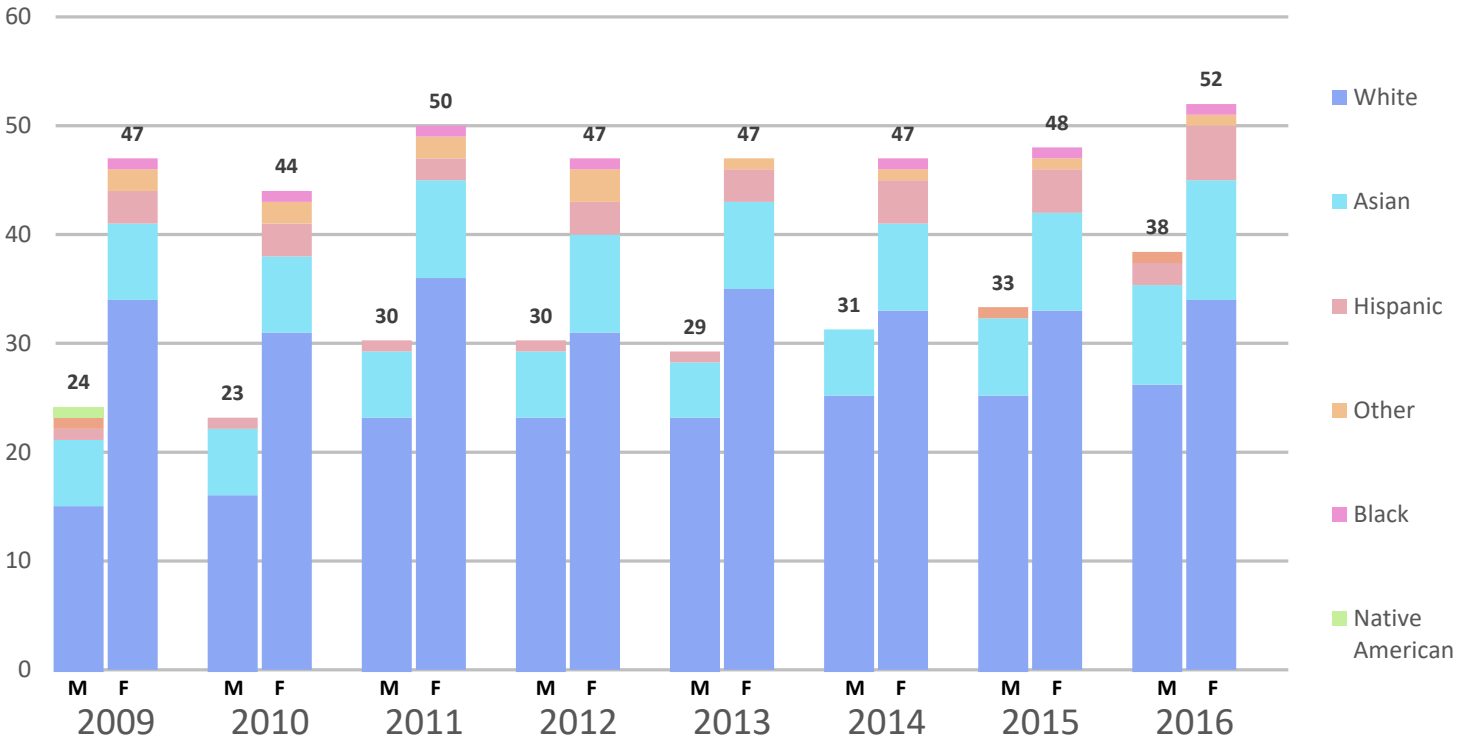
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	42%	58%
2015	41%	59%
2014	40%	60%
2013	38%	62%
2012	39%	61%
2011	38%	63%
2010	34%	66%
2009	34%	66%

Ethnicity (By Headcount)



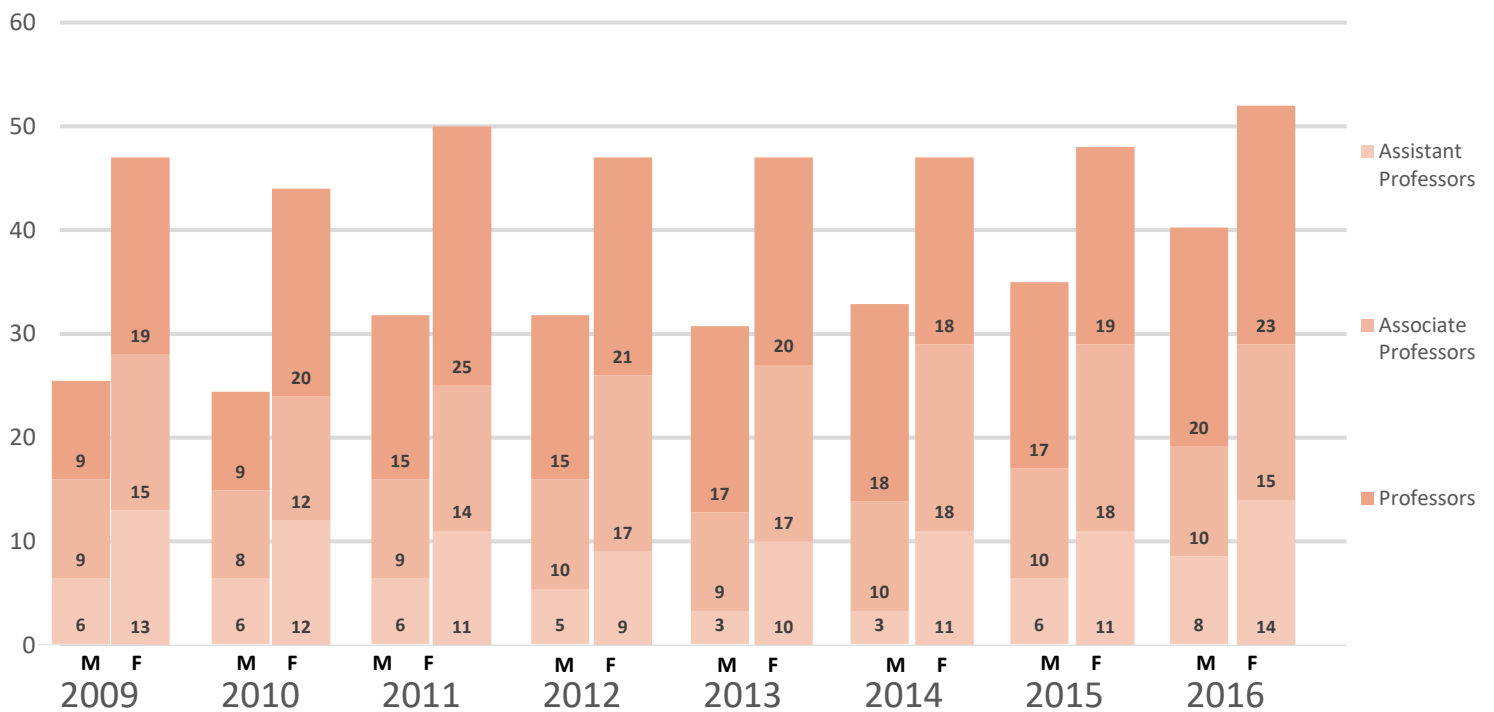
## Tenured and Tenure-Track Faculty Health and Human Services

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	0%	0%	0%	1%	1%	1%	2%	6%	10%	12%	29%	38%
<b>2015</b>	0%	0%	0%	1%	1%	1%	0%	5%	9%	11%	31%	41%
<b>2014</b>	0%	0%	0%	1%	0%	1%	0%	5%	8%	10%	32%	42%
<b>2013</b>	0%	0%	0%	0%	0%	1%	1%	4%	7%	11%	30%	46%
<b>2012</b>	0%	0%	0%	1%	0%	4%	1%	4%	8%	12%	30%	40%
<b>2011</b>	0%	0%	0%	1%	0%	3%	1%	3%	8%	11%	29%	45%
<b>2010</b>	0%	0%	0%	1%	0%	3%	1%	4%	9%	10%	24%	46%
<b>2009</b>	0%	0%	1%	1%	1%	3%	1%	4%	8%	10%	21%	48%

*\*Totals may not equal to 100% due to rounding*

### Rank (By Headcount)

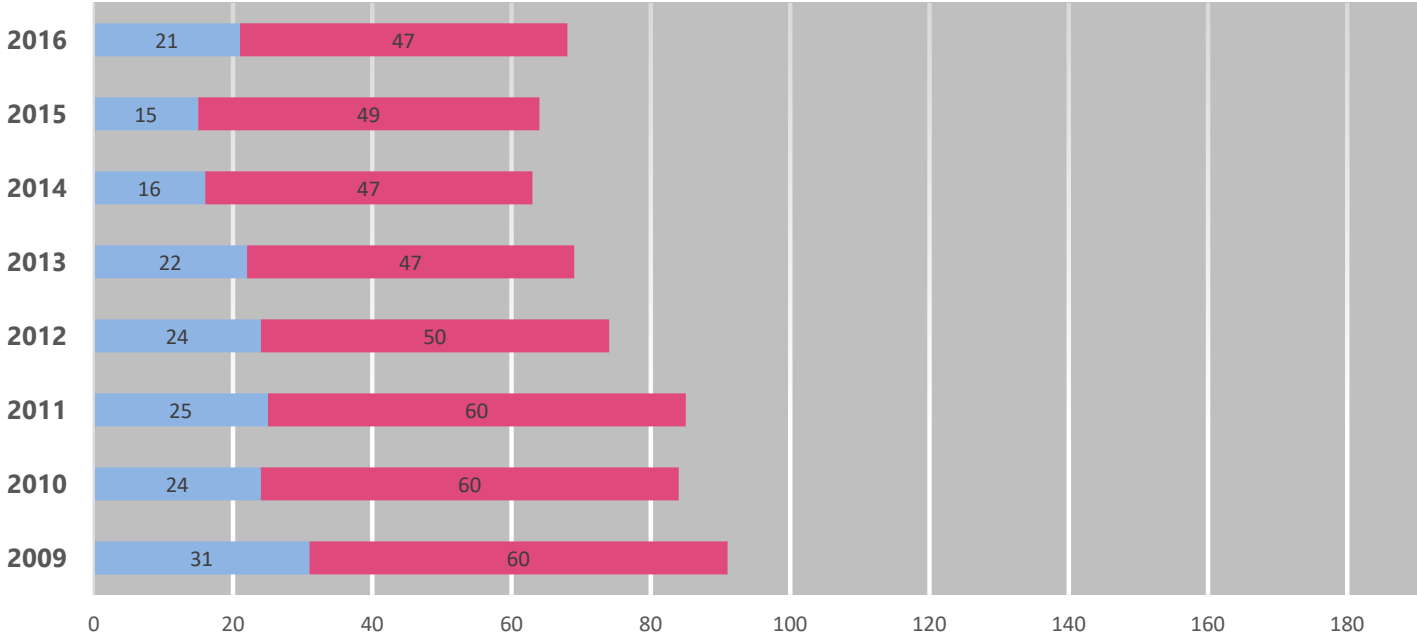


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	9%	16%	11%	17%	22%	26%
<b>2015</b>	7%	14%	12%	22%	21%	23%
<b>2014</b>	4%	14%	13%	23%	23%	23%
<b>2013</b>	4%	13%	12%	22%	22%	26%
<b>2012</b>	6%	12%	13%	22%	19%	27%
<b>2011</b>	8%	14%	11%	18%	19%	31%
<b>2010</b>	9%	18%	12%	18%	13%	30%
<b>2009</b>	8%	18%	13%	21%	13%	27%

*\*Totals may not equal to 100% due to rounding*

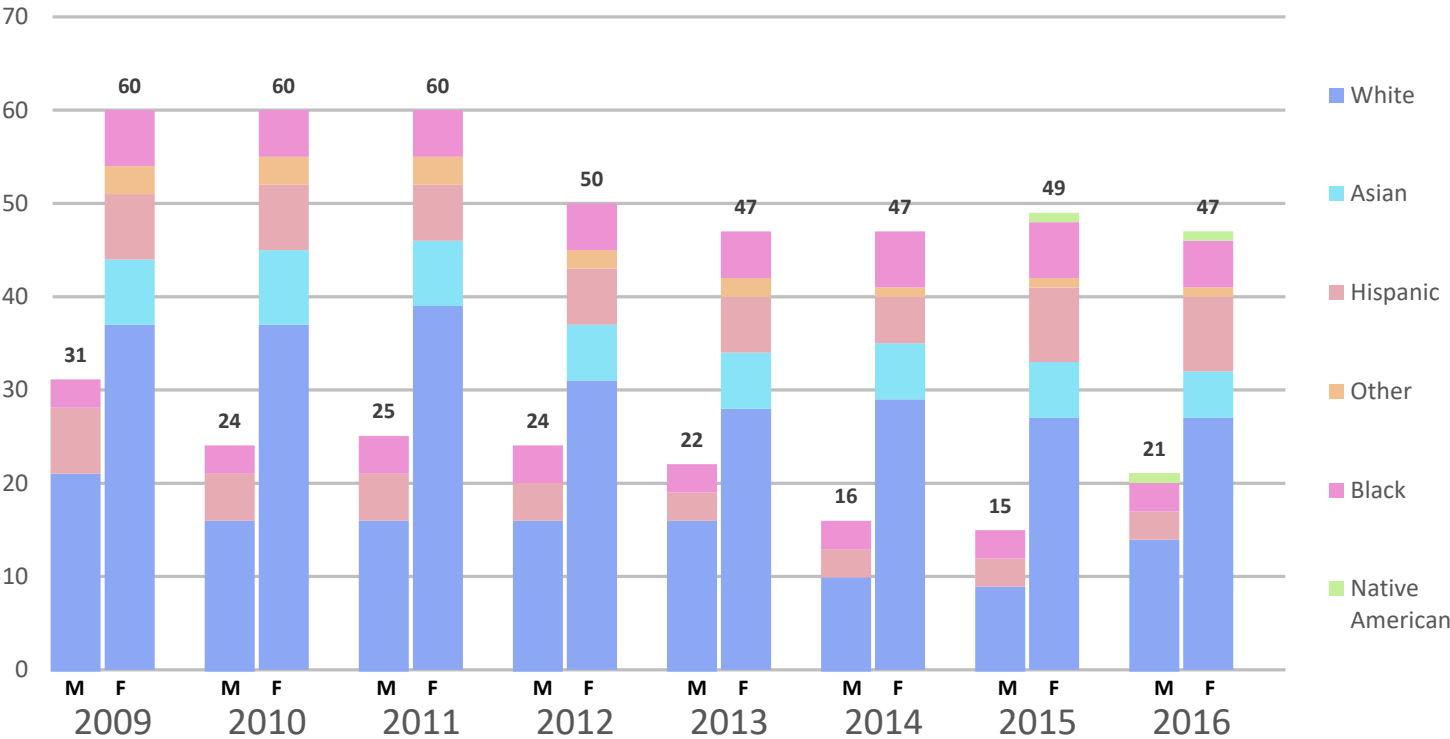
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	31%	69%
2015	23%	77%
2014	25%	75%
2013	32%	68%
2012	32%	68%
2011	29%	71%
2010	29%	71%
2009	34%	66%

Ethnicity (By Headcount)





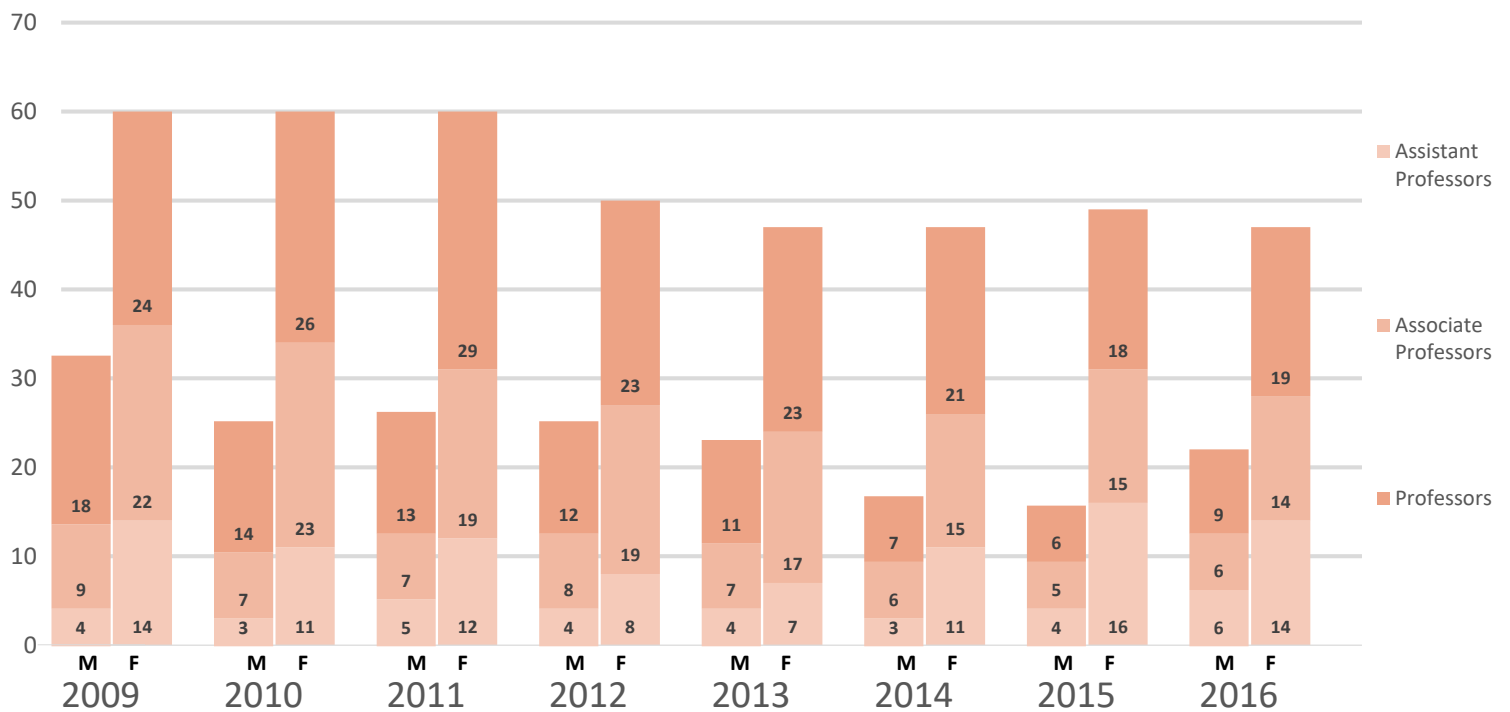
# Tenured and Tenure-Track Faculty Education

