

CALIFORNIA STATE UNIVERSITY, CHICO
NEW FACULTY MEASURES
2001-2005

	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005
RECRUITMENTS					
Number of Searches	46	44	60	31	20
Number of Applications	1281	1190	1384	524	384
Number of Appointments	39	38	39	15	9
Success Rate	84%	86%	65%	48%	45%
APPOINTMENTS					
Gender					
Male	24	21	27	10	8
Female	15	17	12	5	1
Ethnicity					
White	34	33	33	13	8
Asian	4	3	4	2	0
Hispanic	1	2	2	0	1
Black	0	0	0	0	0
Native American	0	0	0	0	0
Average Starting Salary	49,523	50,439	53,899	53,178	55,335
Average Years of Experience	No Data	No Data	7.5	6.6	11.2
UNSUCCESSFUL SEARCHES					
Number	7	13	21	16	11
Reason:	No Data	No Data			
Budget			17	16	11
Inadequate Candidate Pool			1		
Offer Declined: Salary			3		
Offer Declined: Housing Costs			1		

CALIFORNIA STATE UNIVERSITY, CHICO
FACULTY DEMOGRAPHICS
2001-2005

	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006
FTEF					
Professor	314.07	312.38	291.91	270.48	256.19
Associate Professor	76.00	72.50	79.25	96.75	116.80
Assistant Professor	134.00	144.75	132.60	102.50	94.00
Lecturer	222.92	194.20	175.98	181.31	219.32
Total FTEF	746.99	723.83	679.74	651.04	686.31
HEADCOUNT					
Professor	354	355	339	315	303
Associate Professor	79	76	83	100	121
Assistant Professor	135	147	133	103	94
Lecturer	461	409	384	399	479
Total Headcount	1029	987	939	917	997
ETHNICITY					
White	904	859	819	791	853
Asian	55	54	54	54	60
Black	19	17	16	15	15
Hispanic	39	41	35	41	41
Native American	3	1	6	2	3
Other	9	15	9	14	25
Total Headcount	1029	987	939	917	997
AVERAGE SALARY					
Professor	\$74,355	\$77,271	\$71,411	\$71,241	\$72,601
Associate Professor	\$60,348	\$62,946	\$63,754	\$61,871	\$61,856
Assistant Professor	\$48,765	\$50,463	\$50,917	\$50,397	\$52,315
Lecturer	\$33,596	\$35,365	\$34,186	\$36,842	\$34,995
AGE DISTRIBUTION					
Under 30	8	9	6	7	4
30 - 39	87	76	76	72	76
40 - 49	176	185	160	142	130
50 - 59	222	203	206	196	207
60 - 69	74	78	66	65	66
70+	2	2	2	1	2
Total	569	553	516	483	485
TENURE/PROMOTIONS					
Tenure	16	14	41	26	24
Professor	15	8	15	5	9
Associate Professor	13	13	34	23	18
RETENTION					
White Male	95%	84%	89%	100%	
White Female	65%	42%	80%	100%	
Minorities	80%	83%	50%	100%	
SEPARATIONS / RETIREMENTS					
Absence Without Official Leave	1	0	0	0	0
Death	0	1	1	1	1
Not Rehired	10	15	10	26	30
Resignation	10	8	10	8	6
Retirement	34	21	31	25	14
Total Separations	55	45	52	60	51

