**ISU Staffing Report 2011-2012 Academic Year**

The staffing report calculations continued the modifications from 2011-2012 to create consistency with the equal opportunity reporting structure. We collapsed the following categories beginning in 1995 so that we had comparative data:

1. Administrative and Professional, Exec + Admin/Profession and Professional categories
2. One-year Faculty, Fiscal faculty and multi-year faculty into the category of contract faculty.

Overall ISU has increased in positions during 2011-2012 for the first time in 5 years. Administrative/Executive/Professional had the largest increases (4.2%, 17 positions) followed by Tenure/Tenure Track faculty (2.8%, 10.6 positions). Total instructional faculty including tenure/tenure track and non-tenure track/instructional faculty increased a total of 2.0%, 10.7 positions indicating the largest growth in instructional faculty was among tenure/tenure track hires. Faculty and instructional contract faculty constitute 555 of the total 1548 ISU employees. Tenure and tenure track faculty currently constitute 383 of the 555 employees instructing students (69%). The ratio of tenure/tenure track faculty to instructional faculty has increased over the last three years from 65% and 68% to 69% (2010-2012 respectively). Executive, administrative and professional employees constitute 425 positions. Total support staff constitutes 567 positions at ISU. A shift from PT faculty with benefits (-46%) to tenure track fiscal faculty (40%) and contract faculty (16.8%) occurred during 2011-2012.

**Staffing**

ISU staffing was overall increased 1.8%. Administrative, executive and professional employees overall increased 4.2% with a range of 3.3%-5.4% across various subcategories. Professional part-time employees incurred a reduction in workforce of 7.8%.

Overall faculty staffing increased by 2.0%, 10.7 positions. There are two components to the changes in faculty staffing overall. First, Tenure/Tenure Track faculty positions increased by 2.8%, or 10.6 positions. This is the bulk of the increase in faculty staffing overall. Second, an assessment of the non-tenure and instructional employees indicates an increase in contract faculty (16.8%) which is offset from reclassification of PT faculty with benefits who were reduced by 46% (14.2 position). The numbers of part-time faculty without benefits increased (2%, 1 position).

The University Handbook includes recommendations for the number of hours taught by instructional faculty.  Section 305.10.3 includes the following guideline:  “No more than 35 percent of the University’s total instructional hours should be taught by Instructors and Lecturers.” At the present time, instructional and temporary faculty account for a total of 39.7 student credit hours.

**Salary**

Overall ISU a larger percentage of salaries are shared among the Faculty/instructions employees population (45%), with EAP at 33% and support staff at 21%, which is consistent with 2010-2011.

Increases in salaries are expected with the institutional initiatives activated to increase compensation. Overall employees shared relatively similar increases in salary between 6.9-7.8 percent. Administrative/Executive/Professional/EAP have the largest salary increases (7.8%) followed by faculty/instructional employees (7.6%) and support staff (6.9%). Overall the institution increased salary disbursement by 7%.

**Retirement Contributions**

Estimates of retirement contributions appear to be similar across all employee categories excluding the part-time professional category ranging from 14.2% to 14.7%. The part-time professional category had a lower contribution percentage of 13.6%