

CALIFORNIA STATE UNIVERSITY, CHICO

4.1 FACULTY COMPOSITION

2001-2006

	2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
ETHNICITY										
White	904	87.9%	859	87.0%	819	87.2%	791	86.3%	853	85.6%
Asian	55	5.3%	54	5.5%	54	5.8%	54	5.9%	60	6.0%
Black	19	1.8%	17	1.7%	16	1.7%	15	1.6%	15	1.5%
Hispanic	39	3.8%	41	4.2%	35	3.7%	41	4.5%	41	4.1%
Native American	3	0.3%	1	0.1%	6	0.6%	2	0.2%	3	0.3%
Other	9	0.9%	15	1.5%	9	1.0%	14	1.5%	25	2.5%
Total Headcount	1,029	100.0%	987	100.0%	939	100.0%	917	100.0%	997	100.0%
AGE DISTRIBUTION										
Under 30	8	1.4%	9	1.6%	6	1.2%	7	1.4%	4	0.8%
30 - 39	87	15.3%	76	13.7%	76	14.7%	72	14.9%	76	15.7%
40 - 49	176	30.9%	185	33.5%	160	31.0%	142	29.4%	130	26.8%
50 - 59	222	39.0%	203	36.7%	206	39.9%	196	40.6%	207	42.7%
60 - 69	74	13.0%	78	14.1%	66	12.8%	65	13.5%	66	13.6%
70+	2	0.4%	2	0.4%	2	0.4%	1	0.2%	2	0.4%
Total	569	100.0%	553	100.0%	516	100.0%	483	100.0%	485	100.0%
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	
RETENTION										
White Male	95%		84%		89%		100%			
White Female	65%		42%		80%		100%			
Minorities	80%		83%		50%		100%			
TENURE/PROMOTIONS										
Tenure	16		14		41		26		24	
Professor	15		8		15		5		9	
Associate Professor	13		13		34		23		18	

CALIFORNIA STATE UNIVERSITY, CHICO
4.2 FACULTY HEADCOUNT BY DEPARTMENT/PROGRAM*
2001-2006

Dept/Program	2001/2002		2002/2003		2003/2004		2004/2005		2005/2006		
	N	%	N	%	N	%	N	%	N	%	
Accounting and Management Info. Systems											
	Full-Time	21	57%	21	68%	20	80%	21	72%	18	58%
	Part-Time	16	43%	10	32%	5	20%	8	28%	13	42%
Agriculture											
	Full-Time	15	39%	14	44%	13	37%	11	38%	13	45%
	Part-Time	23	61%	18	56%	22	63%	18	62%	16	55%
Anthropology											
	Full-Time	9	47%	9	50%	8	44%	9	47%	10	48%
	Part-Time	10	53%	9	50%	10	56%	10	53%	11	52%
Art and Art History											
	Full-Time	20	51%	21	58%	16	46%	16	44%	17	44%
	Part-Time	19	49%	15	42%	19	54%	20	56%	22	56%
Biological Sciences											
	Full-Time	23	47%	23	47%	22	46%	19	35%	20	53%
	Part-Time	26	53%	26	53%	26	54%	35	65%	18	47%
Chemistry											
	Full-Time	9	53%	10	59%	9	56%	7	41%	7	35%
	Part-Time	8	47%	7	41%	7	44%	10	59%	13	65%
Child Development											
	Full-Time	5	50%	5	42%	4	36%	4	50%	4	44%
	Part-Time	5	50%	7	58%	7	64%	4	50%	5	56%
Civil Engineering											
	Full-Time	10	77%	6	55%	5	45%	6	55%	5	31%
	Part-Time	3	23%	5	45%	6	55%	5	45%	11	69%
Communication Arts & Sciences											
	Full-Time	14	35%	12	31%	15	38%	15	43%	12	32%
	Part-Time	26	65%	27	69%	24	62%	20	57%	26	68%
Communication Design											
	Full-Time	13	65%	12	71%	13	43%	12	40%	13	45%
	Part-Time	7	35%	5	29%	17	57%	18	60%	16	55%
Computer Science											
	Full-Time	22	58%	21	72%	18	51%	15	68%	14	70%
	Part-Time	16	42%	8	28%	17	49%	7	32%	6	30%
Construction Management											
	Full-Time	11	92%	10	63%	9	69%	11	85%	11	65%
	Part-Time	1	8%	6	38%	4	31%	2	15%	6	35%

