

Report to Faculty Senate

Faculty Personnel Management Committee

May 10, 2007

The Faculty Personnel Management Committee was charged with two tasks: (1) develop annual targets for faculty hiring by establishing explicit goals on the percentage of FTE faculty who are tenure track, full-time non-tenure track, and per course faculty members and (2) to report annually to the Senate, giving statistics relating to meeting targeted goals. The committee has met a number of times in the past academic year and worked to fulfill these charges.

The committee presents to the Faculty Senate for its consideration three statistical tables that track differences between MSU and similar institutions, including the university benchmark institutions, related to the charge. Table 1 compares MSU faculty staffing to averages for AAUP Public Masters degree granting universities as well as to our 11 Peer universities for Fall 2005. MSU has 16.8 percent of its full time instructional and full time faculty who are non-tenure track. In comparison, all public masters universities average 19.8 and 20.0 percent non-tenure track for the two categories, respectively. Hence, MSU has a lower percentage of faculty who are non-tenure track than public masters universities on average. A similar result occurs when comparing MSU to our peers, who average 20.6 and 20.9 percent non-tenure track in the two categories.

In contrast, the percent of total MSU faculty who are part-time equals 29.1 percent, which is significantly lower than the 37.2 percent of faculty who are part-time faculty at AAUP public masters universities. MSU does have a higher percentage of part-time faculty than do our peer universities, which average 23.8 percent. The committee concludes that the data in Table 1 suggests that faculty staffing at MSU, for the most part, results in higher levels of tenure track faculty and lower levels of part-time faculty than is common in similar institutions.

Table 2 provides additional data provided by MSU's office of Institutional Research from Fall 2004. The data provides similar comparisons of full time faculty staffing as Table 1 to a more limited selection of our peer institutions. Table 2 includes these comparisons by faculty ranks as well as for tenured, tenure track, and non-tenure faculty. Notice that similar to Table 1, MSU tends to have a smaller percentage of faculty who are non-tenure track, 15.8 percent, than do peer institutions, 18.3 percent. The Senate should note, however, that these percentages rose from Fall 2004 to Fall 2005 both for MSU and for our peer institutions.

Table 2 also illustrates that MSU has more tenured faculty, especially at the Professor rank, than do our peer institutions. Likewise, MSU has fewer non-tenured but tenure track faculty than do peer institutions on average. Although the data is no available to test explanations for this result, one possibility is that MSU generally has an older faculty. Hence, it will be useful to continue to track these comparisons over time. Nonetheless, Tables 1 and 2 tend to suggest that at present MSU compares favorably both to our peer universities and to Public, Masters level universities in general in faculty staffing.

Table 3 contains comparisons of total faculty staffing levels at MSU versus comparison universities for MSU as a whole and for each of the academic colleges. Similar breakdowns are provided at the departmental level in the appendix. Faculty staffing levels in Table 3 are calculated from productivity data (Delaware Data) provided to the committee by the Provost's office. The Delaware

productivity data includes credit hour per faculty productivity data for each department at MSU as compared to similar departments in three comparison groups of similar universities. An overall productivity score for each department is presented in the Delaware data and used by the committee to obtain current faculty members in the department and a range of appropriate faculty staffing levels. The appendix contains a more detailed description of the process the committee used to obtain these faculty staffing numbers.

Table 3 shows that for regular instruction staff at the undergraduate level, the university currently has 576 faculty members. These 576 faculty lie within the appropriate range of 521.3 to 637.1 faculty members. Similar comparisons for the academic colleges, show that for most colleges faculty staffing also lies within the appropriate range. There are, however, two exceptions, to this general conclusion. For example, COBA is shown with 93 faculty while the appropriate range is 106 to 129.5 faculty. Likewise, COAL has 142 faculty while the appropriate range is 110.6 to 135.1 faculty. Hence, COBA is slightly understaffed while COAL is slightly overstaffed given the number of students credit hours each college produced in Fall 2005.

Table 3 also examines similar data for graduate credit hours and for lecturers/visiting professors (non-tenure track) and part time faculty. Generally, graduate faculty are overstaffed according to the data although this result likely results from lower numbers of graduate students than at the comparison universities. Similar to the data presented in Tables 1 and 2, Table 3 tends to show part time faculty used at a lower rate than at comparison universities while non-tenure track faculty are used at a lower or similar rate than comparison universities.

Although for the most part faculty staffing levels at the university and college levels are at appropriate levels, data similar to Table 3 provided at the department level illustrates that the same is not true for all departments within specific colleges. There exist a number of departments that are severely understaffed based on this productivity data while a number of other departments are severely overstaffed. The committee has decided that addressing department level faculty staffing issues lies outside the scope of its charge from the Faculty Senate and provides the information to the Senate for information purposes only.