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	1%	1%	4%	7%	0%	1%	4%	12%	0%	7%	21%	40%
<b>2015</b>	0%	2%	5%	9%	0%	2%	5%	13%	0%	9%	14%	42%
<b>2014</b>	0%	0%	5%	10%	0%	2%	5%	8%	0%	10%	16%	46%
<b>2013</b>	0%	0%	4%	7%	0%	3%	4%	9%	0%	9%	23%	41%
<b>2012</b>	0%	0%	5%	7%	0%	3%	5%	8%	0%	8%	22%	42%
<b>2011</b>	0%	0%	5%	6%	0%	4%	6%	7%	0%	8%	19%	46%
<b>2010</b>	0%	0%	4%	6%	0%	4%	6%	8%	0%	10%	19%	44%
<b>2009</b>	0%	0%	3%	7%	0%	3%	8%	8%	0%	8%	23%	41%

\*Totals may not equal to 100% due to rounding

## Rank (By Headcount)

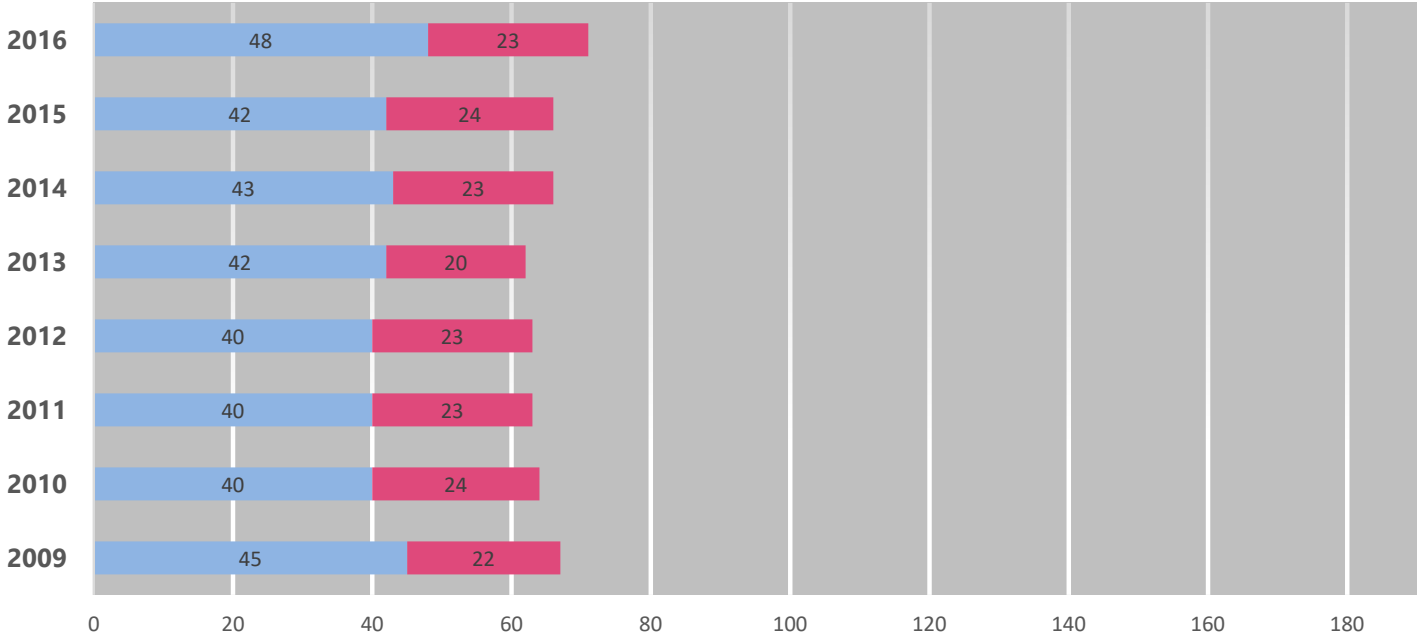


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	9%	21%	9%	21%	13%	28%
<b>2015</b>	6%	25%	8%	23%	9%	28%
<b>2014</b>	5%	17%	10%	24%	11%	33%
<b>2013</b>	6%	10%	10%	25%	16%	33%
<b>2012</b>	5%	11%	11%	26%	16%	31%
<b>2011</b>	6%	14%	8%	22%	15%	34%
<b>2010</b>	4%	13%	8%	27%	17%	31%
<b>2009</b>	4%	15%	10%	24%	20%	26%

\*Totals may not equal to 100% due to rounding

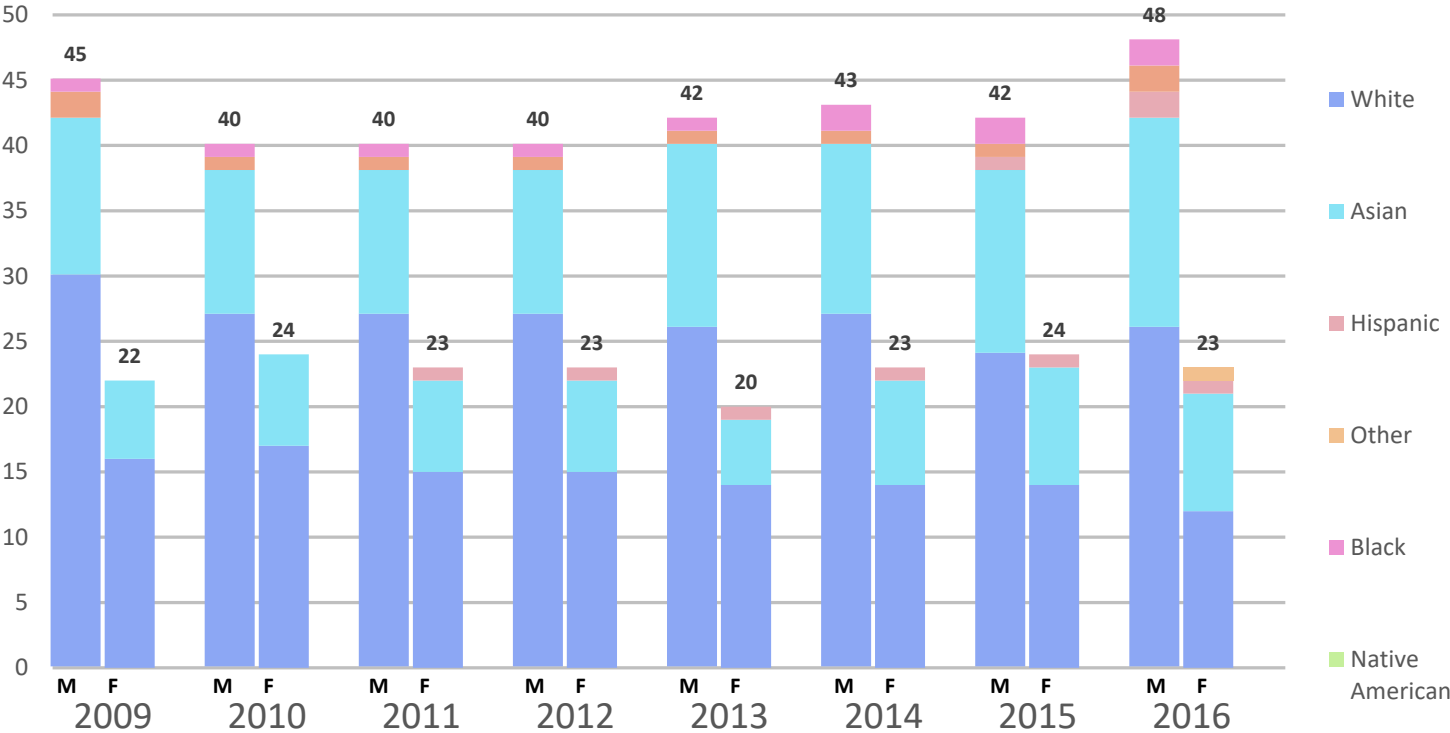
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	68%	32%
2015	64%	36%
2014	65%	35%
2013	68%	32%
2012	63%	37%
2011	63%	37%
2010	63%	38%
2009	67%	33%

Ethnicity (By Headcount)



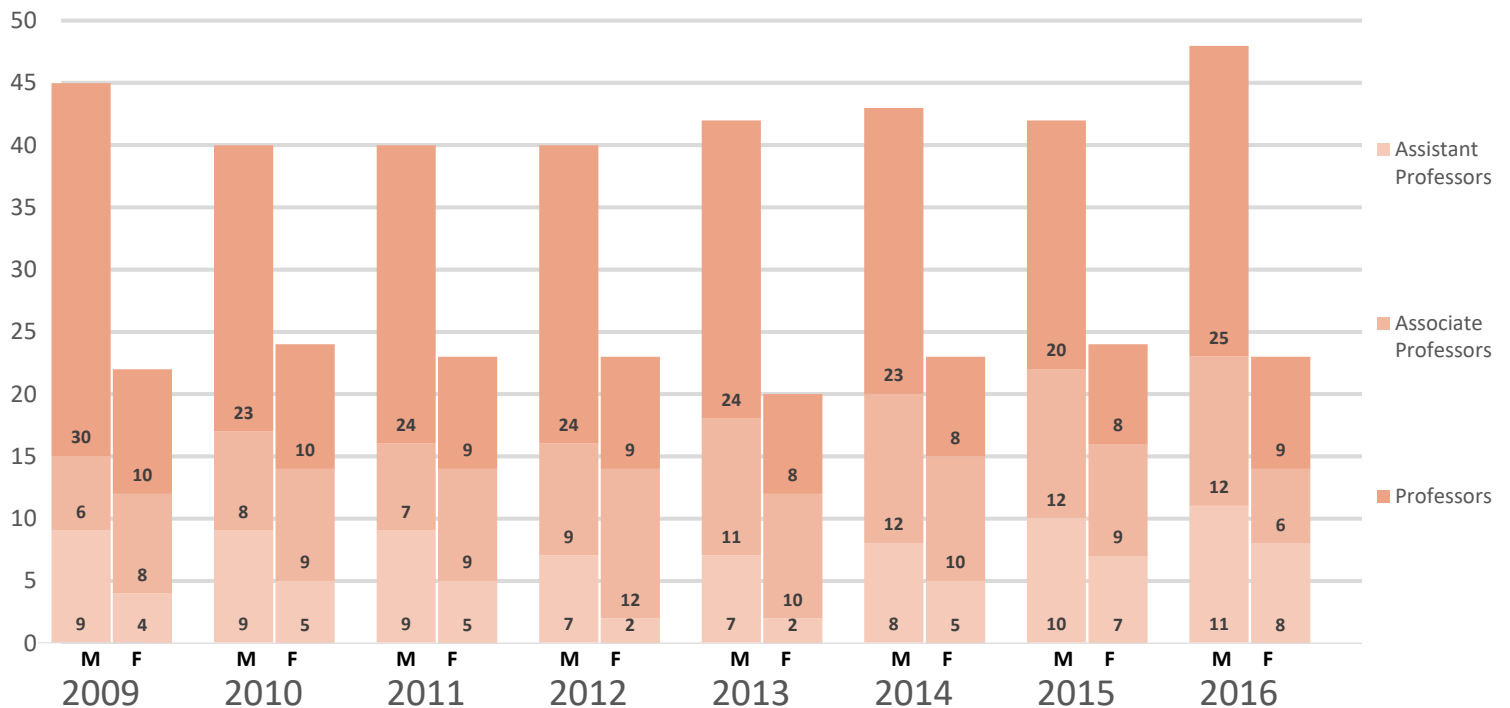
## Tenured and Tenure-Track Faculty Business Administration

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	0%	0%	3%	0%	3%	1%	3%	1%	23%	13%	37%	17%
<b>2015</b>	0%	0%	3%	0%	2%	0%	2%	2%	21%	14%	36%	21%
<b>2014</b>	0%	0%	3%	0%	2%	0%	0%	2%	20%	12%	41%	21%
<b>2013</b>	0%	0%	2%	0%	2%	0%	0%	2%	23%	8%	42%	23%
<b>2012</b>	0%	0%	2%	0%	2%	0%	0%	2%	17%	11%	43%	24%
<b>2011</b>	0%	0%	2%	0%	2%	0%	0%	2%	17%	11%	43%	24%
<b>2010</b>	0%	0%	2%	0%	2%	0%	0%	0%	17%	11%	42%	27%
<b>2009</b>	0%	0%	1%	0%	3%	0%	0%	0%	18%	9%	45%	24%

*\*Totals may not equal to 100% due to rounding*

## Rank (By Headcount)

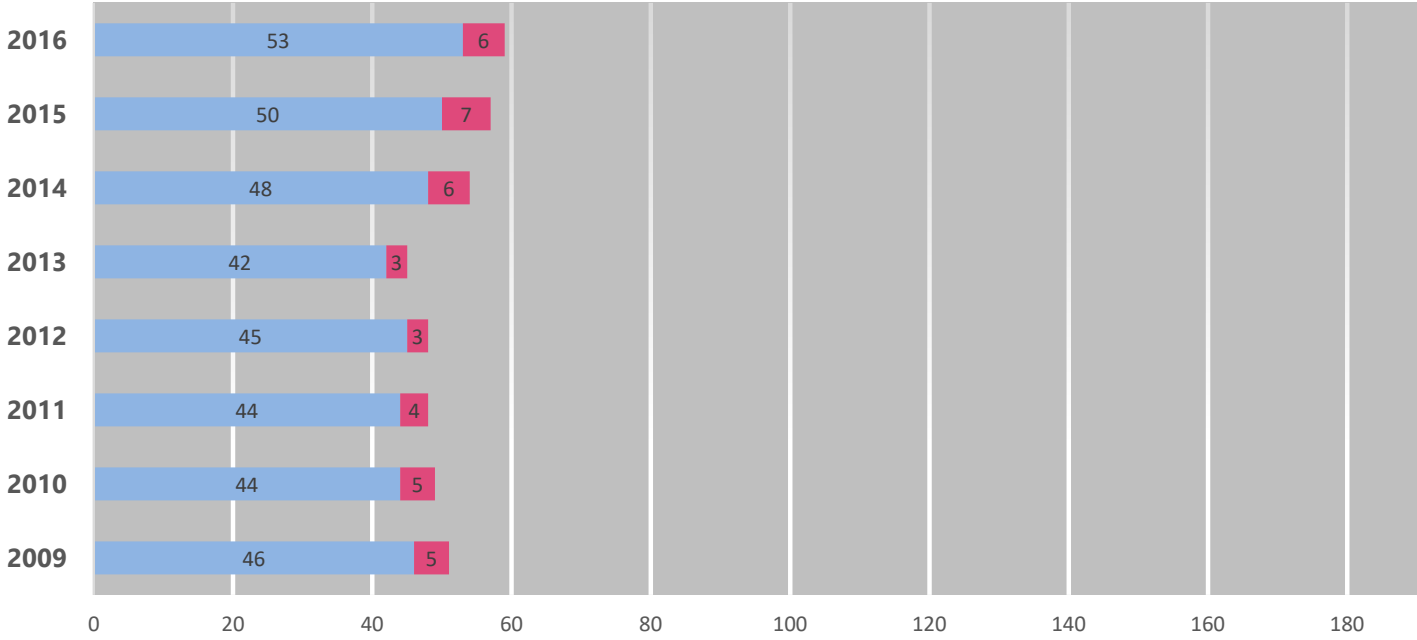


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	15%	11%	17%	8%	35%	13%
<b>2015</b>	15%	11%	18%	14%	30%	12%
<b>2014</b>	12%	8%	18%	15%	35%	12%
<b>2013</b>	11%	3%	18%	16%	39%	13%
<b>2012</b>	11%	3%	14%	19%	38%	14%
<b>2011</b>	14%	8%	11%	14%	38%	14%
<b>2010</b>	14%	8%	13%	14%	36%	16%
<b>2009</b>	13%	6%	9%	12%	45%	15%

*\*Totals may not equal to 100% due to rounding*

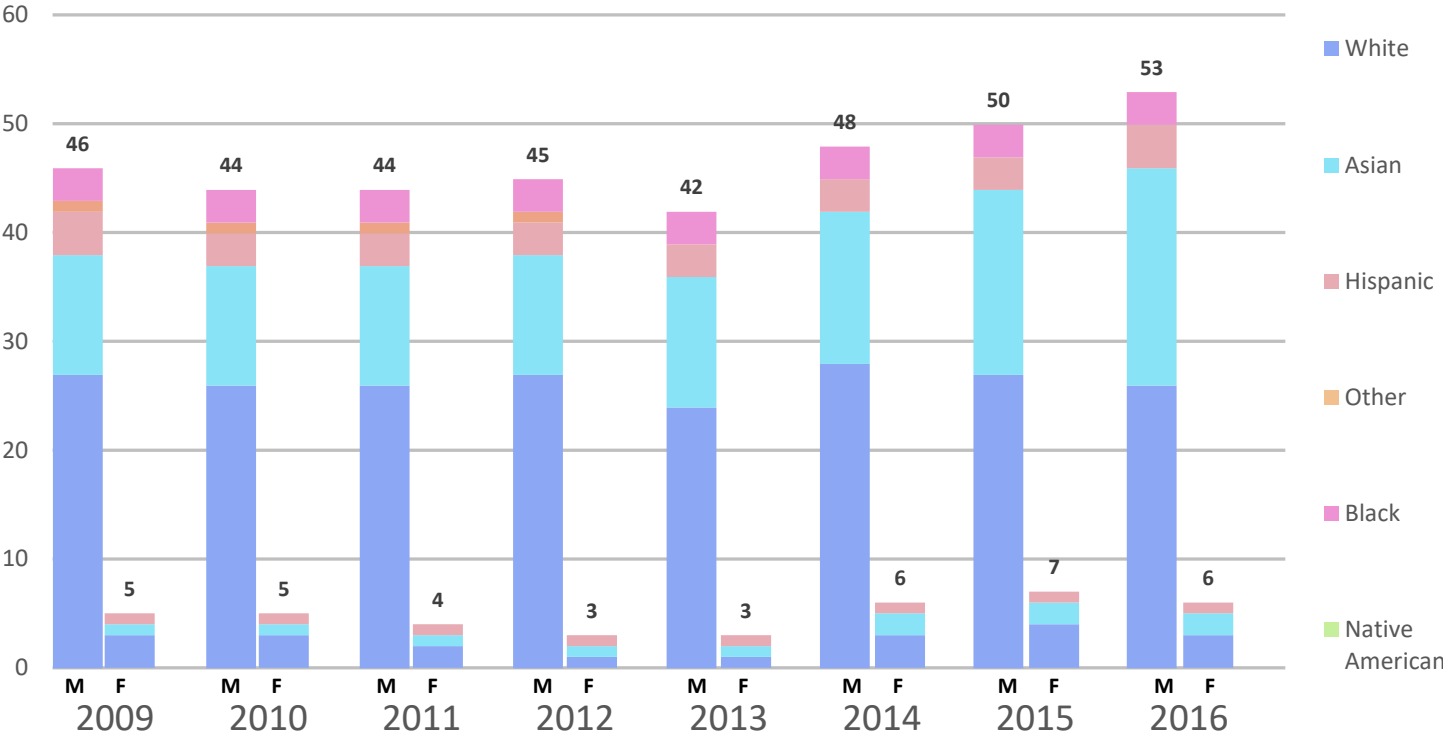
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	90%	10%
2015	88%	12%
2014	89%	11%
2013	93%	7%
2012	94%	6%
2011	92%	8%
2010	90%	10%
2009	90%	10%