CALIFORNIA STATE UNIVERSITY, CHICO
4.2 FACULTY HEADCOUNT BY DEPARTMENT/PROGRAM*
2001-2006

Dept/Program		2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
		N	%	N	%	N	%	N	%	N	%
Economics	Full-Time	11	61%	11	65%	11	65%	10	63%	9	53%
	Part-Time	7	39%	6	35%	6	35%	6	38%	8	47%
Education	Full-Time	18	35%	19	37%	22	39%	20	49%	19	40%
	Part-Time	33	65%	33	63%	34	61%	21	51%	29	60%
Electrical and Computer Engineering	Full-Time	10	50%	10	43%	8	42%	5	28%	6	22%
	Part-Time	10	50%	13	57%	11	58%	13	72%	21	78%
English	Full-Time	30	42%	32	47%	28	51%	28	55%	28	48%
	Part-Time	41	58%	36	53%	27	49%	23	45%	30	52%
Finance and Marketing	Full-Time	13	57%	12	46%	12	55%	12	50%	13	52%
	Part-Time	10	43%	14	54%	10	45%	12	50%	12	48%
Foreign Languages and Literature	Full-Time	16	57%	16	62%	15	65%	15	65%	16	55%
	Part-Time	12	43%	10	38%	8	35%	8	35%	13	45%
General Studies Thematic	Full-Time	-	0%	0	0%	0	0%	0	0%	0	0%
	Part-Time	2	100%	2	100%	2	100%	2	100%	3	100%
Geography and Planning	Full-Time	8	38%	9	45%	9	45%	8	40%	8	44%
	Part-Time	13	62%	11	55%	11	55%	12	60%	10	56%
Geological and Environmental Science	Full-Time	9	38%	8	32%	10	37%	16	46%	12	67%
	Part-Time	15	63%	17	68%	17	63%	19	54%	6	33%
Health and Community Services	Full-Time	8	36%	9	45%	7	44%	8	42%	8	44%
	Part-Time	14	64%	11	55%	9	56%	11	58%	10	56%
History	Full-Time	18	67%	17	63%	15	60%	15	58%	15	58%
	Part-Time	9	33%	10	37%	10	40%	11	42%	11	42%
Humanities	Full-Time	-	0%	0	0%	0	0%	0	0%	0	0%
	Part-Time	3	100%	3	100%	3	100%	2	100%	2	100%

CALIFORNIA STATE UNIVERSITY, CHICO
4.2 FACULTY HEADCOUNT BY DEPARTMENT/PROGRAM*
2001-2006

Dept/Program		2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
		N	%	N	%	N	%	N	%	N	%
International Studies	Full-Time	-	0%	0	0%	0	0%	0	0%	0	0%
	Part-Time	6	100%	6	100%	6	100%	6	100%	5	100%
Journalism	Full-Time	7	50%	7	50%	8	57%	5	45%	6	50%
	Part-Time	7	50%	7	50%	6	43%	6	55%	6	50%
Kinesiology	Full-Time	19	25%	18	25%	25	36%	21	31%	16	25%
	Part-Time	58	75%	54	75%	45	64%	47	69%	49	75%
Library	Full-Time	14	61%	13	54%	13	57%	12	52%	10	45%
	Part-Time	9	39%	11	46%	10	43%	11	48%	12	55%
Mechatronic Eng. & Manufacturing Tech.	Full-Time	11	73%	10	91%	8	73%	9	82%	9	60%
	Part-Time	4	27%	1	9%	3	27%	2	18%	6	40%
Management	Full-Time	11	42%	13	43%	13	54%	14	45%	13	36%
	Part-Time	15	58%	17	57%	11	46%	17	55%	23	64%
Mathematics and Statistics	Full-Time	23	38%	19	36%	19	36%	16	33%	14	29%
	Part-Time	38	62%	34	64%	34	64%	33	67%	34	71%
Multicultural/Gender Studies	Full-Time	-	0%	0	0%	0	0%	0	0%	0	0%
	Part-Time	5	100%	5	100%	5	100%	5	100%	6	100%
Music	Full-Time	17	47%	18	51%	16	53%	16	52%	16	46%
	Part-Time	19	53%	17	49%	14	47%	15	48%	19	54%
Nursing	Full-Time	12	50%	11	46%	13	50%	11	42%	12	44%
	Part-Time	12	50%	13	54%	13	50%	15	58%	15	56%
Philosophy	Full-Time	19	70%	20	80%	19	76%	17	81%	18	78%
	Part-Time	8	30%	5	20%	6	24%	4	19%	5	22%
Physics	Full-Time	9	75%	8	73%	8	80%	9	75%	7	64%
	Part-Time	3	25%	3	27%	2	20%	3	25%	4	36%