Table 1
Comparison of Missouri State University Staffing to AAUP averages and Peer Institutions
Fall 2005

School	Percent of Full Time Instructional Faculty Non Tenure Track	Percent of Full Time Faculty Non Tenure Track	Percent of Total Faculty Part Time	Program Offered
Missouri State University	16.8%	16.8%	29.1%	Masters Degree
AAUP Average for Public Masters Degree Universities	19.8%	20.0%	37.2%	Avg. for Public Masters Degree
Peer Institutions				
U. Northern Iowa	11.4%	11.4%	22.3%	Masters Degree
Illinois State University	16.8%	16.8%	24.8%	Doctoral and Research
Ball State University	30.3%	30.3%	17.4%	Doctoral and Research
Wichita State University	15.4%	15.4%	39.9%	Doctoral and Research
Louisiana Technical University	14.0%	14.0%	20.9%	Doctoral and Research
Towson University	24.7%	24.8%	46.7%	Masters Degree
Grand Valley State University	24.1%	24.1%	2.3%	Masters Degree
University of Montana	14.6%	17.4%	26.8%	Doctoral and Research
University of North Carolina- Charlotte	21.4%	21.4%	2.7%	Doctoral and Research
University of Texas- Arlington	30.4%	30.4%	31.2%	Doctoral and Research
James Madison University	23.4%	23.5%	26.9%	Masters Degree
Peer Averages	20.6%	20.9%	23.8%	
Percentage Differences MSU and:				
AAUP Average Universities	-15.2%	-16.0%	-21.8%	Avg. for Public Masters Degree
Peer Averages	-18.4%	-19.5%	22.2%	

Source: AAUP Contingent Faculty Index 2006; <http://www.aaup.org/AAUP/pubsres/research/conind2006.htm>

Table 2
Percent of Total Full Time Faculty by Rank and Tenure Status MSU versus Benchmark Universities - Fall 2004

Institution Name	Tenured Faculty				Total Tenured
	Professors	Associate Professors	Assistant Professors	Instructors, Lecturers, No Rank	
Missouri State University	36.4%	22.0%	4.1%	1.2%	63.8%
Illinois State University	28.2%	22.1%	1.9%	0.0%	52.2%
Wichita State University	26.4%	28.7%	2.8%	0.0%	57.9%
Louisiana Technical University	19.8%	18.8%	5.6%	0.3%	44.4%
Towson University	26.6%	22.0%	3.5%	0.5%	52.6%
University of Montana	32.6%	15.8%	0.0%	4.1%	52.5%
University of North Carolina- Ch	23.4%	26.6%	0.8%	0.0%	50.7%
James Madison University	28.8%	18.8%	0.7%	0.0%	48.3%
Benchmark Average	26.5%	21.8%	2.2%	0.7%	51.2%
Percentage Difference MSU and Benchmark Average	37.0%	1.0%	89.9%	80.3%	24.5%
Institution Name	Tenure Track Faculty				Total Tenure Track
	Professors	Associate Professors	Assistant Professors	Instructors, Lecturers, No Rank	
Missouri State University	0.0%	1.0%	17.1%	2.3%	20.4%
Illinois State University	0.0%	1.6%	31.3%	0.0%	32.9%
Wichita State University	0.0%	0.9%	23.8%	0.4%	25.1%
Louisiana Technical University	0.3%	3.3%	36.3%	0.5%	40.4%
Towson University	0.0%	1.3%	22.6%	3.7%	27.6%
University of Montana	0.0%	6.7%	20.6%	3.4%	30.7%
University of North Carolina- Ch	0.0%	2.2%	27.3%	0.0%	29.5%
James Madison University	0.1%	3.5%	23.5%	0.1%	27.2%
Benchmark Average	0.1%	2.8%	26.5%	1.2%	30.5%
Percentage Difference MSU and Benchmark Average	-100.0%	-65.1%	-35.5%	101.8%	-33.1%
Institution Name	Non-Tenure Track Faculty				Total Non-Tenure Track
	Professors	Associate Professors	Assistant Professors	Instructors, Lecturers, No Rank	
Missouri State University	0.0%	0.3%	0.0%	15.6%	15.8%
Illinois State University	0.0%	0.0%	0.1%	14.8%	14.9%
Wichita State University	0.2%	0.0%	2.3%	14.5%	17.0%
Louisiana Technical University	0.0%	0.0%	0.0%	15.2%	15.2%
Towson University	0.2%	0.0%	2.7%	17.0%	19.9%
University of Montana	1.6%	2.3%	5.5%	7.4%	16.8%
University of North Carolina- Ch	0.0%	0.0%	0.0%	19.8%	19.8%
James Madison University	0.4%	3.2%	9.1%	11.7%	24.4%
Benchmark Average	0.3%	0.8%	2.8%	14.4%	18.3%
Percentage Difference MSU and Benchmark Average	-100.0%	-65.0%	-100.0%	8.4%	-13.5%