Ethnicity (By Headcount)



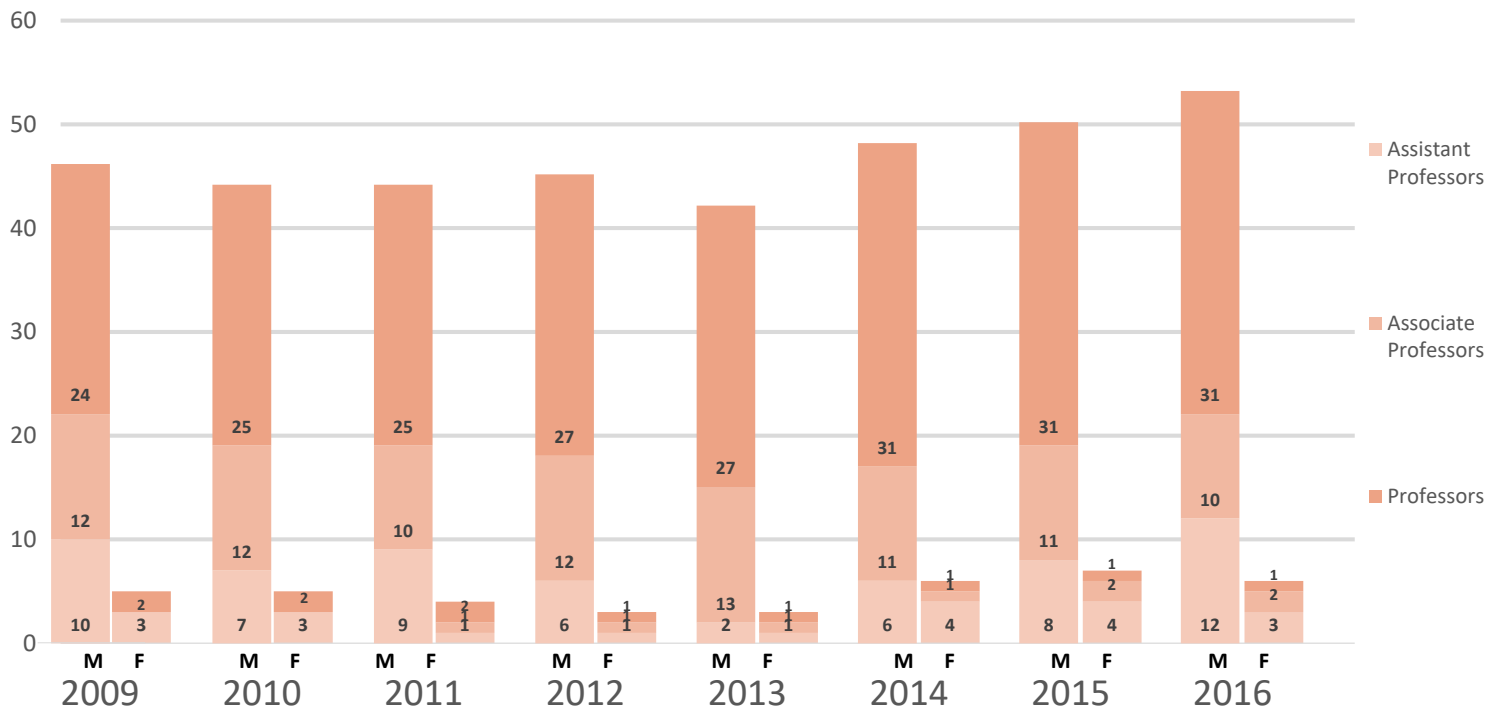
# Tenured and Tenure-Track Faculty Engineering

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	0%	0%	5%	0%	0%	0%	7%	2%	34%	3%	44%	5%
<b>2015</b>	0%	0%	5%	0%	0%	0%	5%	2%	30%	4%	47%	7%
<b>2014</b>	0%	0%	6%	0%	0%	0%	6%	2%	26%	4%	52%	6%
<b>2013</b>	0%	0%	7%	0%	0%	0%	7%	2%	27%	2%	53%	2%
<b>2012</b>	0%	0%	6%	0%	2%	0%	6%	2%	23%	2%	56%	2%
<b>2011</b>	0%	0%	6%	0%	2%	0%	6%	2%	23%	2%	54%	4%
<b>2010</b>	0%	0%	6%	0%	2%	0%	6%	2%	22%	2%	53%	6%
<b>2009</b>	0%	0%	6%	0%	2%	0%	8%	2%	22%	2%	53%	6%

\*Totals may not equal to 100% due to rounding

## Rank (By Headcount)

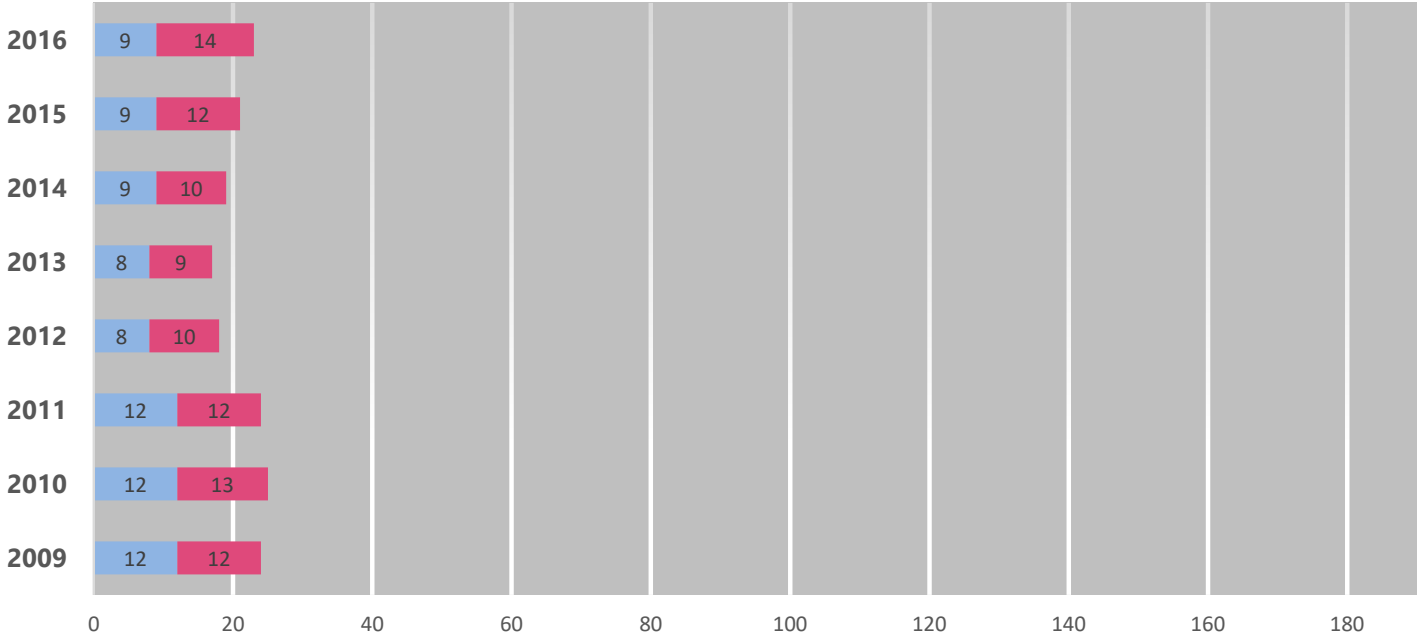


(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	20%	5%	17%	3%	53%	2%
<b>2015</b>	14%	7%	19%	4%	54%	2%
<b>2014</b>	11%	7%	20%	2%	57%	2%
<b>2013</b>	4%	2%	29%	2%	60%	2%
<b>2012</b>	13%	2%	25%	2%	56%	2%
<b>2011</b>	19%	2%	21%	2%	52%	4%
<b>2010</b>	14%	6%	24%	0%	51%	4%
<b>2009</b>	20%	6%	24%	0%	47%	4%

\*Totals may not equal to 100% due to rounding

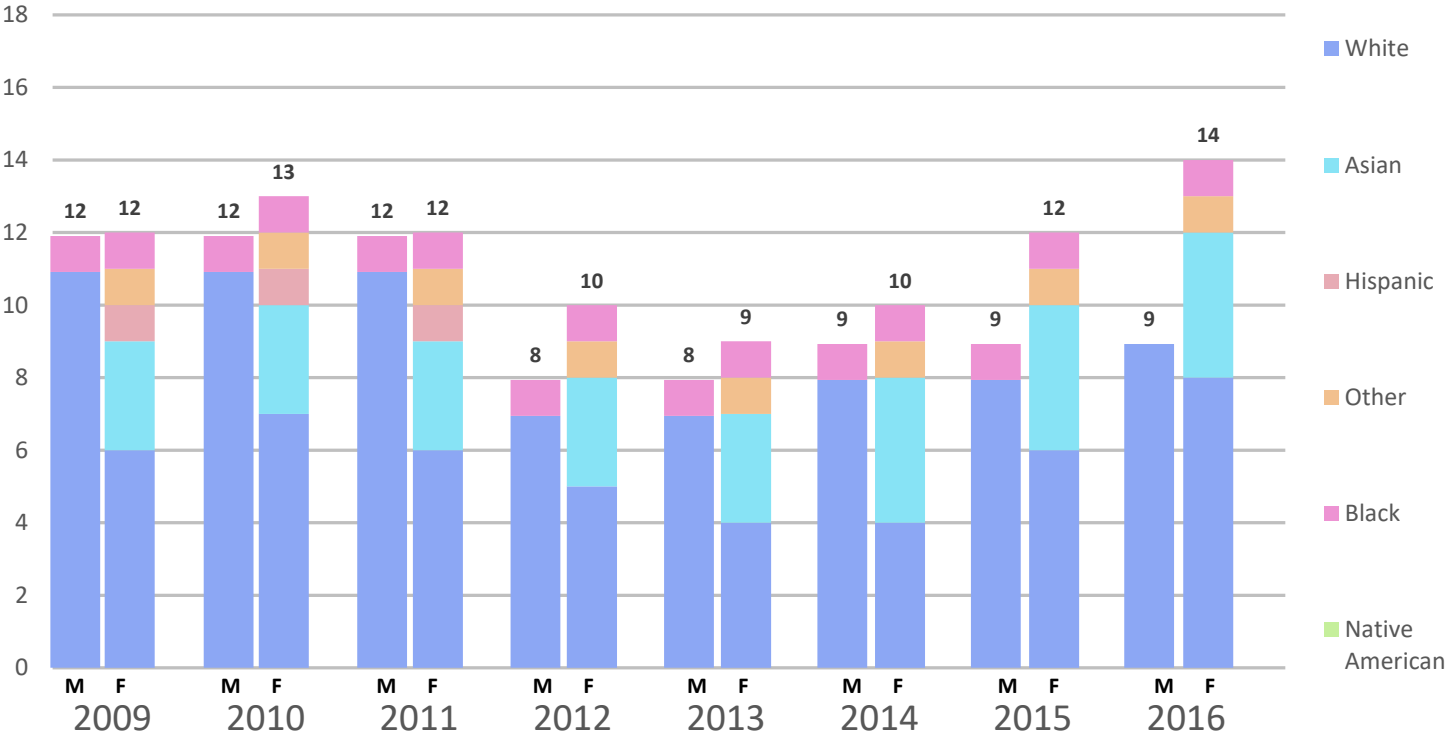
Gender (By Headcount)



(As Percentage)

	Males	Females
2016	39%	61%
2015	43%	57%
2014	47%	53%
2013	47%	53%
2012	44%	56%
2011	50%	50%
2010	48%	52%
2009	50%	50%

Ethnicity (By Headcount)



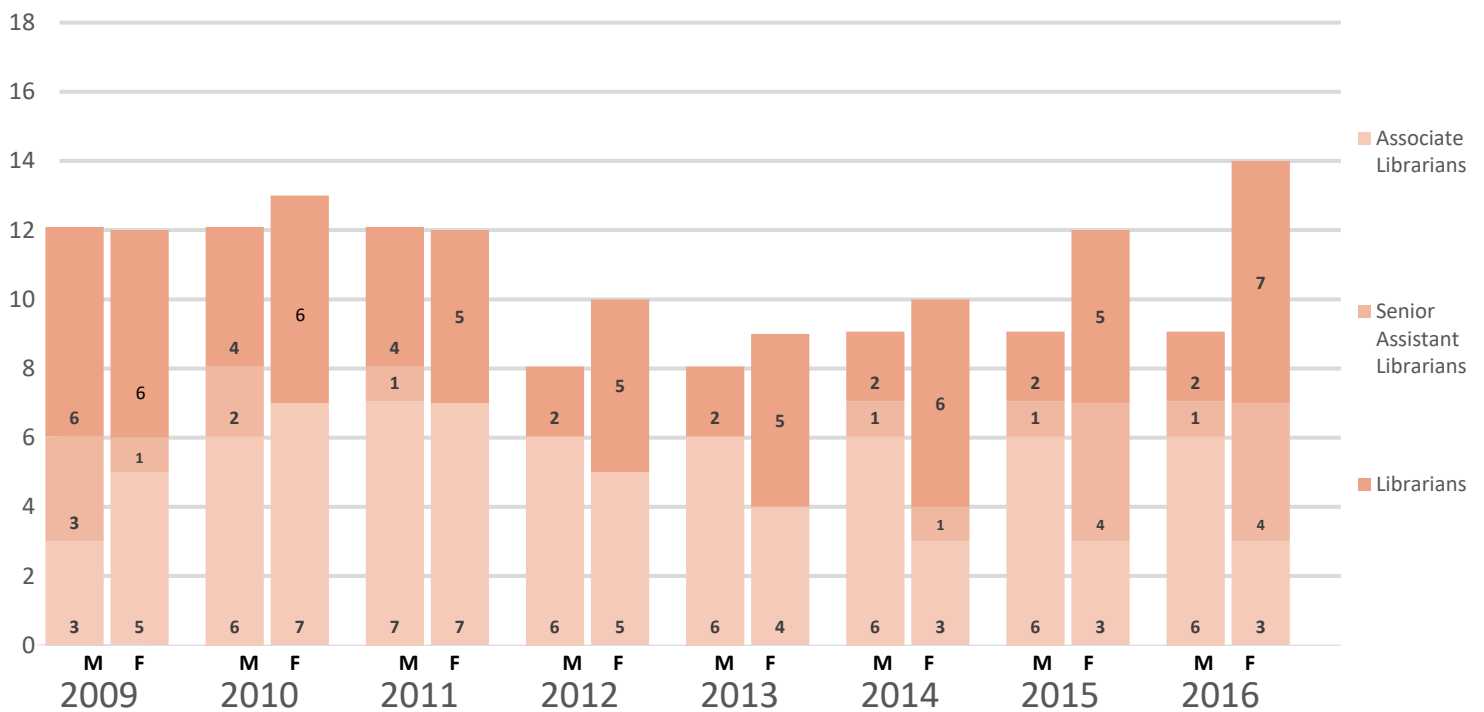
## Tenured and Tenure-Track Faculty Library and Information Access

(As Percentage)

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	0%	0%	0%	4%	0%	4%	0%	0%	0%	17%	39%	35%
<b>2015</b>	0%	0%	5%	5%	0%	5%	0%	0%	0%	19%	38%	29%
<b>2014</b>	0%	0%	5%	5%	0%	5%	0%	0%	0%	21%	42%	21%
<b>2013</b>	0%	0%	6%	6%	0%	6%	0%	0%	0%	18%	41%	24%
<b>2012</b>	0%	0%	6%	6%	0%	6%	0%	0%	0%	17%	39%	28%
<b>2011</b>	0%	0%	4%	4%	0%	4%	0%	4%	0%	13%	46%	25%
<b>2010</b>	0%	0%	4%	4%	0%	4%	0%	4%	0%	12%	44%	28%
<b>2009</b>	0%	0%	4%	4%	0%	4%	0%	4%	0%	13%	46%	25%

*\*Totals may not equal to 100% due to rounding*

## Rank (By Headcount)

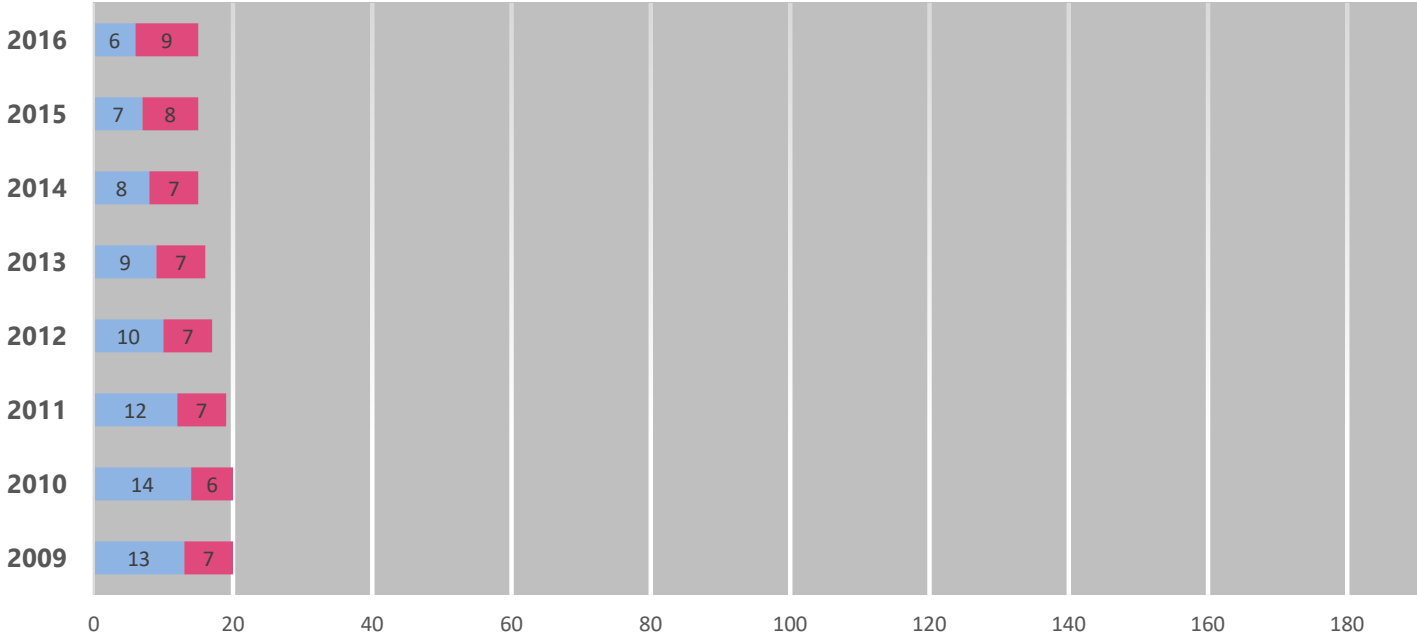


(As Percentage)

