

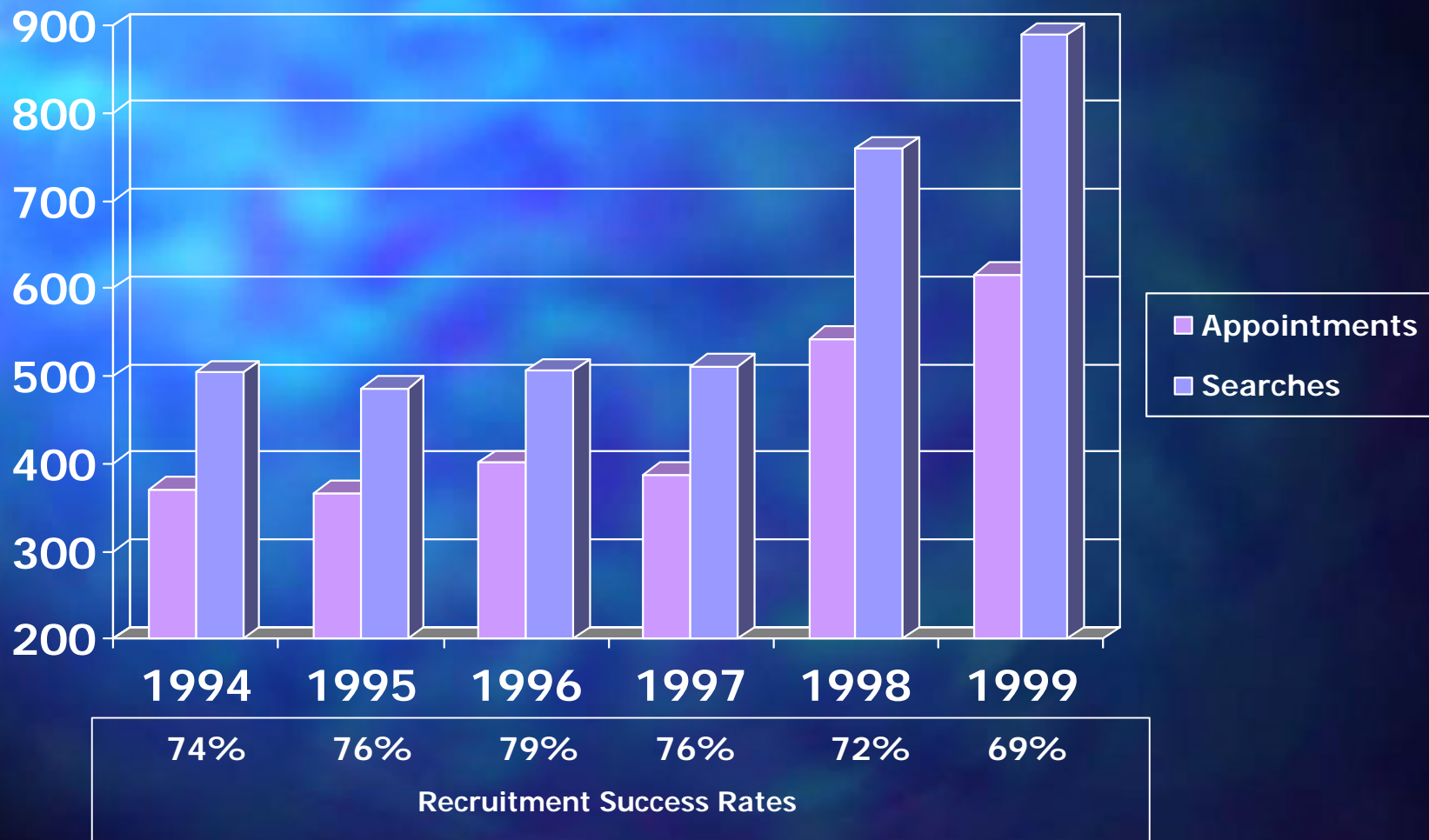


**CSU Faculty
Recruitment and
Retirement**

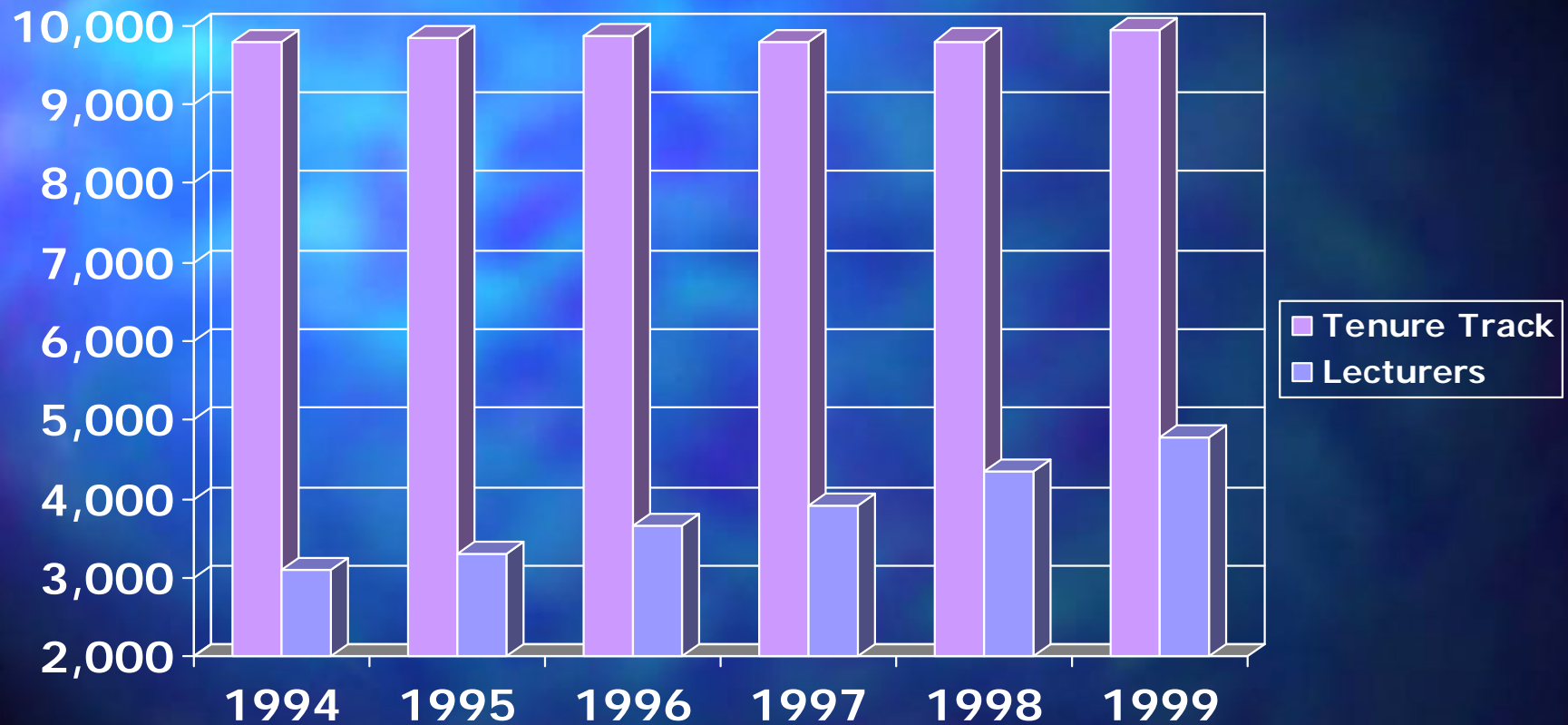
Faculty Staffing Data 1994 – 1999

- Tenure Track Faculty Net Headcount Increased by 241
- Tenure Track Faculty FTE Increased by 147
- 3,655 Tenure Track Faculty Searches
- 2,686 New Tenure Track Faculty Hired (73% Success)
- Fall 2001 - CSUCI - 25 New Faculty Positions