Source: IPEDS Staff Survey, Fall 2004

Table 3
Number of Faculty at MSU by College versus Comparison Universities
Fall 2005

MSU Totals	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	112989	11584	40582	492	13644	330
Number of Faculty - Current	576	554	140	45	42	8
Number of Faculty at the 90 percent Productivity Level	637.1	407.2	157.1	43.5	59.3	4.3
Number of Faculty at the 110 Percent Productivity Level	521.3	333.1	128.5	35.6	48.5	3.5
COLLEGE OF ARTS & LETTERS						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	19387	830	10022	36	3834	0
Number of Faculty - Current	142	126	60	41	11	0
Number of Faculty at the 90 percent Productivity Level	135.1	78.6	57.5	33.6	20.9	0.0
Number of Faculty at the 110 Percent Productivity Level	110.6	64.3	47.0	27.5	17.1	0.0
COLLEGE OF BUSINESS ADMINISTRATION						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	24171	2808	7631	66	2386	0
Number of Faculty - Current	93	93	17	3	5	0
Number of Faculty at the 90 percent Productivity Level	129.5	101.9	25.6	9.2	9.0	0.0
Number of Faculty at the 110 Percent Productivity Level	106.0	83.4	21.0	7.5	7.4	0.0
COLLEGE OF EDUCATION						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	5127	2618	1505	75	190	0
Number of Faculty - Current	41	48	7	1	1	0
Number of Faculty at the 90 percent Productivity Level	44.6	37.0	8.5	0.7	1.3	0.0
Number of Faculty at the 110 Percent Productivity Level	36.5	30.2	7.0	0.6	1.1	0.0
COLLEGE OF HEALTH AND HUMAN SERVICES						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	17078	3935	4799	276	3244	330
Number of Faculty - Current	99	104	14	0	14	8
Number of Faculty at the 90 percent Productivity Level	103.4	88.1	15.9	0.0	14.2	4.3
Number of Faculty at the 110 Percent Productivity Level	84.6	72.1	13.0	0.0	11.6	3.5
COLLEGE OF HUMANITIES AND PUBLIC AFFAIRS						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	19807	790	8130	39	2235	0
Number of Faculty - Current	78	71	16	0	3	0
Number of Faculty at the 90 percent Productivity Level	87.0	51.3	22.7	0.0	7.1	0.0
Number of Faculty at the 110 Percent Productivity Level	71.1	42.0	18.5	0.0	5.8	0.0
COLLEGE OF NATURAL AND APPLIED SCIENCES						
	<u>Regular Instructional Staff</u>		<u>Lecturer Visiting Prof.</u>		<u>Per Course, Admin, Professional</u>	
	Total	Graduate	Total	Graduate	Total	Graduate
	<u>Undergrad.</u>		<u>Undergrad.</u>		<u>Undergrad.</u>	
Missouri State Total Credit Hours	27419	603	8495	0	1755	0
Number of Faculty - Current	123	112	25	0	9	0
Number of Faculty at the 90 percent Productivity Level	137.6	50.3	26.9	0.0	6.8	0.0
Number of Faculty at the 110 Percent Productivity Level	112.6	41.2	22.0	0.0	5.5	0.0

Note: The source of the data is the Delaware Data provided by Provost's office.

Number of Faculty at the 90 percent Productivity Level equals the number of faculty needed for productivity levels to be at 90 percent of the comparison universities' average productivity

Number of Faculty at the 110 percent Productivity Level equals the number of faculty needed for productivity levels to be at 110 percent of the comparison universities' average productivity

Appendix

Explanation of Faculty Staffing Tables (Table 3 and appendix tables)

The following summary briefly explains the faculty staffing tables listed by department, college and the university total. The source of all data is the “Delaware” data on productivity which compares MSU department level productivity to that of a comparison group of comparable universities. This data has been purchased and provided by the MSU provost’s office. Comparisons are made for undergraduate and graduate courses for three types of faculty: (1) regular instructional staff, (2) lecturers and visiting assistant professors and (3) per course, administrative, and professional staff.