	Associate Librarians		Senior Assistant Librarians		Librarians	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	26%	13%	4%	17%	9%	30%
<b>2015</b>	29%	14%	5%	19%	10%	24%
<b>2014</b>	32%	16%	5%	5%	11%	32%
<b>2013</b>	35%	24%	0%	0%	12%	29%
<b>2012</b>	33%	28%	0%	0%	11%	28%
<b>2011</b>	29%	29%	4%	0%	17%	21%
<b>2010</b>	24%	28%	8%	0%	16%	24%
<b>2009</b>	13%	21%	13%	4%	25%	25%

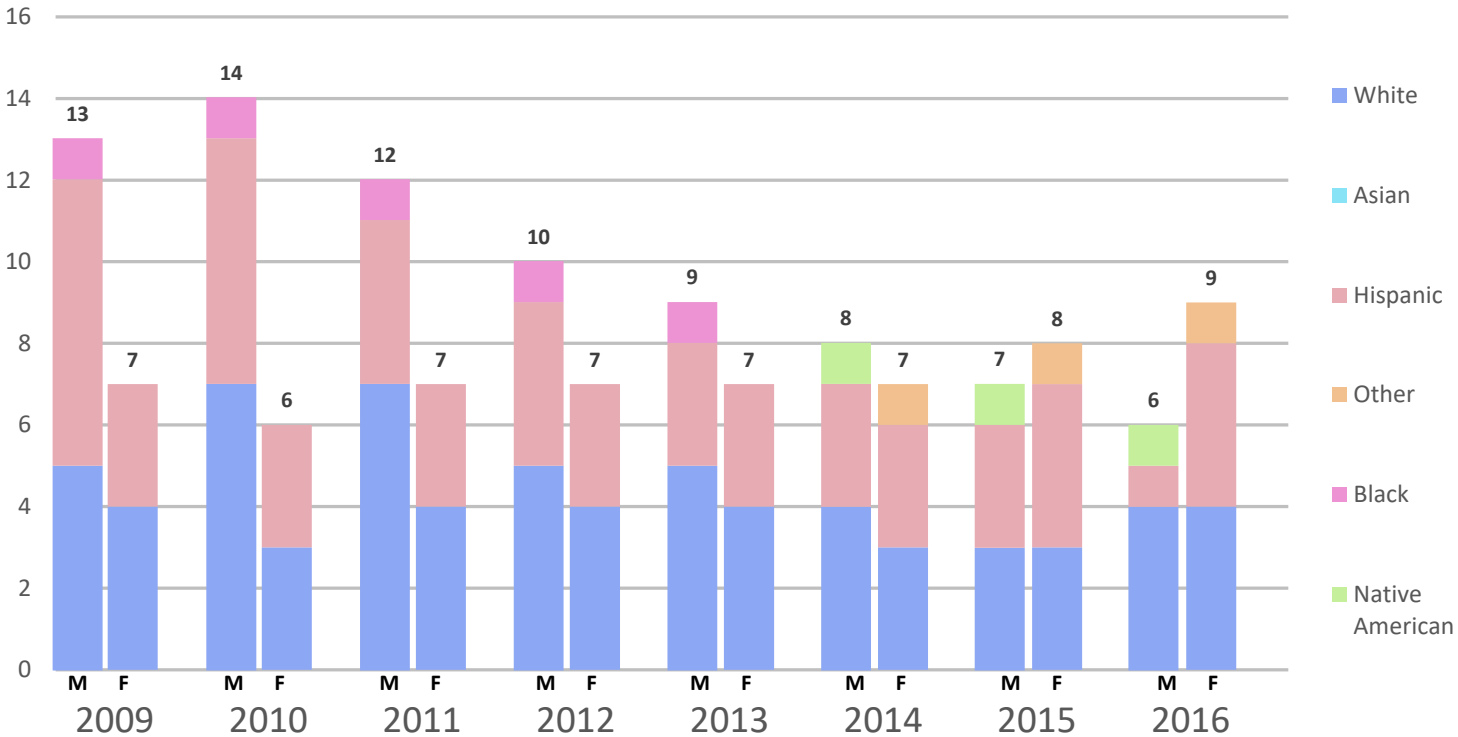
*\*Totals may not equal to 100% due to rounding*

Gender (By Headcount)



	Males	Females
2016	40%	60%
2015	47%	53%
2014	53%	47%
2013	56%	44%
2012	59%	41%
2011	63%	37%
2010	70%	30%
2009	65%	35%

Ethnicity (By Headcount)



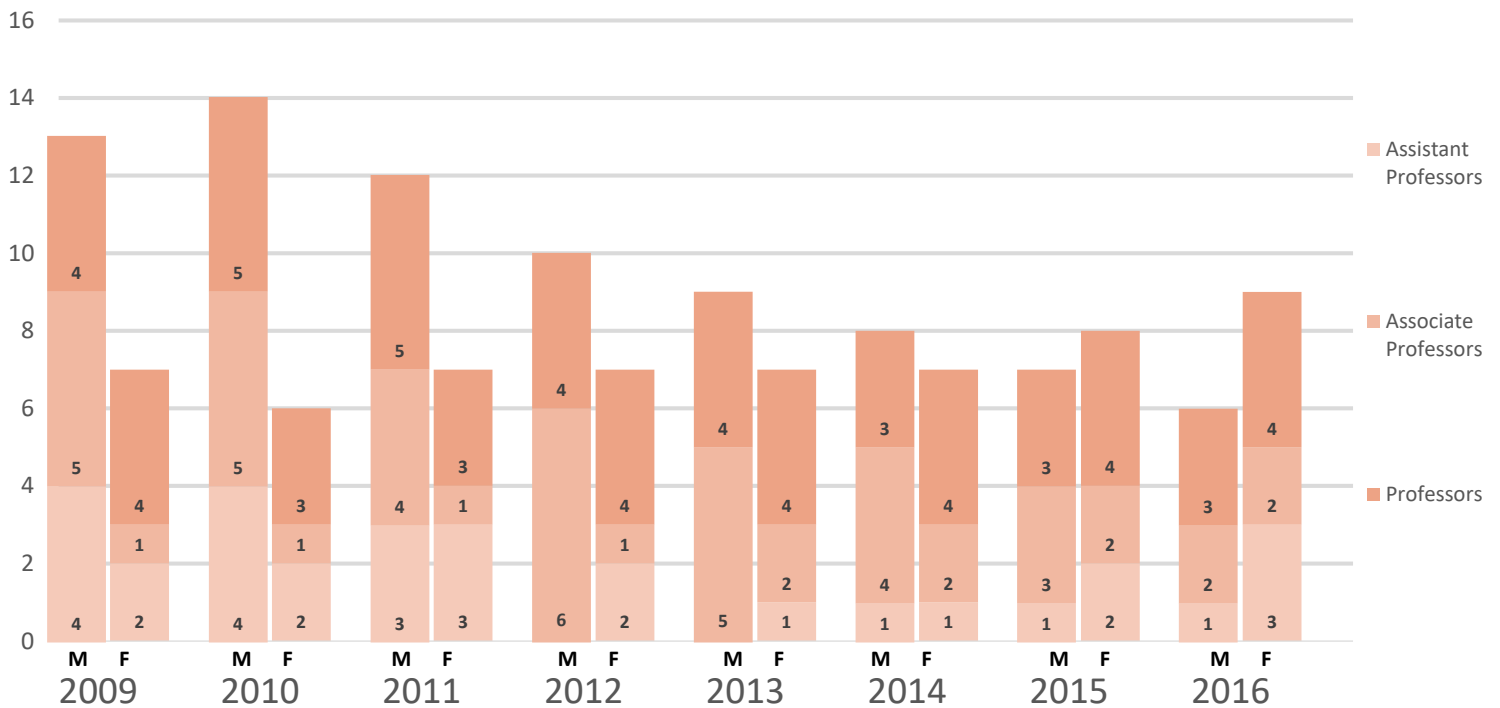


## Tenured and Tenure-Track Faculty Imperial Valley Campus

	Native American		Black		Other		Hispanic		Asian		White	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
<b>2016</b>	6%	0%	0%	0%	0%	6%	6%	25%	0%	0%	31%	25%
<b>2015</b>	7%	0%	0%	0%	0%	7%	20%	27%	0%	0%	20%	20%
<b>2014</b>	7%	0%	0%	0%	0%	7%	20%	20%	0%	0%	27%	20%
<b>2013</b>	0%	0%	6%	0%	0%	0%	19%	19%	0%	0%	31%	25%
<b>2012</b>	0%	0%	6%	0%	0%	0%	24%	18%	0%	0%	29%	24%
<b>2011</b>	0%	0%	5%	0%	0%	0%	21%	16%	0%	0%	37%	21%
<b>2010</b>	0%	0%	5%	0%	0%	0%	30%	15%	0%	0%	35%	15%
<b>2009</b>	0%	0%	5%	0%	0%	0%	35%	15%	0%	0%	25%	20%

*\*Totals may not equal to 100% due to rounding*

### Rank (As Headcount)



(As Percentage)

	Assistant Professors		Associate Professors		Professors	
	Males	Females	Males	Females	Males	Females
<b>2016</b>	7%	20%	13%	13%	20%	27%
<b>2015</b>	7%	13%	20%	13%	20%	27%
<b>2014</b>	7%	7%	27%	13%	20%	27%
<b>2013</b>	0%	6%	31%	13%	25%	25%
<b>2012</b>	0%	12%	35%	6%	24%	24%
<b>2011</b>	16%	16%	21%	5%	26%	16%
<b>2010</b>	20%	10%	25%	5%	25%	15%
<b>2009</b>	20%	10%	25%	5%	20%	20%

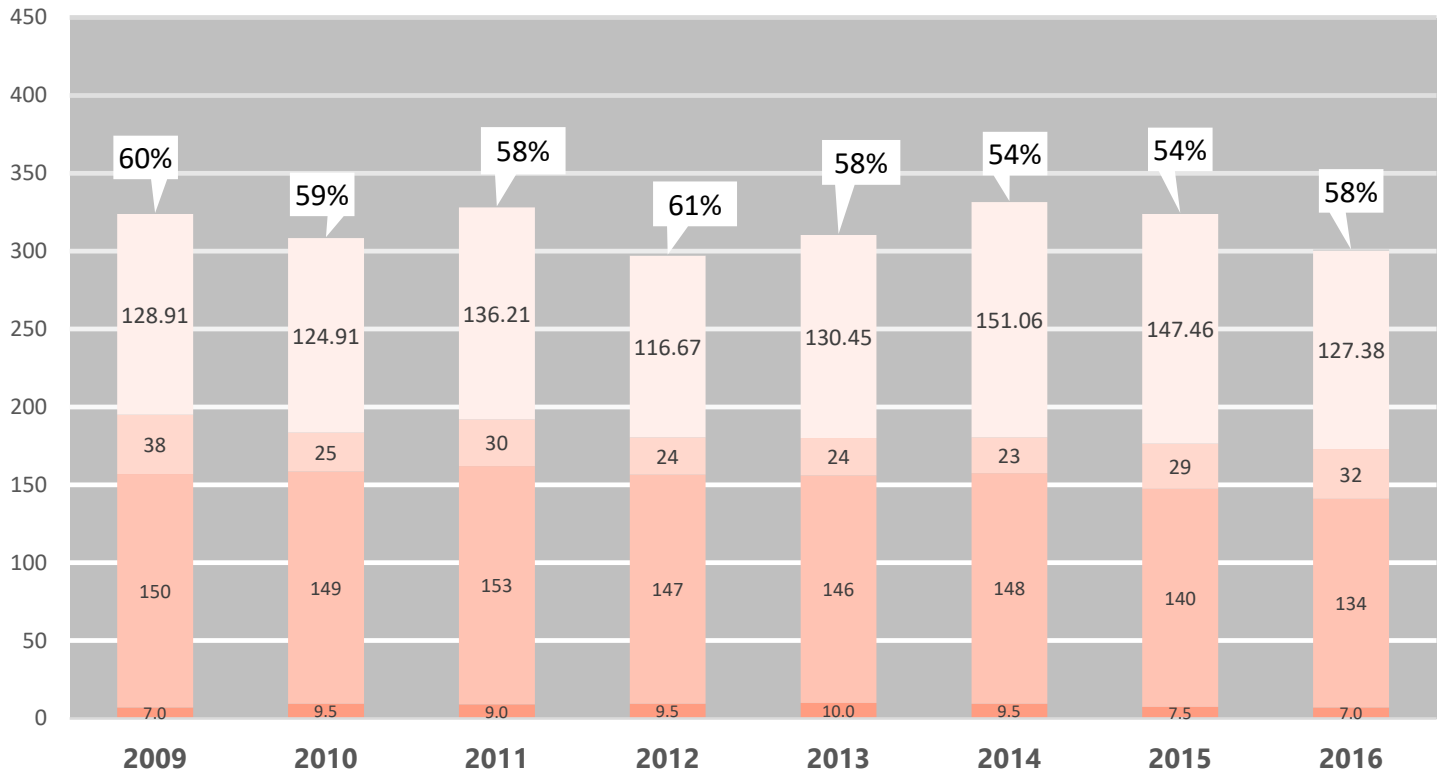
*\*Totals may not equal to 100% due to rounding*

# **IV. Density**

2009-2016

## Arts and Letters

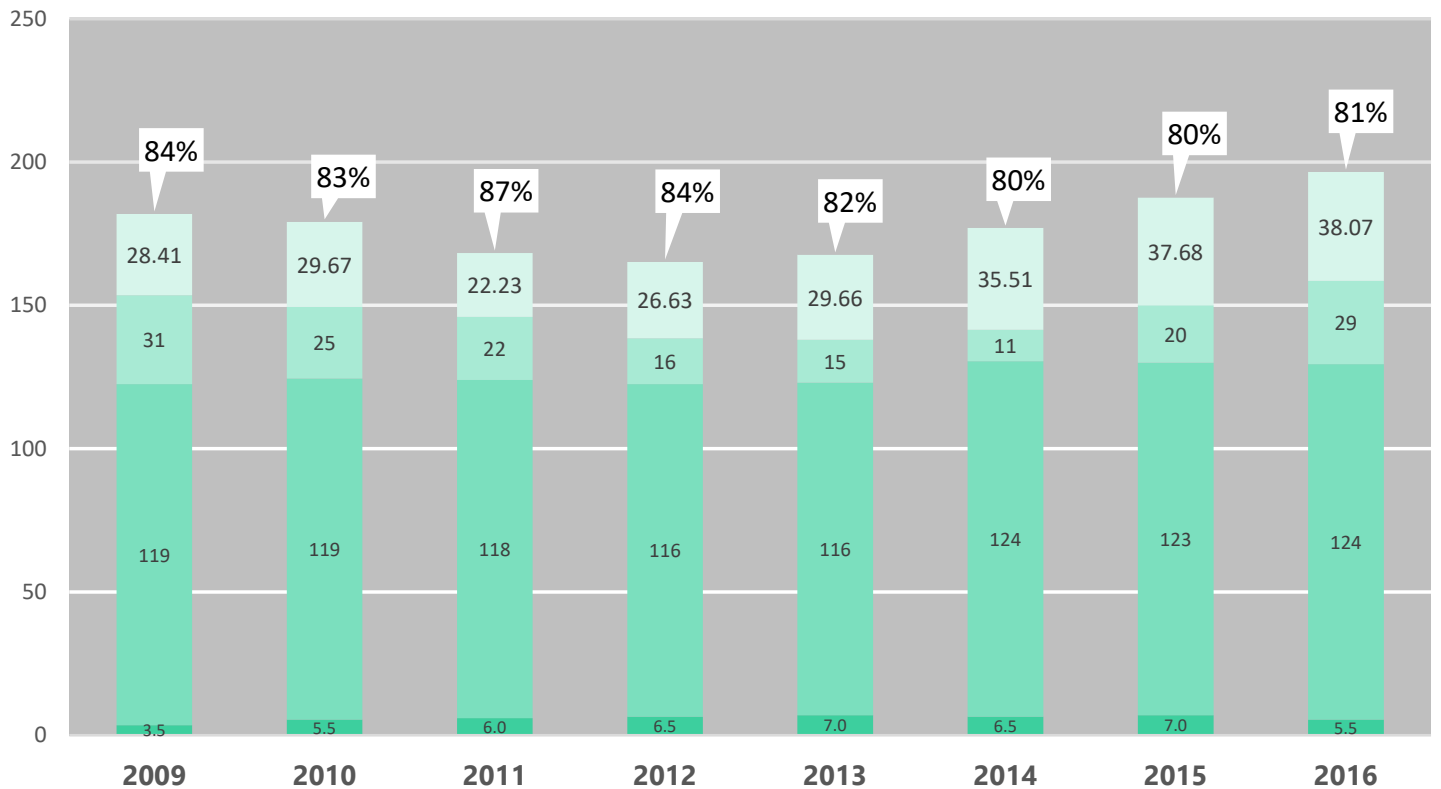
FERP\*.5 Tenured Tenure-Track Lecturer FTE



$$\text{Tenure Density} = \frac{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$$

