**Faculty Senate**

**Academic Affairs Committee (AAC) of the Faculty Senate (AY 2020-2021)**

**Annual Staffing Report**

Based on the recommendations and charge of the senate executive officers, AAC members for 2020-2021 have decided to investigate the “organization and reorganization of administrative services” for the years 2017, 2018 and 2019, 2020 along the following criteria:

1. ISU ratio between Staff (exempt FTE): Staff (non-exempt FTE): faculty (FTE).
2. ISU average Student Credit Hours (SCH) by faculty rank.
3. Student Credit Hours (SCH) by faculty rank for every college
4. Diversity/Gender Numbers by faculty rank for every college

Using data supplied by the Office of Institutional Research (OIR) and Human Resources (HR), AAC has the following observations for the University Senate and its Executive Officers:

1. For the overall ISU salary ratio between Staff (exempt FTE): Staff non-exempt FTE): faculty (FTE), the committee found there was a significant change in the ratio from past years. The totals were $29,375,457 for exempt staff; $20,188,319 for non-exempt staff; and $37,987,210 for faculty. This means the combined staff to faculty ratio is now 4 to 3, as opposed to approximately 2 to 1 in past years.
2. The overall ISU FTE ratio, though, between staff and faculty is still approximately 2:1 (992.3: 525.3).
3. For ISU Student Credit Hours (SCH) by faculty rank during the last four years (2017, 2018, 2019, 2020), as shown in **Table 1, Figure 1** and **Figure 2**, AAC committee observed the following:
	1. The percentage of SCH being taught by temporary faculty has decreased slightly, from 20% last year to 17% this year.
	2. Admin/other and Graduate Assistants percentages have also decreased, from teaching 10% last year to 7% this year of ISU Student Credit Hours (SCH). This may be at least partially due to the pandemic and declining student numbers.
4. Overall Gender Information Observations: Please see **Figure 3**, **Table 2**, and **Table 3**
	1. Female faculty slightly outnumber male faculty when looking at all faculty types
	2. For regular faculty, this switches. Male regular faculty members outnumber female regular faculty.
	3. Detailed ge**nder** information broken down by college for the last three years can be seen in the Excel file attached called Fall Instruction Faculty Summary by College.
5. Overall Diversity Information Observations please see **Figure 4** for an overall look at our current faculty diversity levels.
	1. Quantity of diverse faculty is still much lower than compared to the distribution of ISU student diversity and overall population density.
	2. Detailed ge**nder and** diversity information broken down by college for the last three years can be seen in the Excel file attached called Fall Instruction Faculty Summary by College.
6. For Student Credit Hours (SCH) by faculty rank for every college, AAC committee observed the following:
	* **For College of Art and Science (Table 4 and Figure 5).**
	1. The CAS Average percentage of SCH taught by Professors (17.2%), Assistant Professors (11.4%) and Senior Instructors (6%) are less than the ISU average [Professors (17.6%), Assistant Professors (14.1%), and Senior Instructors (7.5%].
	2. The CAS percentage of SCH taught by Associate Professors (14.9%), Instructors (18.3%), and Temporary Faculty (21.9) are higher than the ISU average [(Associate Professors (14.6%), Instructors (17.7%), and Temporary Faculty (19.4%)].
	3. The CAS Average percentage of SCH taught by Graduate Assistants (3.9%) and Administrators or others (6.4%) are still higher than the ISU average (Graduate Assistants (3.7%) and Administrators and Others (5.4%)].
	* **For Scott College of Business (Table 5 and Figure 6).**
	1. The SCOB Average percentage of SCH taught by Professors (24.26%), Senior Instructors (15.2%) and Temporary Faculty (25%) are higher than the ISU average [Professors (17.6%), Senior Instructors (7.5%), and Temporary Faculty (19.4%)].
	2. The SCOB percentage of SCH taught by Associate Professors (12.2%), Assistant Professors (19.7%) and Instructors (11.6%) are less than the ISU average [(Associate Professors (14.6%), Assistant Professors (14.1%).
	3. The SCOB percentage of SCH taught by Graduate Assistants (0%) and Admin/others (0.9%) are less than the ISU average [(Graduate Assistants (3.7%) and Admin/others (5.4%)].
	4. The SCOB percentage of SCH taught by Temporary Faculty (25%) is higher than the ISU average (19.4%).

**• For Bayh College of Education (BCOE) (Table 6 and Figure 7).**

1. The BCOE Average percentage of SCH taught by Professors (25.63%), Associate Professors (21.75%) and Assistant Professors (14.25%) are higher than the ISU average [Professors (17.6%), Associate Professors (14.6%), and Assistant Professors (14.1%)].
2. The BCOE Average percentage of SCH taught by Senior Instructors (4.5%), Instructors (5.58%), and Temporary Faculty (16.35%) are lower than or equal to the ISU average [Senior Instructors (7.5%), Instructors (17.7%), and Temporary Faculty (17.7%)].
3. The BCOE Average percentage of SCH taught by Graduate Assistants (4.73%) and Administrators or others (7.25%) are still higher than the ISU average (Graduate Assistants (3.7%) and Administrators and Others (5.4%)].