Faculty Recruitment Rates

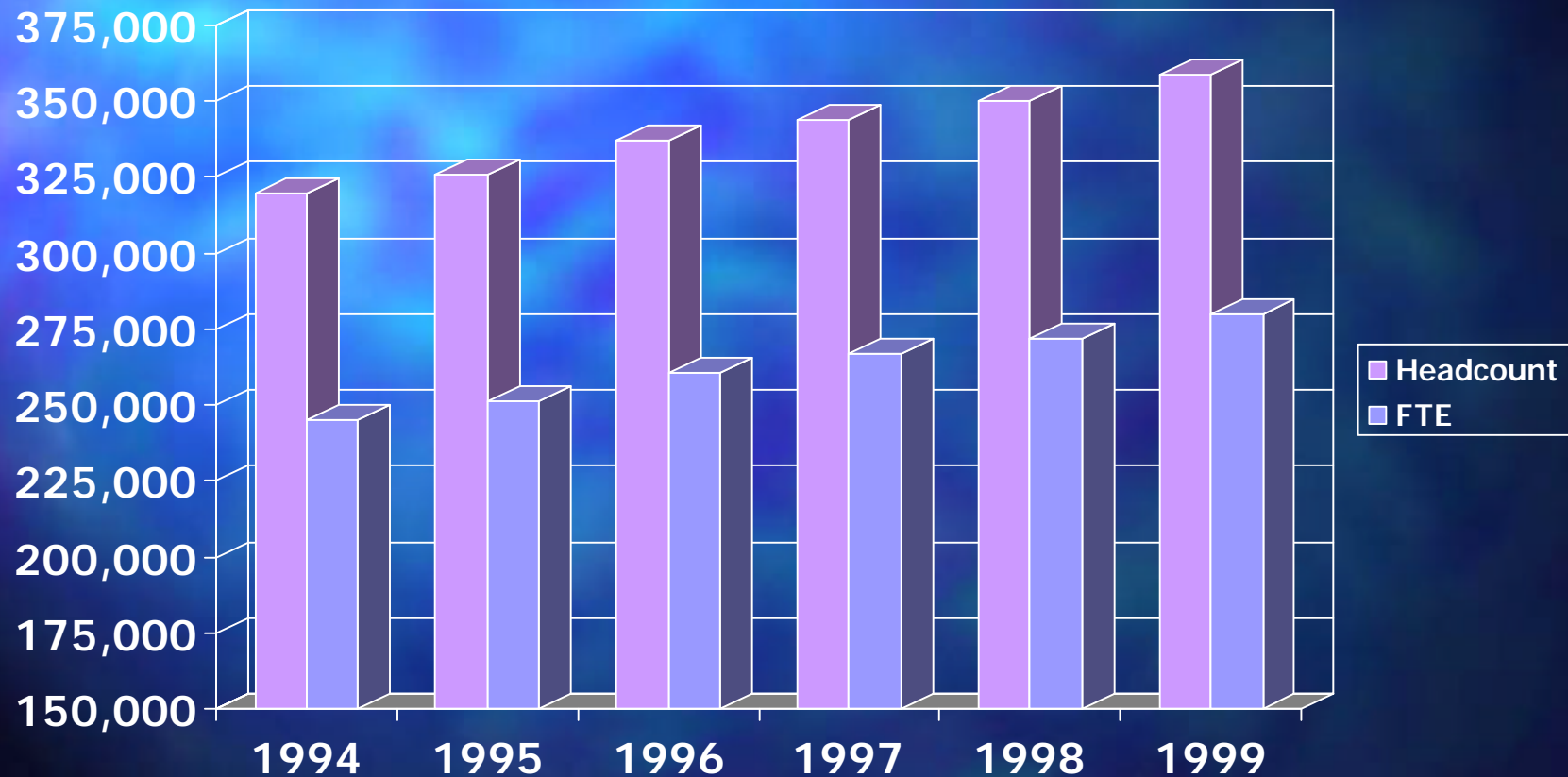


Tenure Track and Lecturers October FTE



Student Enrollment Growth

Fall Data



CSU Administration and Faculty

Administrators¹ as a Percent of Faculty

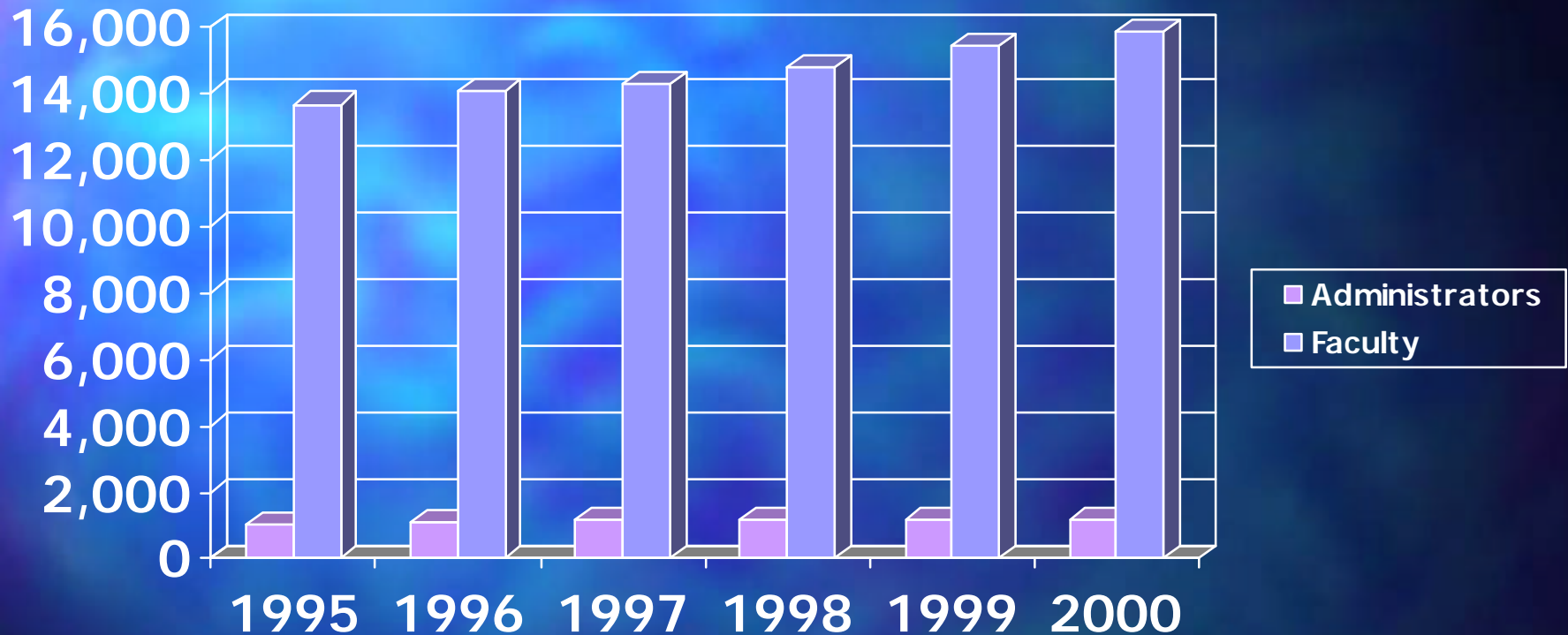
A Consistent Relationship

1995	7.7%
1996	7.7%
1997	8.0%
1998	7.9%
1999	7.7%
2000	7.5%

¹ Administrators have full budgetary and personnel authority and responsibility for formulating and administering policies and programs in a variety of functional areas, not just academic.

CSU Administrators and Faculty

October FTE



■ Active/on-leave general fund positions. Staffing increases reflect CSUMB, CSUCI and advancement function expansion.

■ Includes all faculty unit employees.

CSU Tenure Track Separations 1994-1999 Averages Per Year

- Retirements - 370
- Resignations - 114
- Other - 33

Faculty Early Retirement Program (FERP)

- Available to Tenured Faculty and Librarians
- At Least Age 55 with 5 Years of Service
- Retire Prior to Start of FERP
- Maximum Five Year Duration

Faculty Early Retirement Program (FERP)

- FERP Full-Time for One Semester or Quarter OR Half-Time for Entire Academic Year
- Same Base Salary Rate as Before Retirement, Adjusted for Timebase
- Receive FERP Salary Plus Full PERS Pension and Benefits

Retirements and FERP 1996-1999

- 1,796 Tenure Track Faculty Retirements
- 944 of These (More Than Half) Entered FERP

Summary

- Tenure Track Searches and Appointments Increasing Significantly Each Year
- Average Six Year Tenure Track Recruitment Success Rate - 73%
- Increasing Numbers of Retirements and FERP Participants
- Lecturer Numbers Increasing Due to Retirements, Student Enrollment Growth, Time to Recruit
- Ratio of Administrators to Faculty Remains Consistent