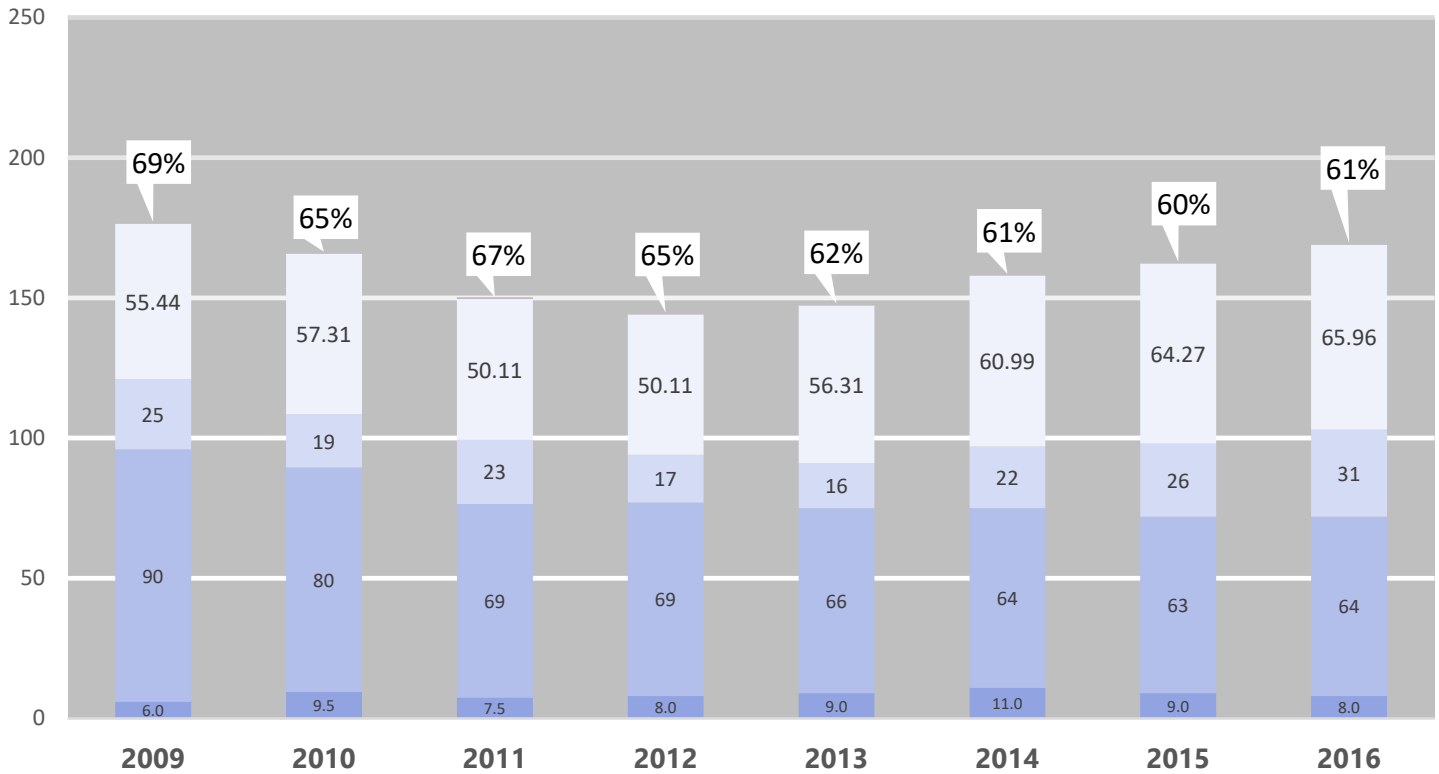
## Sciences

FERP\*.5 Tenured Tenure-Track Lecturer FTE



## Professional Studies and Fine Arts

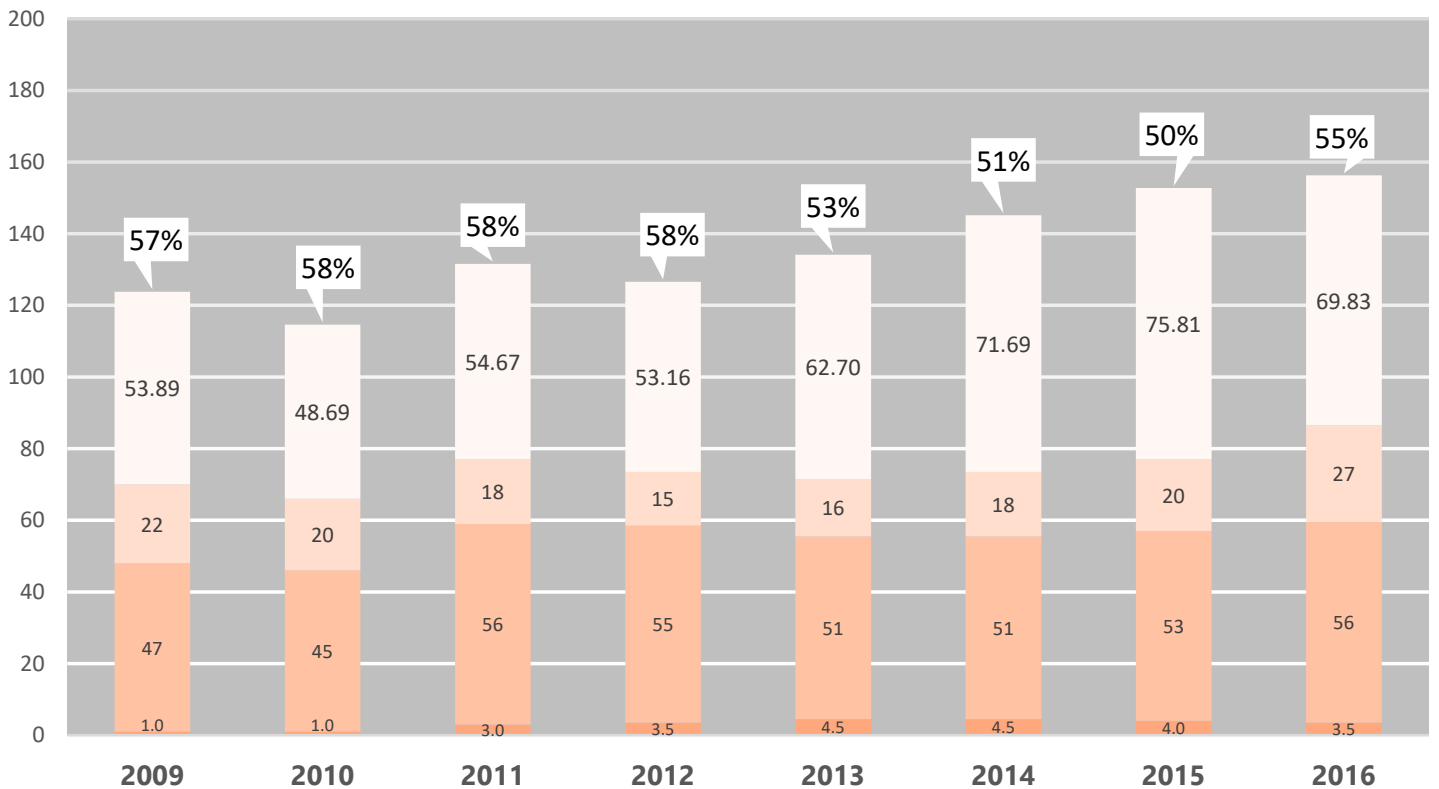
FERP\*.5   Tenured   Tenure-Track   Lecturer FTE



$$\text{Tenure Density} = \frac{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$$

## Health and Human Services

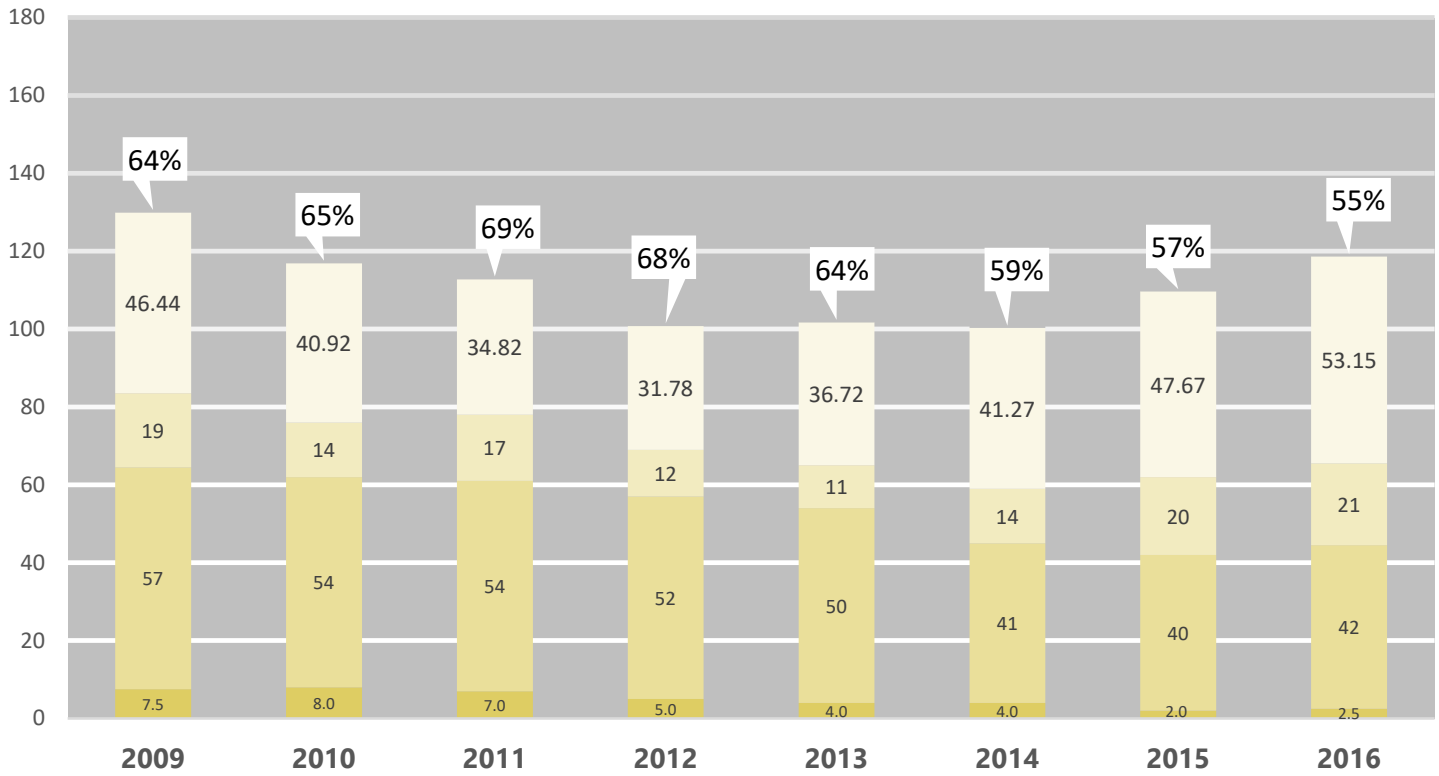
FERP\*.5   Tenured   Tenure-Track   Lecturer FTE



\*2009-2015 counts taken in the Fall, 2016 counts taken Spring 2017

## Education

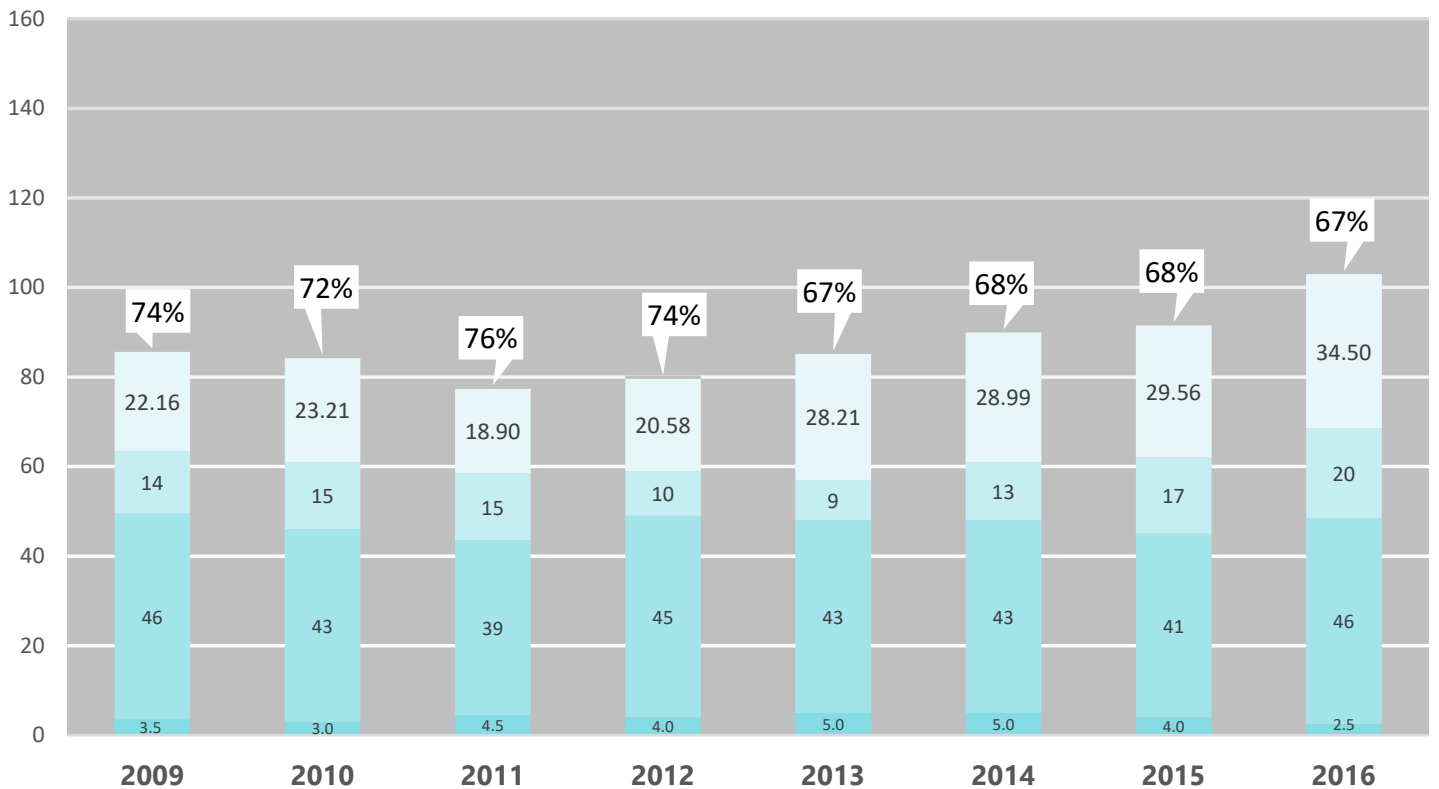
■ FERP\*.5 ■ Tenured ■ Tenure-Track ■ Lecturer FTE



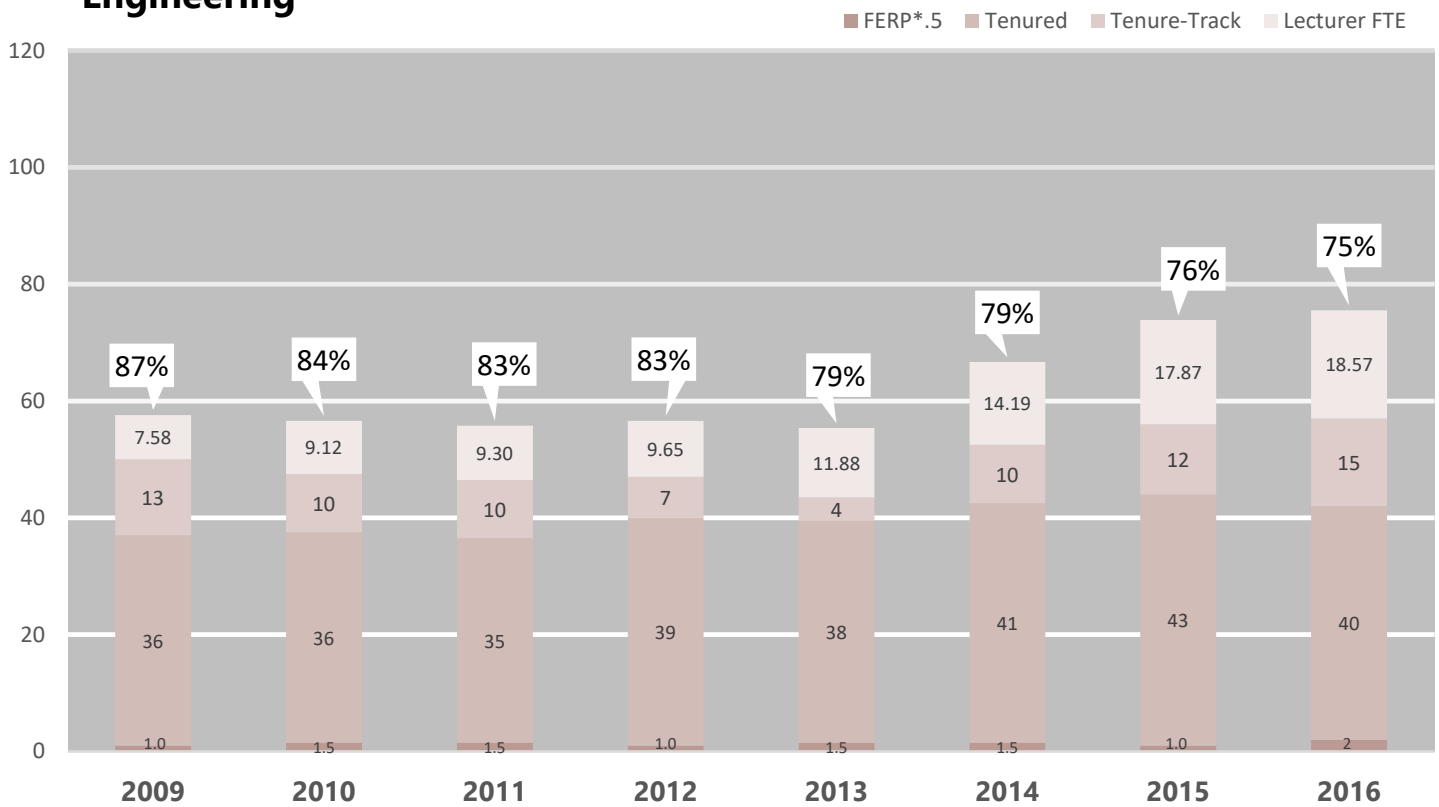
$$\text{Tenure Density} = \frac{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$$