• **For College of Health and Human Services (Table 7 and Figure 8).**

1. The CHHS Average percentage of SCH taught by Professors (12%), Associate Professors (13.8%), and Temporary Faculty (11.3%) are less than the ISU average [Professors (17.6%), Associate Professors (14.6%), and Temporary Faculty (19.4%)].
2. The CHHS Average percentage of SCH taught by Assistant Professors (28.6%), Senior Instructors (9.3%), Instructors (18.9%), and Graduate Assistant (5.3%) are higher than the ISU average [Assistant Professors (14.1%), Senior Instructors (7.5%), Instructors (17.7%), and Graduate Assistant (3.7%)].

• **For College of Technology (Table 8 and Figure 9).**

1. The COT Average percentage of SCH taught by Professors (18.3%), Senior Instructors (8%), Instructors (25.1%) and Temporary Faculty (19.4%) are higher than or equal to the ISU average [Professors (17.6%), Senior Instructors (7.5%), Instructors (17.7%) and Temporary Faculty (19.4%)].
2. The COT Average percentage of SCH taught by Associate Professors (10.8%), Assistant Professors (13.7%), Admin/Other (3.1%), and Graduate Assistant (1.6%) are less than the ISU average [Associate Professors (14.6%), Assistant Professors (14.1%), Admin/Other (5.4%), and Graduate Assistant (3.7%)].
3. The COT Average percentage of SCH taught by Temporary Faculty (19.4%) is equal to the ISU average (19.4%).

Respectfully submitted by the 2020-2021 Academic Affairs Committee
Jodi Frost (chair), Yon Joon Park (Vice-Chair), Alma (SAMy) Anderson (Secretary)
Aruna Chandrasekaran, Szufang Chuang, Valentine Muyumba, and Cat Paterson.
with liaisons Mike Chambers (Faculty Senate Executive Committee)
and Lisa Spence-Bunnett, Susan Powers (Administrative Affairs)

**Table 1: Student Credit Hours (SCH) by Faculty Type/Rank (2017-2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Indiana State University** | Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 17.1% | 16.7% | 17.4% | 19.3% |
| Associate Professor  | 14.6% | 16.0% | 13.8% | 14.6% | 14.1% |
| Assistant Professor | 14.1% | 14.0% | 14.2% | 12.9% | 15.4% |
| Senior Instructor | 7.5% | 6.0% | 6.4% | 7.3% | 10.4% |
| Instructor | 17.7% | 18.6% | 17.3% | 18.5% | 16.4% |
| Temp | 19.4% | 18.5% | 22.1% | 19.7% | 17.3% |
| Graduate Assistant | 3.7% | 3.7% | 3.7% | 3.8% | 3.5% |
| Admin/Other | 5.4% | 6.2% | 5.8% | 6.0% | 3.6% |

**Figure 1 SCH by Faculty Type/Rank (2020)**

**Figure 2 SCH by Faculty Type/Rank (2017-2020)**

**Figure 3: Gender of All Faculty and Regular Faculty (2016-2020)**

**Table 2: All Faculty by Gender (2016 – 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender** | 2016 | 2017 | 2018 | 2019 | 2020 |
| Women | 51.5% | 51.9% | 51.4% | 51.7% | 50.3% |
| Men | 48.5% | 48.1% | 48.6% | 48.1% | 49.5% |
| Not Reported | 0.0% | 0.0% | 0.0% | 0.1% | 0.2% |

**Table 3: Regular Faculty by Gender (2016 – 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender** | 2016 | 2017 | 2018 | 2019 | 2020 |
| Women | 46.4% | 46.7% | 44.8% | 46.7% | 47.3% |
| Men | 53.6% | 53.3% | 55.2% | 53.1% | 52.5% |
| Not Reported | 0.0% | 0.0% | 0.0% | 0.2% | 0.2% |

**Figure 4: Faculty Diversity 2020**

**Table 4: College of Arts and Sciences SCH by Faculty Rank/Type**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Arts and Sciences** | ISU Average | CAS Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 17.2% | 17.8% | 16.2% | 17.4% | 19.3% |
| Associate Professor  | 14.6% | 14.9% | 16.8% | 13.8% | 14.6% | 14.1% |
| Assistant Professor | 14.1% | 11.4% | 9.5% | 10.4% | 12.9% | 15.4% |
| Senior Instructor | 7.5% | 6.0% | 4.7% | 4.8% | 7.3% | 10.4% |
| Instructor | 17.7% | 18.3% | 18.8% | 17.6% | 18.5% | 16.4% |
| Temp | 19.4% | 21.9% | 21.9% | 26.3% | 19.7% | 17.3% |
| Graduate Assistant | 3.7% | 3.9% | 3.5% | 4.4% | 3.8% | 3.5% |
| Admin/Other | 5.4% | 6.4% | 7.0% | 6.6% | 6.0% | 3.6% |

