REPORT ON UNIVERSITY FACULTY

To the SDSU Senate
From the
Faculty Affairs Committee
Tom Packard, Chair
May 2014
• Data from Fall 2007 to Fall 2013
• This report focuses on overall faculty resource issues including
  – faculty headcounts and FTEF
  – proportions of faculty (TT/Temporary, rank, gender, and ethnic diversity)
  – appointments and separations
  – student-faculty ratios.
Other relevant reports

• Reports by two other committees are using the Office of Faculty Affairs data and data from other sources to address related issues:
  – Academic Resources and Planning is preparing a report which focuses on the decisions regarding allocation of positions throughout the university.
  – Diversity, Equity, & Outreach submitted a report to the Senate in February.
<table>
<thead>
<tr>
<th>Category</th>
<th>2007</th>
<th>2013</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>TT Headcount</td>
<td>807</td>
<td>676</td>
<td>-16%</td>
</tr>
<tr>
<td>FERP</td>
<td>88</td>
<td>88</td>
<td>0</td>
</tr>
<tr>
<td>Temporary faculty</td>
<td>995</td>
<td>786</td>
<td>-21%</td>
</tr>
<tr>
<td>TAs</td>
<td>608</td>
<td>578</td>
<td>-5%</td>
</tr>
<tr>
<td>All teaching personnel</td>
<td>2,498</td>
<td>2,128</td>
<td>-15%</td>
</tr>
<tr>
<td>FTEF TT faculty</td>
<td>773</td>
<td>643</td>
<td>-17%</td>
</tr>
<tr>
<td>FTEF Temporary faculty</td>
<td>473</td>
<td>372</td>
<td>-21%</td>
</tr>
<tr>
<td>FTEF faculty</td>
<td>1246</td>
<td>1015</td>
<td>-19%</td>
</tr>
<tr>
<td>% TT</td>
<td>62%</td>
<td>64%</td>
<td></td>
</tr>
</tbody>
</table>
Faculty Ranks

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>21%</td>
<td>12%</td>
</tr>
<tr>
<td>Associate</td>
<td>29%</td>
<td>33%</td>
</tr>
<tr>
<td>Full</td>
<td>50%</td>
<td>55%</td>
</tr>
</tbody>
</table>
Appointments and Separations

- Searches varied widely, from 91 to 4.
- Appointments varied widely, from 56 to 3.
- % of appointments from searches: 87% (2013) to 31% (2009).

- Separations per year varied from 62 to 30.
- FERP retirements increased from 37% in 2007 to 59% in 2013.
- In 2007, appointments matched separations, with 56 of each.
- Net increases of 5 more appointments than separations in 2 years.
- Net decreases in all other years.
- 2013: 50 separations and 20 appointments (net decrease of 30).

- Overall net change of -138 in the differences between appointments and separations from 2007 to 2013.
## Student-Faculty Ratios

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2013</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>SFR</td>
<td>21.7</td>
<td>24.5</td>
<td>+13%</td>
</tr>
</tbody>
</table>
Diversity

- % female faculty remained virtually unchanged at 41%.
- % persons of color was similarly flat, in the 24%-27% range.
- % identified as Asian increased 9% to 14%
- % Hispanic/Latino faculty generally flat at 9%
- % Black/African American faculty generally flat (3%-4%).
- % of women and persons of color in new faculty appointments ranged widely
- 50% of new hires female and 40% persons of color in 2013
Conclusions

• Numbers of faculty, proportions of TT faculty, and SFRs still do not reflect established expectations and standards.
• Student Success Fee is expected to lead to significant increases in TT faculty hiring and, it is expected, the TT-Temporary Faculty ratio.
• Will additional hires keep up with or exceed separations?
• Further discussion and analysis is needed to determine precise improvements in the TT-Temporary Faculty ratio.
• Continuing concerns re: issues of FTES and class sizes in individual classrooms and across colleges and departments.
• Much more needs to be done to enhance diversity in the faculty ranks.
• Ensure action on this and other reports: identification of key issues and explicit action plans which are tracked and reported upon over time.