## Business Administration

■ FERP\*.5 ■ Tenured ■ Tenure-Track ■ Lecturer FTE

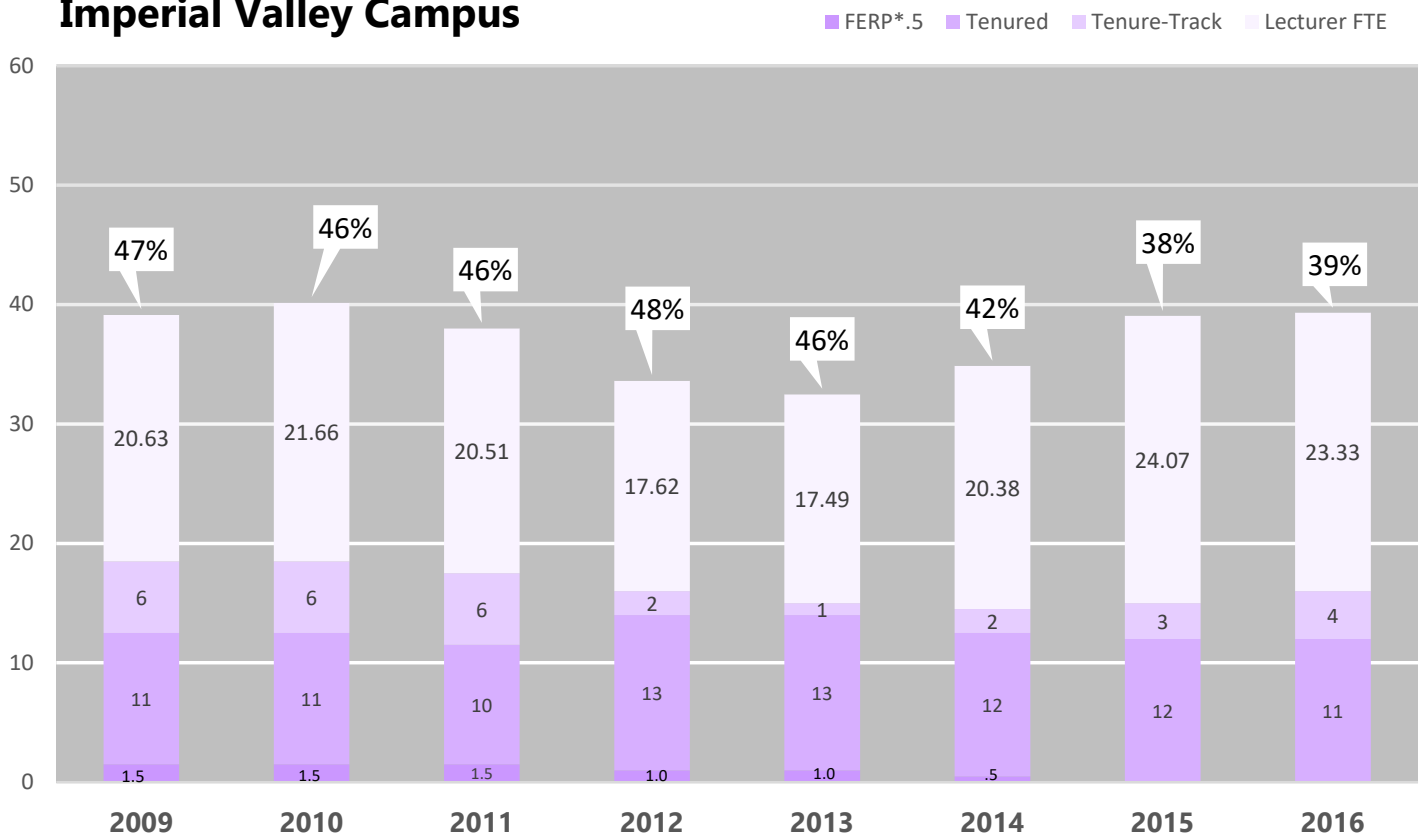


## Engineering

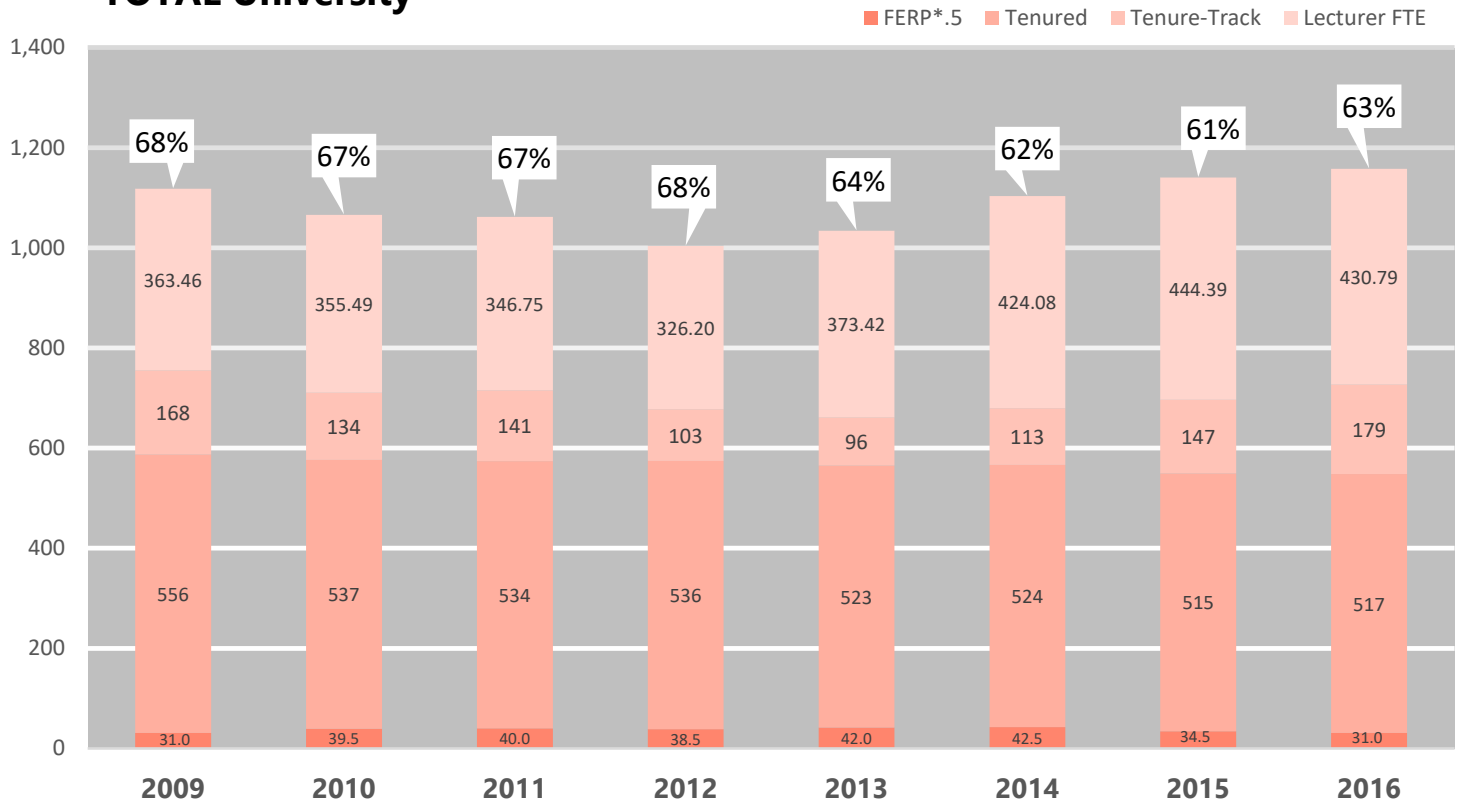


$$\text{Tenure Density} = \frac{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$$

## Imperial Valley Campus

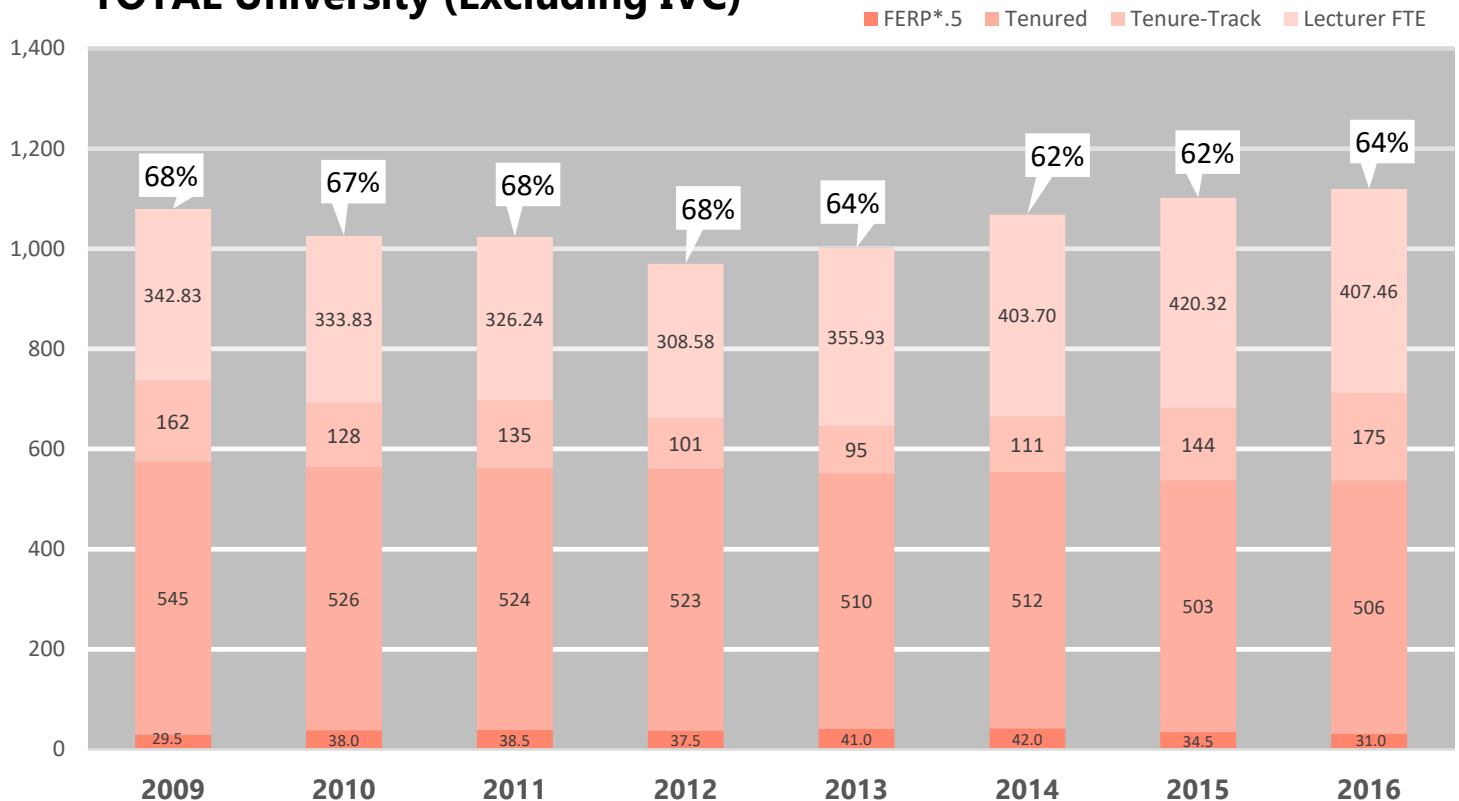


## TOTAL University

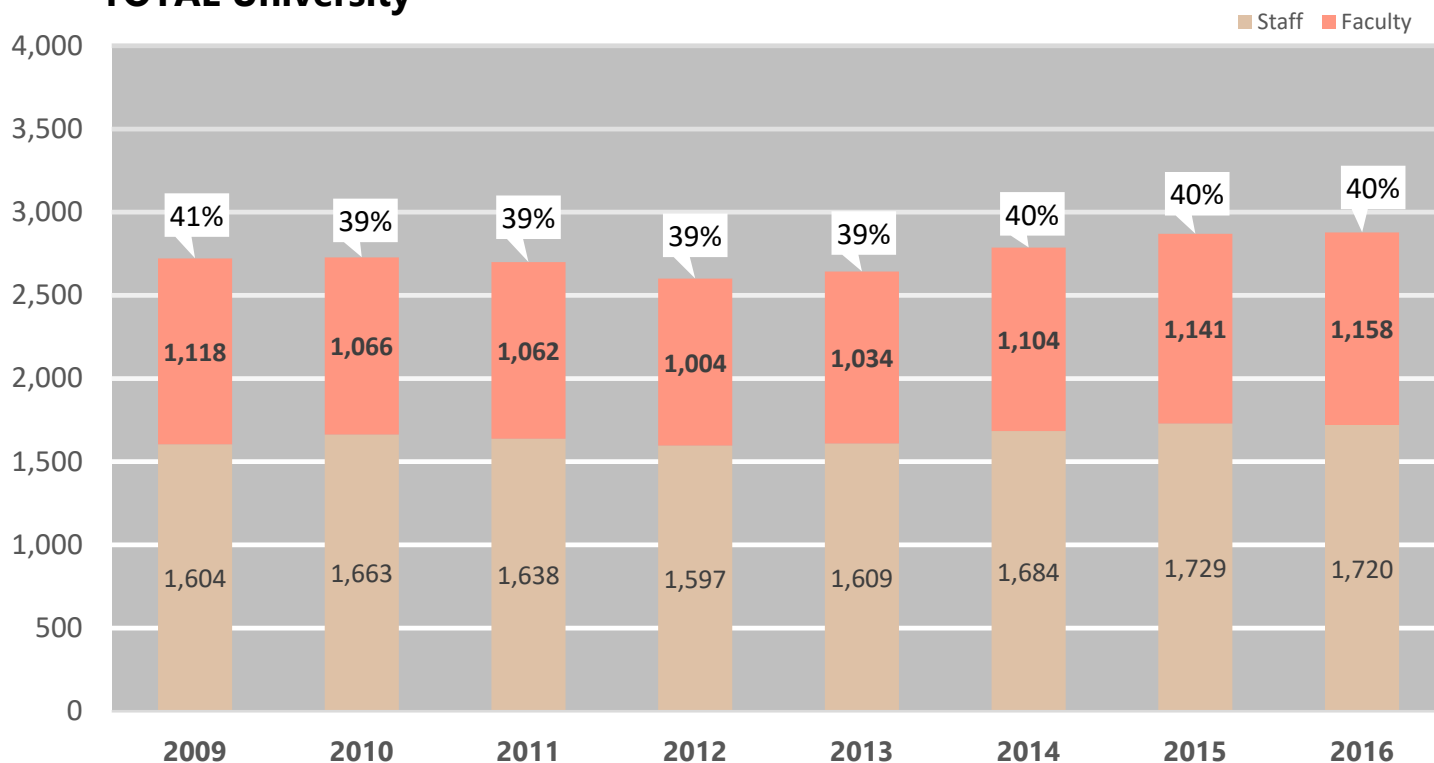


$$\text{Tenure Density} = \frac{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP}*.5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$$

## TOTAL University (Excluding IVC)

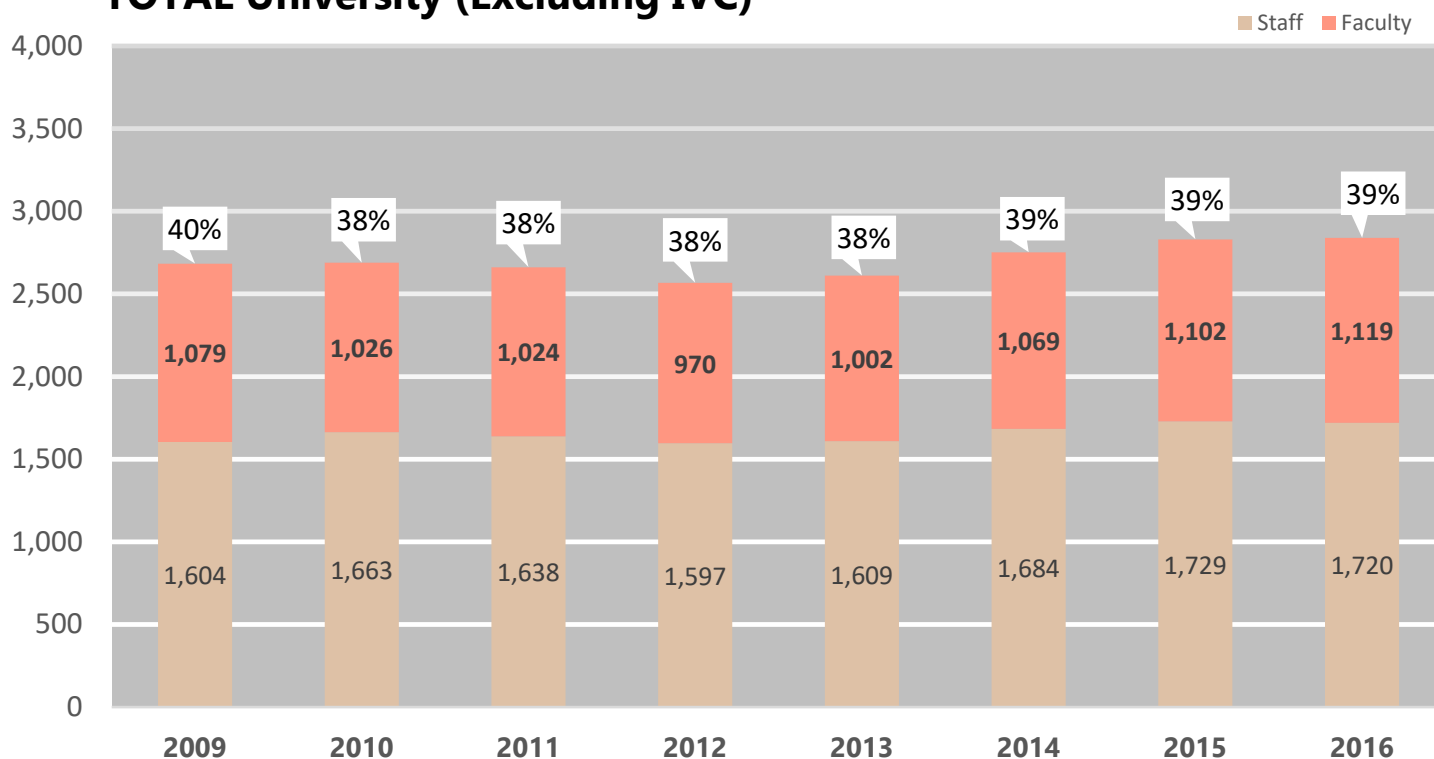


## TOTAL University



$$\text{Instructional Density} = \frac{(\text{FERP} \cdot 5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE}}{((\text{FERP} \cdot 5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE} + \text{Staff})}$$

