

## DIVISION OF ACADEMIC AFFAIRS

May 8, 2003

### Clarification of Request for Faculty Positions

In response to the request of the University Budget Committee for “clarification regarding the request for 12 full-time faculty positions in CAS,” the Office of Academic Affairs is happy to identify the following factors affecting our request for additional faculty:

- ❖ The System’s assignment of an FTES target increase, coupled with the System’s negotiated (with CFA) faculty recruitment target for the University of 30-35 searches next year. Using an SFR of 24/1 (still higher than the new CSU ratio of 19.9/1) and assuming that, for each new position, four 3-unit classes per semester would be taught, then each new FT faculty position would generate 19.2 FTES and 11 new faculty would generate 211.2 FTES. This is slightly less than a 5% increase over the 2002-2003 CAS enrollment target of 4500 (approximately 54% of the University’s total) and will be necessary if we are to reach our 2003-2004 enrollment target.
- ❖ The existing high Student-Faculty Ratios (SFR) in academic departments.
- ❖ Program and Accreditation needs in existing departments.
- ❖ Anticipated need for faculty support of the Writing Intensive courses.
- ❖ Recognition of retirements/FERPs/Resignations of existing faculty.

The twelve positions listed for CAS have been reduced to eleven in order to permit us to fill a need in the Department of Public Administration, School of Business and Public Administration. This decision reflects the assertion by the accrediting body that the department is inadequately staffed, only partly because of administrative assignments (Bell-Waters) and FERP (Karber), although their absences contribute to staffing difficulties. With this change, the request for the School of Business and Public Administration becomes three rather than two positions.

The eleven positions in CAS, based on existing knowledge of programmatic needs, enrollment patterns, existing SFRs (data from 2002), and any unexpected retirements, will be used to address the fastest growing demographic group (first-time freshmen) and additional needs for the fastest growing major (Liberal Studies), as well as to begin reducing the highest Student/Faculty ratios (SFRs) as follows:

- ❖ Philosophy      SFR 21.98      Dept. currently has only 3 faculty
- ❖ Geography      SFR 34.7
- ❖ Sociology      SFR 31.6
- ❖ Math            SFR 30.05
- ❖ Psychology      SFR 26.3
- ❖ Spanish        SFR 25.8
- ❖ Poli. Sci.        SFR 24.7
- ❖ Biology SFR 23.9
- ❖ English SFR 22.9      GE, Writing Intensive, & remediation needs
- ❖ Negotiation & Conflict Mngt      Understaffed Grad Program
- ❖ FT Lecturer                      5 sections of Writing Intensive courses per semester  
(Title V ECLP grant implementation)

We do need to observe that some managerial discretion between and among the Schools and the College must be exercised as we, like our colleagues in other divisions, try to manage doing more with less. We hope this clarification is helpful and would be happy to provide any additional information you may require.