

Indicator 4: Human Resources

Human Resources: The System is effectively and efficiently utilizing its human resources.

Data Sources: Data for human resource measures were obtained from the Integrated Statewide Record System (ISRS) Student Subsystem and the State College and University Personnel Payroll System (SCUPPS).

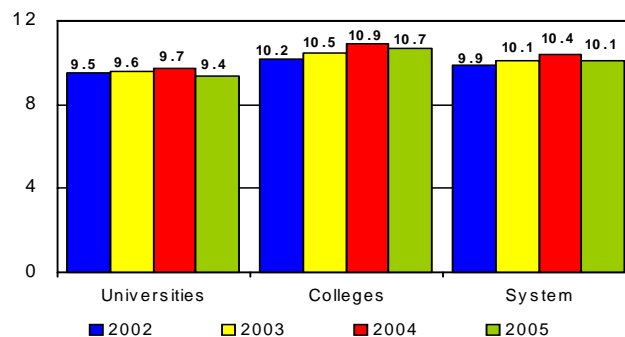
Measure 4A: Ratio of Student FYE to Faculty and Staff FTE

Definition: Measure 4A reports the ratio of students to faculty and staff for the System in fiscal years 2002 through 2005. The numerator is the total annual FYE enrollment. FYE converts all registered student credit to full-time equivalent basis. The denominator is the annual FTE faculty and staff positions considered attributable to credit instruction. This figure excludes about five percent of System faculty and staff FTE positions that are attributable to non-credit instruction.

Significance: Measure 4A is significant in that it indicates efficiency in the use of faculty and staff resources within the System to deliver credit instruction. This measure is complimentary to Measure 4B, student to instructional faculty ratio and Measure 3A1, fully allocated instructional expenditures per student. Efficiency measures combined with effectiveness measures can be used to assess the changes in System productivity over time.

Measure: As shown in Figure 4A, the student to faculty and staff ratio increased between fiscal year 2002 and 2004 and decreased slightly between fiscal year 2004 and 2005. This pattern was displayed for the System as a whole, for the universities and for the colleges. The System ratio increased from 9.9 to 1 in 2002 to 10.4 to 1 in 2004 and decreased to 10.1 to 1 in 2005.

Figure 4A
STUDENT TO FACULTY & STAFF RATIO
FY 2002 TO 2005



Measure 4B: Ratio of Student FYE to Instructional Faculty FTE

Definition: Measure 4B reports the ratio of students to instructional faculty for the System in fiscal years 2002 through 2005. The numerator is the total annual FYE enrollment. The denominator is the annual FTE for faculty teaching credit courses. This figure excludes FTE for faculty teaching non-credit courses.

Significance: Measure 4B is significant in that it indicates efficiency in the use of instructional faculty resources to deliver credit instruction. This measure is complimentary to Measure 4A, student to faculty and staff ratio and Measure 3A1, fully allocated instructional expenditures per student. Efficiency measures combined with effectiveness measures can be used to assess the changes in System productivity over time.

Measure: As shown in Figure 4B, the student to faculty ratio increased between fiscal year 2002 and 2004 and decreased slightly between fiscal year 2004 and 2005. This pattern was displayed for the System as a whole, for the universities and for the colleges. The System ratio increased from 20.7 to 1 in 2002 to 21.4 to 1 in 2004 and decreased to 20.8 to 1 in 2005.

Figure 4B
STUDENT TO FACULTY RATIO
FY 2002 TO 2005

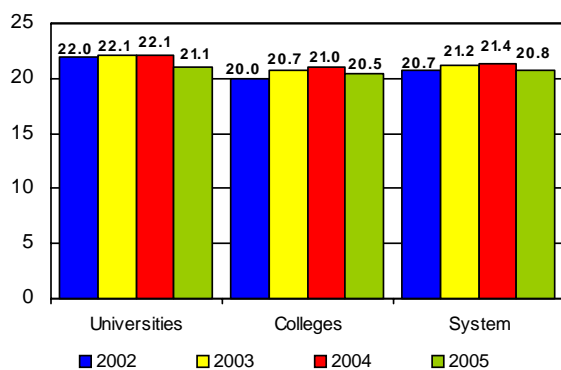
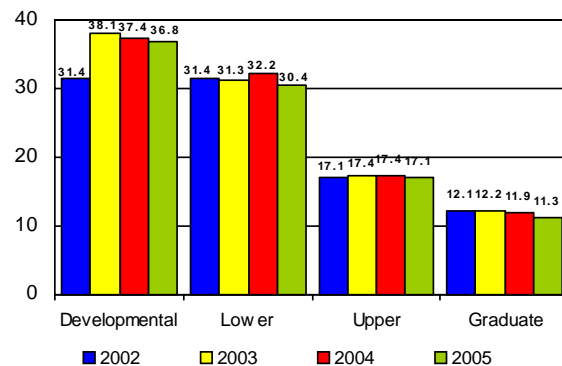


Figure 4B1
STUDENT TO FACULTY RATIO
BY LEVEL: UNIVERSITIES
FY 2002 TO 2005



Drill-Downs: As shown in Figure 4B1, the student to faculty ratio varies substantially by level of instruction at the state universities. The fiscal year 2005 ratios ranged from 11.3 to 1 at the graduate level, 17.1 to 1 at the upper division level, 30.4 to 1 at the lower division level and 36.8 to 1 at the developmental level. Figure 4B2 indicates that there is less variation in student to faculty ratios between developmental and lower division instruction at the state colleges. Figure 4B3 illustrates the variation in lower division student to faculty ratios on the basis of program or discipline. The 2005 ratio ranges from a low of 16.2 to 1 for courses in health related fields to a high of 27.4 to 1 for courses in the liberal arts and sciences.

Figure 4B2
STUDENT TO FACULTY RATIO
BY LEVEL: COLLEGES
FY 2002 TO 2005

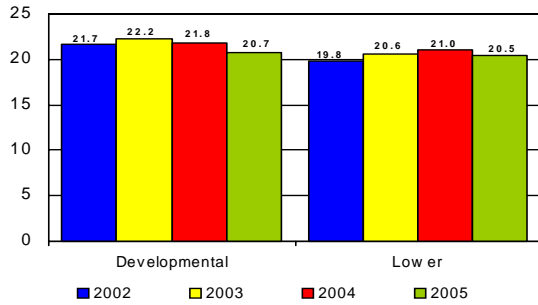
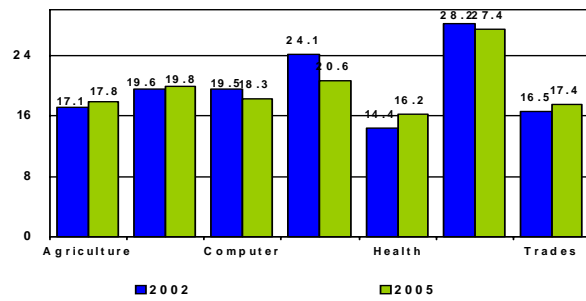


Figure 4B3
STUDENT TO FACULTY RATIO
BY PROGRAM CLUSTER-LOWER DIVISION
FY 2002 TO 2005



Context: No contextual information is currently available for Measures 4A or 4B. There are no national standards or data sets for reporting student to faculty ratios. Staff will investigate data sharing organizations and public systems in an attempt to find contextual information on student to faculty ratios.