 **Figure 5: College of Arts and Sciences SCH by Faculty Type/Rank (2017-2020)**

 **Table 5: Scott College of Business SCH by Faculty Type/Rank (2017-2020)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Business** | ISU Average | SCB Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 24.6% | 28.8% | 26.4% | 22.6% | 20.5% |
| Associate Professor  | 14.6% | 12.2% | 13.4% | 9.5% | 10.8% | 14.9% |
| Assistant Professor | 14.1% | 10.7% | 8.5% | 9.5% | 13.7% | 11.0% |
| Senior Instructor | 7.5% | 15.2% | 20.9% | 13.4% | 12.3% | 14.2% |
| Instructor | 17.7% | 11.6% | 11.6% | 13.7% | 15.0% | 5.9% |
| Temp | 19.4% | 25.0% | 15.0% | 27.4% | 24.8% | 32.7% |
| Graduate Assistant | 3.7% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Admin/Other | 5.4% | 0.9% | 1.7% | 0.1% | 0.7% | 0.9% |

**Figure 6: Scott College of Business SCH by Faculty Type/Rank (2017-2020)**

**Table 6: Bayh College of Education SCH by Faculty Type/Rank (2017-2020)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Education** | ISU Average | BCE Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 25.63% | 26.2% | 27.0% | 23.2% | 26.1% |
| Associate Professor  | 14.6% | 21.75% | 28.9% | 26.8% | 16.6% | 14.7% |
| Assistant Professor | 14.1% | 14.25% | 9.1% | 11.6% | 14.9% | 21.4% |
| Senior Instructor | 7.5% | 4.50% | 2.2% | 2.4% | 6.5% | 6.9% |
| Instructor | 17.7% | 5.58% | 8.5% | 8.1% | 4.4% | 1.3% |
| Temp | 19.4% | 16.35% | 19.0% | 17.4% | 14.5% | 14.5% |
| Graduate Assistant | 3.7% | 4.73% | 0.6% | 0.6% | 9.9% | 7.8% |
| Admin/Other | 5.4% | 7.25% | 5.5% | 6.2% | 9.9% | 7.4% |

**Figure 7: Bayh College of Education SCH by Faculty Type/Rank (2017-2020)**

**Table 7: College of Health and Human Services SCH by Faculty Type/Rank (2017-2020)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Health** | ISU Average | HHS Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 12.0% | 9.7% | 9.5% | 13.1% | 15.8% |
| Associate Professor  | 14.6% | 13.8% | 12.0% | 12.3% | 14.9% | 16.1% |
| Assistant Professor | 14.1% | 28.6% | 32.2% | 30.5% | 27.8% | 23.9% |
| Senior Instructor | 7.5% | 9.3% | 3.5% | 8.8% | 12.0% | 12.8% |
| Instructor | 17.7% | 18.9% | 26.0% | 17.5% | 13.9% | 18.3% |
| Temp | 19.4% | 11.3% | 8.2% | 14.1% | 11.4% | 11.4% |
| Graduate Assistant | 3.7% | 5.3% | 7.9% | 6.4% | 5.7% | 1.3% |
| Admin/Other | 5.4% | 0.7% | 0.5% | 0.8% | 1.2% | 0.4% |

**Figure 8: College of Health and Human Services SCH by Faculty Type/Rank (2017-2020)**

**Table 8: College of Technology SCH by Faculty Type/Rank (2017-2020)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Technology** | ISU Average | CoT Average | 2017 | 2018 | 2019 | 2020 |
| Professor | 17.6% | 18.3% | 13.2% | 19.9% | 20.3% | 19.6% |
| Associate Professor  | 14.6% | 10.8% | 15.6% | 13.6% | 7.6% | 6.3% |
| Assistant Professor | 14.1% | 13.7% | 13.4% | 11.6% | 16.1% | 13.8% |
| Senior Instructor | 7.5% | 8.0% | 7.8% | 7.2% | 8.2% | 8.7% |
| Instructor | 17.7% | 25.1% | 19.1% | 26.7% | 24.4% | 30.3% |
| Temp | 19.4% | 19.4% | 23.0% | 16.2% | 20.2% | 18.0% |
| Graduate Assistant | 3.7% | 1.6% | 2.8% | 1.8% | 0.7% | 1.2% |
| Admin/Other | 5.4% | 3.1% | 5.1% | 2.9% | 2.5% | 2.0% |

**Figure 9: College of Technology SCH by Faculty Type/Rank (2017-2020)**