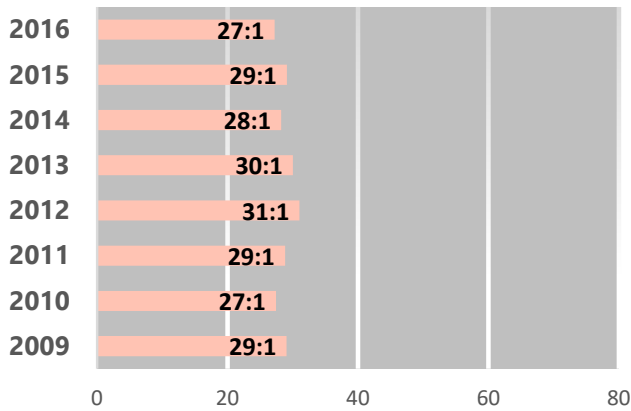
## TOTAL University (Excluding IVC)





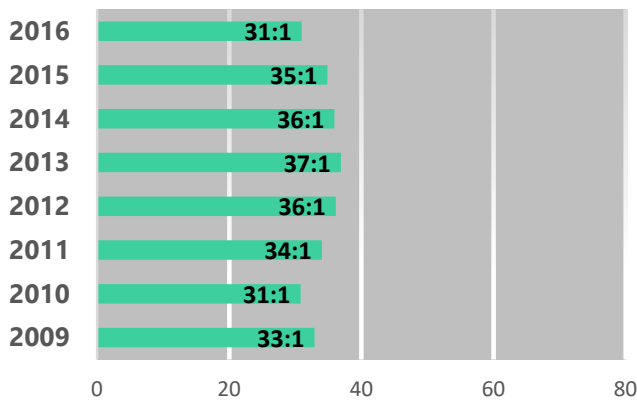
# Student-to-Faculty Ratio by College

## Arts and Letters



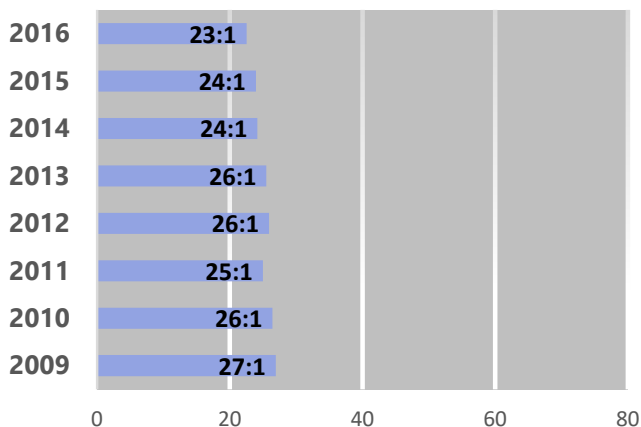
Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	8,172.80	127.38	173.00
2015	9,429.30	147.46	176.50
2014	9,359.10	151.06	180.50
2013	9,319.60	130.45	180.00
2012	9,220.70	116.67	180.50
2011	9,457.80	136.21	192.00
2010	8,462.30	124.91	183.50
2009	9,410.20	128.91	195.00

## Sciences



Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	6,086.60	38.07	158.50
2015	6,540.70	37.68	150.00
2014	6,357.00	35.51	141.50
2013	6,187.50	29.66	138.00
2012	5,962.60	26.63	138.50
2011	5,723.10	22.23	146.00
2010	5,516.00	29.67	149.50
2009	5,983.40	28.41	153.50

## Professional Studies and Fine Arts

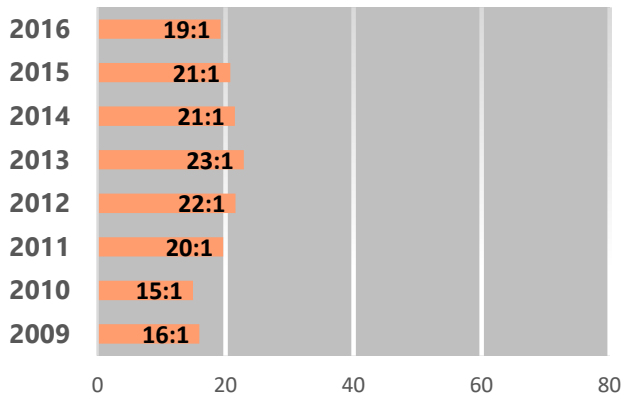


Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	3,807.50	65.96	103.00
2015	3,884.60	64.27	98.00
2014	3,815.20	60.99	97.00
2013	3,756.80	56.31	91.00
2012	3,736.20	50.11	94.00
2011	3,738.60	50.11	99.50
2010	4,379.30	57.31	108.50
2009	4,750.10	55.44	121.00

\*2009-2015 counts taken in the Fall, 2016 counts taken Spring 2017

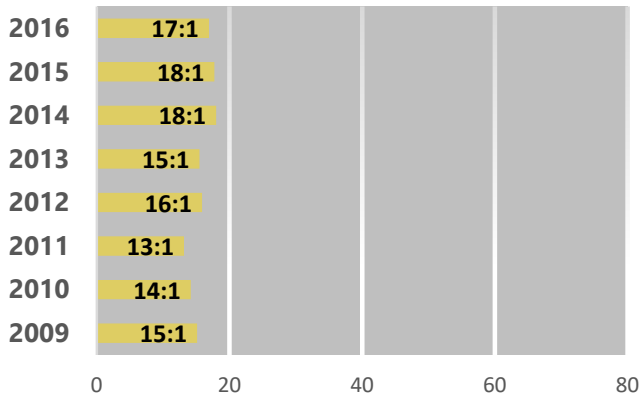
# Student-to-Faculty Ratio by College

## Health and Human Services



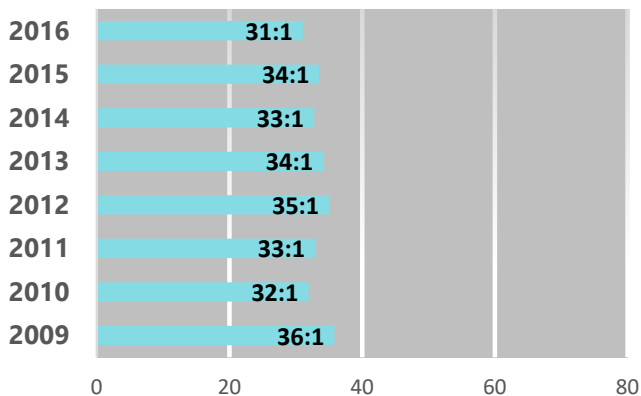
Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	3,003.60	69.83	86.50
2015	3,167.60	75.81	77.00
2014	3,113.70	71.69	73.50
2013	3,064.00	62.70	71.50
2012	2,728.60	53.16	73.50
2011	2,582.50	54.67	77.00
2010	1,709.80	48.69	66.00
2009	1,971.00	53.89	70.00

## Education



Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	2,004.50	53.15	65.50
2015	1,944.00	47.67	62.00
2014	1,802.60	41.27	59.00
2013	1,574.70	36.72	65.00
2012	1,599.20	31.78	69.00
2011	1,483.00	34.82	78.00
2010	1,656.50	40.92	76.00
2009	1,965.50	46.44	83.50

## Business Administration

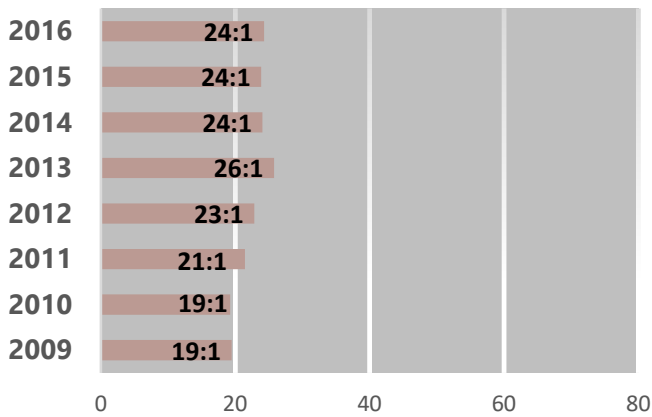


Counts			
Year	FTES	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	3,200.20	34.5	68.50
2015	3,072.50	29.56	62.00
2014	2,948.80	28.99	61.00
2013	2,906.90	28.21	57.00
2012	2,788.80	20.58	59.00
2011	2,547.50	18.90	58.50
2010	2,688.30	23.21	61.00
2009	3,067.00	22.16	63.50

\*2009-2015 counts taken in the Fall, 2016 counts taken Spring 2017

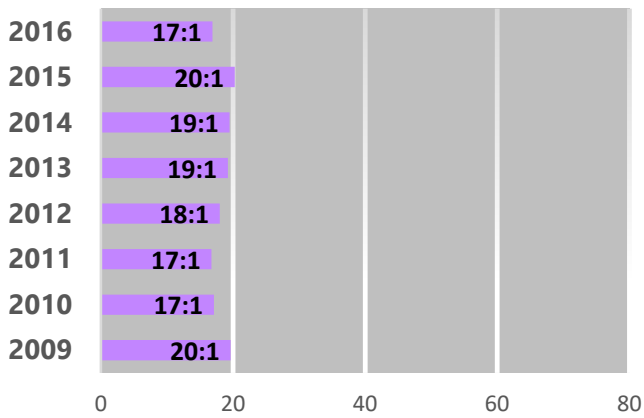
# Student-to-Faculty Ratio by College

## Engineering



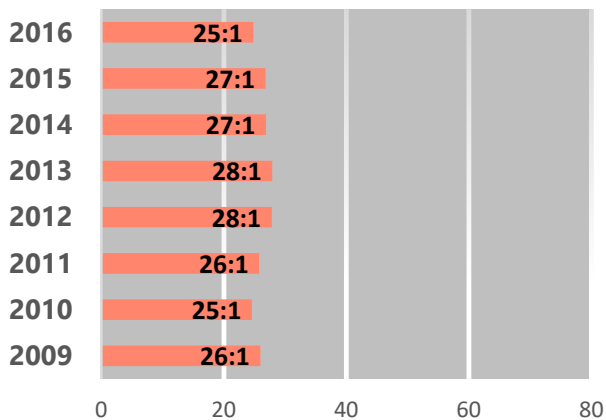
Counts			
Year	FTEs	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	1,834.70	18.57	57.00
2015	1,762.00	17.87	56.00
2014	1,603.80	14.19	52.50
2013	1,427.10	11.88	43.50
2012	1,293.30	9.65	47.00
2011	1,196.80	9.30	46.50
2010	1,089.10	9.12	47.50
2009	1,119.80	7.58	50.00

## Imperial Valley Campus

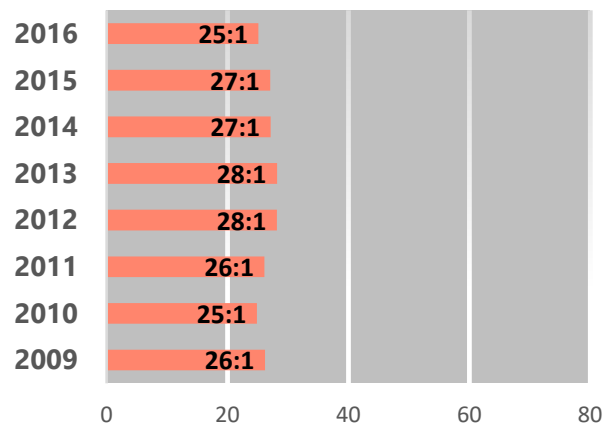


Counts			
Year	FTEs	Lecturer FTE	Tenured/Tenure-Track/FERP*.5
2016	646.90	23.33	15.00
2015	791.10	24.07	15.00
2014	678.70	20.38	14.50
2013	624.20	17.49	15.00
2012	604.90	17.62	16.00
2011	635.90	20.51	17.50
2010	686.60	21.66	18.50
2009	767.50	20.63	18.50

## TOTAL University



## TOTAL University ( Excluding IVC)



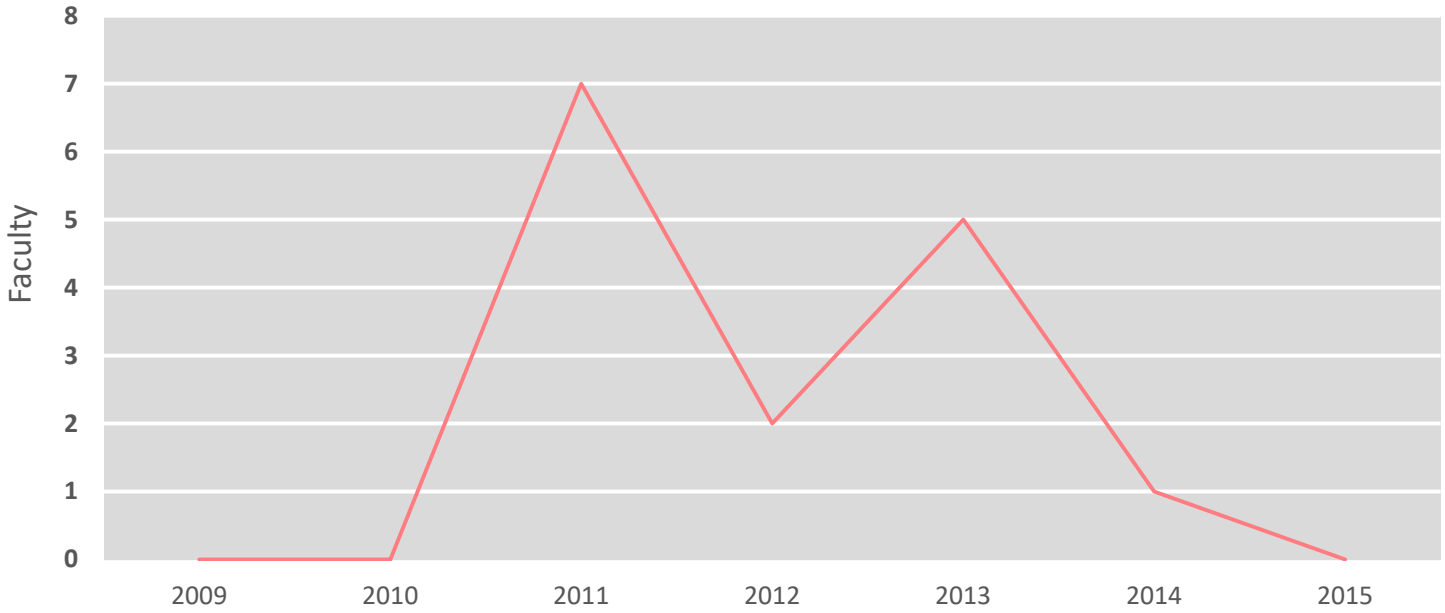
\*2009-2015 counts taken in the Fall, 2016 counts taken Spring 2017

# **V. Advancement and Retention**

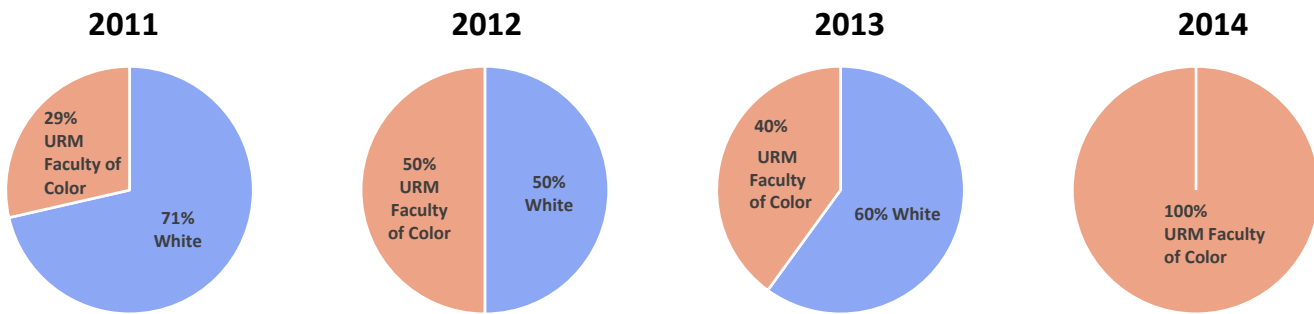
2009-2016

# Faculty Receiving Terminal Years in RTP

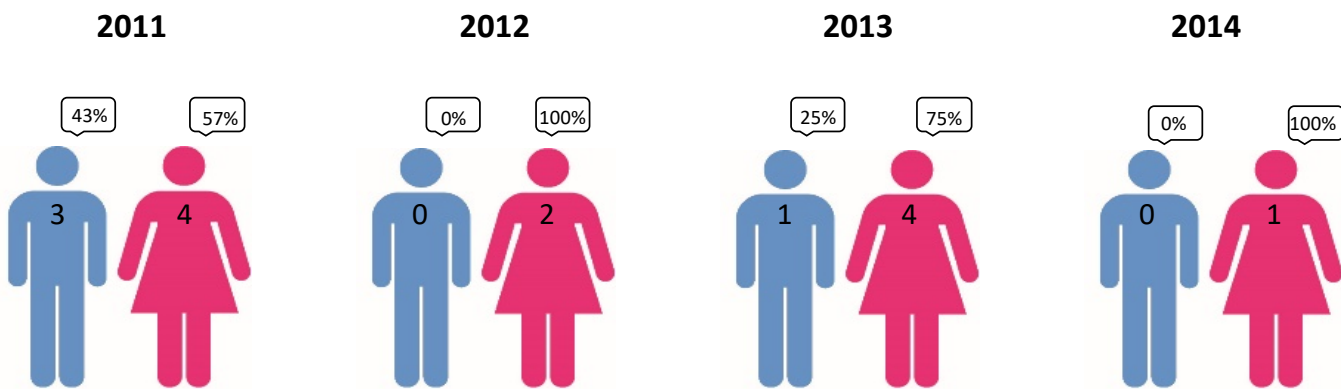
## Total Year Over Year



## By Ethnicity

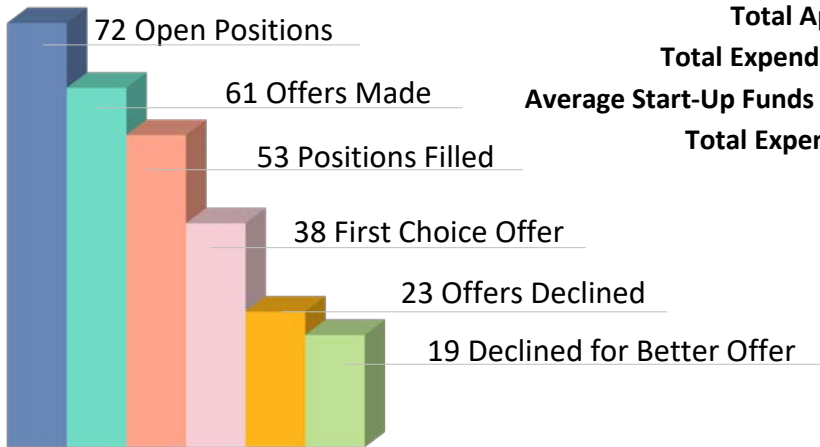


## By Gender



\*Totals may not equal to 100% due to rounding

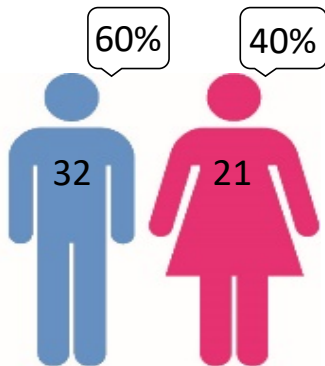
# Tenured and Tenure-Track Recruitment AY 2015-2016