CALIFORNIA STATE UNIVERSITY, CHICO
4.2 FACULTY HEADCOUNT BY DEPARTMENT/PROGRAM*
2001-2006

Dept/Program	2001/2002		2002/2003		2003/2004		2004/2005		2005/2006		
	N	%	N	%	N	%	N	%	N	%	
Political Science											
	Full-Time	20	53%	19	45%	18	46%	17	44%	19	48%
	Part-Time	18	47%	23	55%	21	54%	22	56%	21	53%
Professional Studies in Education											
	Full-Time	13	38%	10	32%	11	31%	12	33%	12	41%
	Part-Time	21	62%	21	68%	24	69%	24	67%	17	59%
Psychology											
	Full-Time	25	58%	25	63%	20	56%	17	43%	18	45%
	Part-Time	18	42%	15	38%	16	44%	23	58%	22	55%
Recreation and Parks Management											
	Full-Time	15	48%	15	56%	14	67%	12	63%	12	71%
	Part-Time	16	52%	12	44%	7	33%	7	37%	5	29%
Religious Studies											
	Full-Time	10	83%	10	77%	10	77%	9	75%	9	75%
	Part-Time	2	17%	3	23%	3	23%	3	25%	3	25%
Social Work											
	Full-Time	8	53%	9	43%	10	34%	11	41%	10	42%
	Part-Time	7	47%	12	57%	19	66%	16	59%	14	58%
Social Science											
	Full-Time	0	0%	0	0%	0	0%	0	0%	0	0%
	Part-Time	13	100%	10	100%	9	100%	9	100%	10	100%
Sociology											
	Full-Time	11	42%	14	64%	12	60%	12	55%	12	52%
	Part-Time	15	58%	8	36%	8	40%	10	45%	11	48%
Theatre Arts											
	Full-Time	8	50%	7	54%	6	50%	6	46%	6	43%
	Part-Time	8	50%	6	46%	6	50%	7	54%	8	57%
Undergraduate Education											
	Full-Time	-	0%	-	0%	-	0%	-	0%	-	0%
	Part-Time	20	100%	18	100%	20	100%	20	100%	20	100%
		565		553		532		509		497	
		651		610		600		602		633	
		1,216		1,163		1,132		1,111		1,130	

**Figures include Teaching Assistants who teach*

CALIFORNIA STATE UNIVERSITY, CHICO
4.3 STAFF COMPOSITION
2001-2006

	2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
HEADCOUNT										
Female	501	58.7%	503	59.5%	477	58.5%	460	58.0%	461	57.8%
Male	353	41.3%	342	40.5%	339	41.5%	333	42.0%	336	42.2%
Total	854	100.0%	845	100.0%	816	100.0%	793	100.0%	797	100.0%
ETHNICITY										
Asian	16	1.9%	17	2.0%	19	2.3%	17	2.1%	17	2.1%
Black	16	1.9%	15	1.8%	13	1.6%	15	1.9%	17	2.1%
Hispanic	62	7.3%	61	7.2%	59	7.2%	55	6.9%	61	7.7%
Native American	19	2.2%	17	2.0%	17	2.1%	15	1.9%	14	1.8%
Other	0	0.0%	4	0.5%	7	0.9%	3	0.4%	8	1.0%
White	741	86.8%	731	86.5%	701	85.9%	688	86.8%	680	85.3%
Total Headcount	854	100.0%	845	100.0%	816	100.0%	793	100.0%	797	100.0%
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	
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	

CALIFORNIA STATE UNIVERSITY, CHICO

4.3 STAFF COMPOSITION

2001-2006

	2001/2002	2002/2003	2003/2004	2004/2005	2005/2006
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
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