CALIFORNIA STATE UNIVERSITY, CHICO
STAFF DEMOGRAPHICS
2001-2005

	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006
HEADCOUNT					
Female	501	503	477	460	461
Male	353	342	339	333	336
Total	854	845	816	793	797
ETHNICITY					
Asian	16	17	19	17	17
Black	16	15	13	15	17
Hispanic	62	61	59	55	61
Native American	19	17	17	15	14
Other	0	4	7	3	8
White	741	731	701	688	680
Total Headcount	854	845	816	793	797
SEPARATIONS / RETIREMENTS					
Absence Without Official Leave				1	
Death	1		1		3
Disability Retirement		3	3	3	3
Dismissal				2	
Rejection During Probation/Non Retention	10	16	10	8	5
Resignation	27	10	20	14	30
Service Retirement	21	19	29	25	25
Termination of Temporary Appointment	203	204	135	152	176
Total Separations / Retirements	262	252	198	205	242
CLASSIFICATIONS					
Administrative					
Administrative Analyst/Specialist	40	42	43	42	41
Administrative Support Assistant	138	139	119	105	104
Administrative Support Coordinator	80	85	88	96	98
Administrative Trainee	0	0	1	1	0
Instructional Support Assistant	26	19	18	19	17
Instructional Support Technician	27	28	28	25	25
Business & Finance					
Accountant	4	5	5	5	6
Accounting Clerk	2	2	2	2	0
Accounting Technician	27	32	30	28	28
Assistant Budget Analyst	1				
Buyer	8	9	8	9	8
Collections Representative	1	1	1	1	1
Payroll Technician	5	6	5	6	5
Research Technician	2	2	2	2	2
Data Entry Operator	1	1	1	1	1
Buildings/Equipment/Maintenance					
Air Conditioning Mechanic	4	4	3	3	4
Automotive Mechanic	5	5	5	5	5
Building Service Engineer	8	8	8	8	8
Carpenter	6	5	4	4	4
Custodian	76	75	71	65	66
Drafting Technician	3	3	3	2	0
Electrician	6	6	5	6	6
Electronic Equipment Technician	7	5	5	4	5
Equipment Systems Specialist	5	5	4	3	3
Facilities Maintenance Mechanic	2	1	3	2	2
Facilities Project Supervisor	0	1	1	1	1
Facilities Worker	6	6	7	6	5

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Heavy Equipment Operator	4	4	4	4	3
Laborer	3	3	3	3	3
Light Automotive Equipment Operator	3	3	3	3	3
Locksmith	2	3	3	3	3
Mason	2	2	1	1	1
Mechanical Equipment Technician	1	1	1	0	0
Metal Worker	2	2	2	2	2
Operating Engineer	4	4	4	4	3
Operations Specialist	3	3	3	3	2
Painter	5	5	6	6	6
Planner/Estimator/Scheduler	3	0	0	1	3
Plumber	3	3	3	3	2
Farm					
Crop Technician	2	2	2	2	2
Farm Laborer	1	1	2	1	1
Farm Maintenance Mechanic	1	1	1	1	1
Farm Supervisor	2	1	1	2	2
Livestock Technician	3	3	3	3	3
Grounds					
Gardener	3	4	6	4	4
Groundswoker	7	8	6	8	9
Pest Control & Spray Specialist	1	1	1	1	1
Tree Timmer	1	1	1	1	1
Health Center					
Clinical Aid	3	3	3	2	3
Clinical Laboratory Scientist	3	3	3	3	3
Licensed Vocational Nurse	4	4	5	4	3
Medical Transcriber	5	4	4	4	3
Nurse Practitioner	8	8	9	7	8
Pharmacist	2	2	2	2	2
Physician	7	6	5	6	5
Radiologic Technologist	1	1	1	1	1
Information Resources					
Desktop Publishing/Graphic Specialist	1	1	1	1	1
Graphic Designer	7	8	7	6	6
Library Assistant	34	31	28	28	28
Media Production Specialist	8	8	8	9	7
Visual Resource Specialist	1	1	1	1	1
Information Technology					
Analyst Programmer	28	28	27	24	24
Information Technology Consultant	24	25	27	29	35
Network Analyst	6	6	6	6	6
Operating Systems Analyst	8	8	8	8	10
Performing Arts					
Broadcast Engineer	1	0	0	0	0
Performing Arts Technician	5	5	5	5	5
Piano Technician	0	1	1	1	1
Police					
Parking Officer	2	2	2	2	2
Police Dispatcher	5	5	6	6	6
Police Officer	10	9	10	13	14
Public Affairs					
Public Affairs Communication Specialist	12	11	9	9	9
Shipping & Receiving					
Mail Clerk	1	1	1	3	3
Property Clerk	1	2	2	2	2
Shipping & Receiving Clerk	3	3	3	3	3

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Stock Clerk	2	2	2	2	2
Storekeeper	1	1	1	1	1
Student Services					
Athletic Equipment Attendant	4	4	3	2	2
Credential Analyst	1	1	3	2	1
Evaluator	13	11	11	11	13
Extended Education Specialist	4	5	3	3	3
Head Resident	4	4	4	4	5
Interpreter	5	5	4	5	5
Student Personnel Technician	4	3	3	2	2
Student Services Professional	70	65	64	65	68
Print Shop					
Duplicating Machine Operator	6	5	5	2	2
Reproduction Processes Assistant	3	2	2	1	1
Reproduction Processes Supervisor	1	1	1	1	1
Total Headcount	854	845	816	793	797