**Total Applications Received:** 4,307  
**Total Expended in Start-Up Funds:** \$7,772,085  
**Average Start-Up Funds per Faculty Member:** \$146,643  
**Total Expended in New Salaries:** \$5,035,200

*\*Data drawn from CSU Recruitment and Retention Survey, sourced from academic units and Interfolio. Data does not include counselor or librarian faculty. Data on ethnicity sourced from academic units may diverge from data on ethnicity sourced from individual faculty in PeopleSoft*

## Characteristics of Faculty Hired

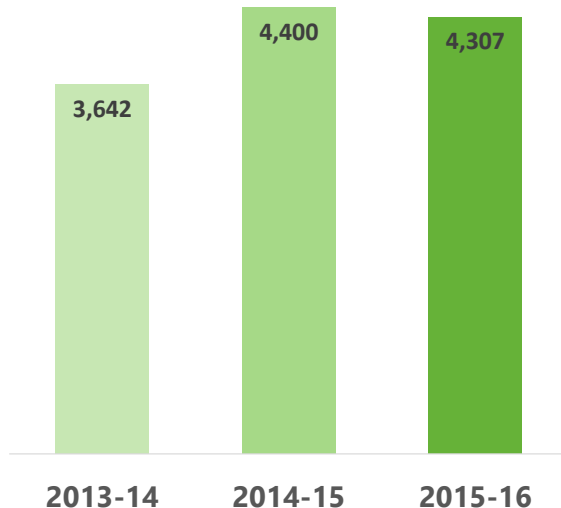


	Count:	Percent:
Non-Citizen Hires:	12	23%
Underrepresented Faculty Hires:	7	13%
Faculty of Color Hires:	20	37%
Faculty Holding Terminal Degrees:	53	100%
Faculty in ABD Status:	0	0%
Assistant Professor Hires Coming from Assistant Professorship Out of State:	8	15%

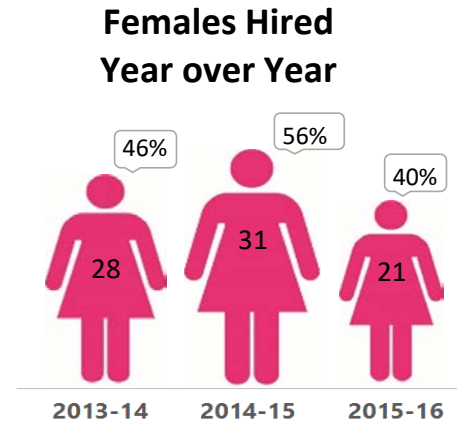
## 2015-2016 in Historical Context

	2013-2014		2014-2015		2015-2016	
	Total:	%	Total:	%	Total:	%
<b>Open Positions:</b>	<b>76</b>		<b>69</b>		<b>72</b>	
<b>Offers Made:</b>	67	88%	61	88%	61	85%
<b>Positions Filled:</b>	61	80%	55	80%	53	74%
<b>Positions Filled with Top Candidate</b> (As a % of Positions Filled):	50	82%	49	80%	38	72%
<b>First Offers Declined</b> (As a % of Total Offers):	17	25%	12	20%	23	38%
<b>First Offers Declined due to better Offer Elsewhere</b> (As a % of Total Offer):	15	22%	6	10%	19	31%

## Applications Received Year over Year

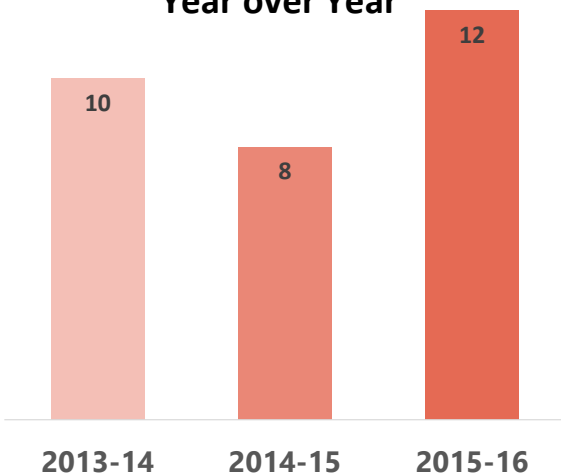


	2013-2014		2014-2015		2015-2016	
	Total:	%	Total:	%	Total:	%
URF Hires:	10	16%	12	22%	7	13%
FOC Hires:	22	36%	23	42%	20	38%
Non-Citizen Hires:	19	31%	13	24%	12	23%
Faculty Holding Terminal Degrees:	61	100%	52	95%	53	100%
Faculty in ABD Status:	0	0%	3	5%	0	0%
Assistant Professor Hires Coming from Assistant Professorship out of State:	12	20%	11	20%	8	15%
<b>Total Expended in Start-Up Funds:</b>	\$ 6,656,063		\$ 5,216,518		\$ 7,772,085	
<b>Average Start-Up Funds per New Faculty Member:</b>	\$ 109,116		\$ 94,846		\$ 146,643	
<b>Total Expended in New Salaries:</b>	\$ 4,994,676		\$ 4,361,568		\$ 5,035,200	



## Retention AY 2015-2016

### Faculty Loss (Resignation and Tenure Denial) Year over Year



	2013-2014		2014-2015		2015-2016	
	Total:	%	Total:	%	Total:	%
Tenure Denials or Non-Reappointments:	5%	50%	1	13%	0	0%
Female Faculty Loss:	NA		6	75%	8	67%
URF Faculty Loss:	NA		2		2	17%
FOC Loss:	NA		3	38%	3	25%
Assistant Professors:	7%	70%	6	75%	9	75%

At SDSU, twelve T/T faculty members resigned in 2015 - 2016: 1.4% of total T/T faculty. Studies of faculty resignation suggest that 2%, or 12 - 20 at a large campus per year, are "normal."<sup>2</sup>

Costs of recruitment include explicit costs (advertisement, travel, moving, visa-related expenses, start-up), implicit costs (faculty time on search), and opportunity cost of turnover. A 2002 survey of 356 finance department heads estimated costs at \$94,000 (additional to salary) per faculty member.<sup>3</sup> An NSF ADVANCE grant-funded study at Iowa State for the years 2003 - 2006 showed costs of \$111,432 (additional to salary) for hiring a replacement faculty member.<sup>4</sup> Adjusted for inflation, the cost of hiring new faculty (additional to new salary) may range from \$125,000 - \$132,000. Based on these figures, hiring to replace resignations cost the campus upwards of \$1.4 million in explicit and implicit costs in AY 15 - 16.

<sup>1</sup> Underrepresented faculty include Native American, Hispanic, African-American, and Pacific Islander

<sup>2</sup> <http://coache.gse.harvard.edu/faculty-retention-and-exit-survey>

# Why Faculty Leave

## T/T Faculty Loss AY 2015-2016

Figures below represent multiple factors at work in the twelve SDSU 2015 - 2016 resignations, benchmarked against a University California study of faculty loss to recruitment in 2004 - 2005.<sup>5</sup>

Reasons	Count	Factor %	UC Study Benchmark
Discipline:	1	8.33%	
RTP-Related:	2	16.67%	
Climate/Equity:	3	25.00%	
Family-Related:	3	25.00%	18%
Partner Hire Related:	2	16.67%	9%
Higher Ranked/Better Resourced Institution:	4	33.33%	37%
Relocation to Desired Geographic Area:	2	16.67%	4%

*Salary is not the only factor in faculty loss.* In AY 2015 - 2016, outside offers totaled annual salary increases of \$127,630; SDSU counter-offered \$73,223 (57%) with a retention success rate of 75%. A range of factors and sometimes multiple factors may impact a faculty member's decision to resign.

Factors of faculty loss that SDSU can respond to include climate and equity-related faculty loss (25%), RTP-related faculty loss (16.67%) and partner-hire related faculty loss (16.67%). The last is a critical issue especially in the retention of women faculty in STEM fields. According to one researcher, 83% of women in STEM have partners who are academic scientists.<sup>6</sup>

### RECOMMENDATIONS IN SUPPORT OF RETENTION:

- 1) Foster healthy department climates: address workload inequity and conduct issues
- 2) Provide clear and consistent mentoring towards tenure and promotion
- 3) Develop clear and transparent processes for partner hire prospects

<sup>3</sup> <http://cluteinstitute.com/ojs/index.php/TLC/article/download/1720/1700>

<sup>4</sup> <http://www.acenet.edu/news-room/Pages/making-the-Business-Case-for-Workplace-Flexibility.aspx>

<sup>5</sup> <http://www.lao.ca.gov/reports/2012/edu/uc-faculty/uc-faculty-121312.aspx>

<sup>6</sup> <http://www.asbmb.org/asbmbtoday/201608/LoadedQuestions/>



# Data Definitions

<b>I. Faculty Size</b>	
<b>Time Period</b>	<b>Spring 2017</b>
<b>Tenured and Tenure-Track</b>	Rank: Assistant Professors, Associate Professors, Professors, Librarians, and SSPARs Status: Tenure-Track, Tenured, and FERP Joint Appointments: Count as 1 unit towards home department Excludes: MPPs Data Source: FIN
<b>Lecturers</b>	Rank: Lecturer Status: Lecturer AY and Lecturer 12 Month Joint Appointments: Count as multiple units Excludes: Lecturers without gender or ethnicity data available in PeopleSoft Data Source: Academic Affairs and PeopleSoft
<b>Assistants</b>	Job code 1150, Instructional Student Assistants Job code 2325, Graduate Assistant Monthly Job code 2354, Teaching Associate AY Data Source: PeopleSoft
<b>Gender</b>	Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty Data Source: PeopleSoft - Lecturers Data Source: PeopleSoft - Assistants
<b>Ethnicity</b>	Native American: Includes Native American, American Indian, and Native Alaskans Black: Includes Black and African American Asian: Includes Chinese, Filipino, Japanese, Asian Indian, and Korean Hispanic: Includes Hispanic/Latino and Mexican American White: Includes White Other: Includes Two or More Races, Unknown, and Not Specified Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty Data Source: PeopleSoft - Lecturers Data Source: PeopleSoft - Assistants
<b>Faculty Contact Hours</b>	The total number of hours per week that the instructor is physically present with students while delivering instruction Includes: Main Campus, Undergraduate Studies, and Imperial Valley Campus Excludes: Online Courses, Cancelled Courses, and Community College/Remedial Courses Data Source: ASIR

<b>II. Year over Year</b>	
<b>Time Period</b>	<b>Fall 2009-2015, Spring 2017</b>
<b>Tenured and Tenure-Track</b>	Rank: Assistant Professors, Associate Professors, Professors, and Librarians Status: Tenure-Track, Tenured, and FERP Joint Appointments: Count as 1 unit towards home department Excludes: SSPARs and MPPs Data Source: FIN
<b>Separations and Appointments</b>	Rank: Assistant Professors, Associate Professors, Professors, and Librarians Status: Tenure-Track and Tenured Excludes: FERPs, SSPARs, and MPPs Data Source: FIN
<b>Gender</b>	Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty
<b>Ethnicity</b>	Native American: Includes Native American, American Indian, and Native Alaskans Black: Includes Black and African American Asian: Includes Chinese, Filipino, Japanese, Asian Indian, and Korean Hispanic: Includes Hispanic/Latino and Mexican American White: Includes White Other: Includes Two or More Races, Unknown, and Not Specified Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty

<b>III. Diversity</b>	
<b>Time Period</b>	<b>Tenured and Tenure-Track: Fall 2009-2015, Spring 2017</b> <b>Lecturers and Students: Spring 2017</b>
<b>Tenured and Tenure-Track</b>	Rank: Assistant Professors, Associate Professors, Professors, and Librarians Status: Tenure-Track, Tenured, and FERP Excludes: SSPARs and MPPs Data Source: FIN
<b>Lecturers</b>	Rank: Lecturer Status: Lecturer AY and Lecturer 12 Month Joint Appointments: Count as multiple units Excludes: Lecturers without gender or ethnicity data available in PeopleSoft Data Source: Academic Affairs and PeopleSoft
<b>Students</b>	The count of Spring 2017 student enrollment at census. Data Source: ASIR
<b>Gender</b>	Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty
<b>Ethnicity</b>	Native American: Includes Native American, American Indian, and Native Alaskans Black: Includes Black and African American Asian: Includes Chinese, Filipino, Japanese, Asian Indian, and Korean Hispanic: Includes Hispanic/Latino and Mexican American White: Includes White Other: Includes Two or More Races, Unknown, and Not Specified Data Source: FIN and PeopleSoft - Tenured and Tenure-Track Faculty Data Source: PeopleSoft - Lecturers Data Source: PeopleSoft - Assistants Data Source: ASIR - Students

## IV. Density

<b>Time Period</b>	<b>Tenure Density and Student-to-Faculty Ratio: Fall 2009-2015, Spring 2017</b> <b>Instructional Density: Staff - Fall 2009 -2016, Faculty - Fall 2009 -2015, Spring 2017</b>
<b>Tenured and Tenure-Track</b>	Rank: Assistant Professors, Associate Professors, and Professors Status: Tenure-Track, Tenured, and FERP (.5 unit) Excludes: SSPARs, MPPs, and Librarians Data Source: FIN
<b>Lecturer FTE</b>	Rank: Lecturer Status: Lecturer AY and Lecturer 12 Month Joint Appointments: Count as multiple units Excludes: FTE for Lecturers in All University Data Source: Academic Affairs
<b>Full-Time Equivalent Student</b>	Undergraduate/Postbaccalaureate students: 15 semester units per term Degree seeking graduate students: 12 semester units per term Formula: Sum(units)/12 for GRAD students + sum(units)/15 for other students Data Source: ASIR
<b>Staff</b>	Data Source: Human Resources, "Fun Facts Report"
<b>Tenure Density</b>	Formula: Tenure Density = $\frac{((\text{FERP} * .5) + \text{Tenured} + \text{Tenure-Track})}{((\text{FERP} * .5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$
<b>Instructional Density</b>	Formula: Instructional Density = $\frac{((\text{FERP} * .5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}{((\text{FERP} * .5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE} + \text{Staff})}$
<b>Student-to-Faculty Ratio</b>	Formula: SFR = $\frac{(\text{Full-Time Equivalent Student})}{((\text{FERP} * .5) + \text{Tenured} + \text{Tenure-Track} + \text{Lecturer FTE})}$

## V. Advancement and Retention

<b>Time Period</b>	<b>Fall 2015 - Spring 2016</b>
<b>Tenured and Tenure-Track</b>	Rank: Assistant Professors, Associate Professors, Professors Excludes: Counselor and Librarians Data Source: CSU Recruitment and Retention Survey
<b>Ethnicity</b>	White: Includes White Underrepresented Minority Faculty of Color: Includes Native American, Asian, Hispanic, African-American, and Pacific Islander Data Source: CSU Recruitment and Retention Survey

# FAQ

## Question #1

### How are Faculty Headcounts computed?

Each tenured and tenure-track faculty member is counted as one unit in the college that has appointed them. Lecturers, ISAs, GAs, and TAs are counted according to the time base of their appointment. Faculty totals represent the sum of each unique tenured or tenure-track faculty member plus the FTE by time base for lecturers. With respect to density, however, FERP participants count as a half unit. Counts of faculty in connection with categories such as race and gender are the unduplicated entry associated with each RED ID across employment categories.

## Question #2

### Why are Faculty enrolled in the Faculty Early Retirement Program (FERP) counted as a half unit ?

Since headcount is used to compute density for tenured and tenure-track faculty, we take the headcount of faculty enrolled in FERP and multiply by .5 to get average time base. Faculty in FERP work .5 for two semesters, or 1.0 for one semester, averaging .5 over the academic year.

## Question #3

### How are Student Headcounts computed?

In the "Comparison of Diversity among Students and Faculty," student counts represent the actual number of students enrolled in the university for Spring 2017, grouped by identifying race. In the student-to-faculty ratio, Full-Time Equivalent Student (FTES) represents students enrolled in courses in each college. A FTES of 1.0 would mean the student is full-time (15 units undergraduate), while a FTES of 0.5 would mean the student is half-time.

## Question #4

### Why does the Student-to-Faculty Ratio differ from other reports I have seen?

In this report, student-to-faculty ratio is computed as the sum of FTES enrollments by college divided by the sum of tenured, tenure-track, FERP (half unit), and lecturer FTE by college. Other campus offices may compute SFR using majors rather than enrollment by course. *Note: Figures may vary from APDB.*

## Question #5

### Does Tenure Density differ from that published by the CSU Chancellor's Office?

This report uses the same methodology to compute tenure density as the Chancellor's Office. However, tenure density calculations may vary if data is sourced at a different point in time or using different variables. To compare our numbers with those published by the CSU Chancellor's Office, see table below:

	CSU Chancellor's Office	SDSU Senate Report*
2009	68.7%	68.2%
2010	67.8%	67.5%
2011	68.9%	68.1%
2012	68.6%	68.2%
2013	65.0%	64.5%
2014	62.1%	62.2%
2015	61.2%	61.9%

\* Excludes IVC

## Question #6

### Why are there so many sources of data?

Student, faculty, and staff data is collected, compiled and entered at many different offices across San Diego State University. Since business processes may vary from office to office and change over time, there may be variance in reported figures as well.