CALIFORNIA STATE UNIVERSITY, CHICO
4.4 FULL-TIME FACULTY/STAFF TURNOVER
2000-2006

Staff	2000/2001		2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
SEPARATIONS / RETIREMENTS												
Absence Without Official Leave			-	0.0%	-	0.0%	-	0.0%	1	0.5%	-	0.0%
Death			1	0.4%	-	0.0%	1	0.5%	-	0.0%	3	1.2%
Disability Retirement			-	0.0%	3	1.2%	3	1.5%	3	1.5%	3	1.2%
Dismissal			-	0.0%	-	0.0%	-	0.0%	2	1.0%	-	0.0%
Rejection During Probation/Non Retention			10	3.8%	16	6.3%	10	5.1%	8	3.9%	5	2.1%
Resignation			27	10.3%	10	4.0%	20	10.1%	14	6.8%	30	12.4%
Service Retirement			21	8.0%	19	7.5%	29	14.6%	25	12.2%	25	10.3%
Termination of Temporary Appointment			203	77.5%	204	81.0%	135	68.2%	152	74.1%	176	72.7%
Total Separations / Retirements			262	100.0%	252	100.0%	198	100.0%	205	100.0%	242	100.0%
RECRUITMENTS												
Number of Searches			146		113		84		62		124	
Number of Applications			2,065		1,878		1,742		1,270		2,134	
Number of Appointments			146	100.0%	101	89.4%	84	100.0%	63	101.6%	136	109.7%

Faculty	2000/2001		2001/2002		2002/2003		2003/2004		2004/2005		2005/2006	
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FTEF

Professor			314	42.0%	312	43.2%	292	42.9%	270	41.5%	256	37.3%
Associate Professor			76	10.2%	73	10.0%	79	11.7%	97	14.9%	117	17.0%
Assistant Professor			134	17.9%	145	20.0%	133	19.5%	103	15.7%	94	13.7%
Lecturer			223	29.8%	194	26.8%	176	25.9%	181	27.8%	219	32.0%
Total FTEF			747	100.0%	724	100.0%	680	100.0%	651	100.0%	686	100.0%

HEADCOUNT

Professor			354	34.4%	355	36.0%	339	36.1%	315	34.4%	303	30.4%
Associate Professor			79	7.7%	76	7.7%	83	8.8%	100	10.9%	121	12.1%
Assistant Professor			135	13.1%	147	14.9%	133	14.2%	103	11.2%	94	9.4%
Lecturer			461	44.8%	409	41.4%	384	40.9%	399	43.5%	479	48.0%
Total Headcount			1,029	100.0%	987	100.0%	939	100.0%	917	100.0%	997	100.0%

SEPARATIONS / RETIREMENTS

Absence Without Official Leave			1	1.8%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
Death			-	0.0%	1	2.2%	1	1.9%	1	1.7%	1	2.0%
Not Rehired			10	18.2%	15	33.3%	10	19.2%	26	43.3%	30	58.8%
Resignation			10	18.2%	8	17.8%	10	19.2%	8	13.3%	6	11.8%
Retirement			34	61.8%	21	46.7%	31	59.6%	25	41.7%	14	27.5%
Total Separations			55	100.0%	45	100.0%	52	100.0%	60	100.0%	51	100.0%

RECRUITMENTS

Number of Searches	46		44		60		31		20			
Number of Applications	1,281		1,190		1,384		524		384			
Number of Appointments	39	84.8%	38	86.4%	39	65.0%	15	48.4%	9	45.0%		

APPOINTMENTS

Gender												
Male	24	61.5%	21	55.3%	27	69.2%	10	66.7%	8	88.9%		
Female	15	38.5%	17	44.7%	12	30.8%	5	33.3%	1	11.1%		
Ethnicity												
White	34	87.2%	33	86.8%	33	84.6%	13	86.7%	8	88.9%		
Asian	4	10.3%	3	7.9%	4	10.3%	2	13.3%	0	0.0%		
Hispanic	1	2.6%	2	5.3%	2	5.1%	0	0.0%	1	11.1%		
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%		
Native American	0	0.0%	0	0.0%	0	0.0%	0	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					16	76.2%	16	100.0%	11	100.0%		
Inadequate Candidate Pool					1	4.8%						
Offer Declined: Salary					3	14.3%						
Offer Declined: Housing Costs					1	4.8%						