The Delaware data itself provides for each academic department the following data organized between undergraduate and graduate course for the three types of faculty described above:

1. Total number of credit hours produced in the given MSU department.
2. Credit hours per given type of faculty in the given department. Credit hours per faculty is the measure of productivity used for comparison purposes.
3. For each department, average credit hours per faculty are provided for three different comparison groups of universities. The comparison groups vary slightly dependent upon whether the MSU department has a graduate program or not.
4. The comparison universities’ productivity factor equals the average of the above three credit hour per faculty discussed above.
5. The MSU department’s “productivity score” is given as percentage ratio of 2 to 4 (i.e., the department’s credit hours per faculty are divided by the comparison groups’ credit hours per faculty).

The department’s “productivity score” is identified in the Delaware data as “Mo State Average as % of Productivity Factor” and is interpreted as follows:

6. A productivity score equal to 100 percent indicates that the department is correctly staffed.
7. A productivity score greater than 100 percent indicates that the department is understaffed.
8. A productivity score less than 100 percent indicates that the department is overstaffed.

The Faculty Personnel Management Committee has taken the above data and used it to calculate the following variables for each academic department:

9. Current faculty in the given category.
Current faculty equals the department’s total credit hours (1) divided by their credit hours per faculty (2).
10. The 90 percent level of faculty.
The number of faculty needed in a department to have a productivity score equal to 90 percent of the comparison group’s average productivity, which equals the department’s total credit hours (1) divided by (.9 times the comparison universities’ productivity factor - 4).
11. The 110 percent level of faculty.
The number of faculty needed in a department to have a productivity score equal to 110 percent of the comparison group’s average productivity, which equals the department’s total credit hours (1) divided by (1.1 times the comparison universities’ productivity factor - 4).

The above numbers of faculty (9 through 10) are also summed for each college and then for the university as a whole to get a sense of appropriate staffing at each level of the university.

COLLEGE OF ARTS & LETTERS

Regular Instructional Staff

Lecturer Visiting Prof.

Per Course, Admin, Professional

	Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
	Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
Missouri State Total Credit Hours	19387	830	10022	36	3834	0
Number of Faculty - Current	142	126	60	41	11	0
90 percent	135.1	78.6	57.5	33.6	20.9	0.0
110 Percent	110.6	64.3	47.0	27.5	17.1	0.0

ART & DESIGN		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3241	6	3241	6	1269	0
	Mo State Average as % of Productivity Factor	88%	0.96%	88%	0.96%	120%	0%
	Number of Faculty - Current	26	26	26	26	4	
	90 percent	25.4	0.3	25.4	0.3	5.9	
	110 Percent	20.7	0.2	20.7	0.2	4.8	

COMMUNICATION		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	1916	229	2202	0	66	0
	Mo State Average as % of Productivity Factor	61%	82%	92%	0.00%	57%	0%
	Number of Faculty - Current	15	15	9		0.5	
	90 percent	10.1	13.6	9.2		0.3	
	110 Percent	8.3	11.2	7.5		0.2	

ENGLISH		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3660	341	3348	30	480	0
	Mo State Average as % of Productivity Factor	76%	95%	92%	200.00%	121%	0%
	Number of Faculty - Current	26	26	15	15	2	
	90 percent	22.2	27.7	15.3	33.3	2.2	
	110 Percent	18.2	22.7	12.5	27.3	1.8	

MEDIA, JOURNALISM, & F		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	2527	48	120	0	51	0
	Mo State Average as % of Productivity Factor	90%	12%	72%	0.00%	212%	0%
	Number of Faculty - Current	15	15	1		0	
	90 percent	15.0	2.1	0.8		0.4	
	110 Percent	12.2	1.7	0.7		0.3	

MODERN & CLASSICAL L		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3412	0	399	0	303	0
	Mo State Average as % of Productivity Factor	127%	0%	57%	0.00%	174%	0%
	Number of Faculty - Current	16		3		1	
	90 percent	22.6		1.9		1.4	
	110 Percent	18.5		1.6		1.2	

MUSIC		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3234	154	451	0	1084	0
	Mo State Average as % of Productivity Factor	92%	94%	68%	0.00%	318%	0%
	Number of Faculty - Current	29	29	4		2	
	90 percent	29.5	30.2	3.4		8.1	
	110 Percent	24.2	24.7	2.7		6.7	

THEATRE & DANCE		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	1397	52	261	0	581	0
	Mo State Average as % of Productivity Factor	62%	28%	71%	0.00%	187%	0%
	Number of Faculty - Current	15	15	2		1	
	90 percent	10.3	4.7	1.6		2.7	
	110 Percent	8.4	3.8	1.3		2.2	

COLLEGE OF BUSINESS ADMINISTRATION

Regular Instructional Staff

Lecturer Visiting Prof.

Per Course, Admin, Professional

		Total	Graduate	Total	Graduate	Total	Graduate
		Undergrad.		Undergrad.		Undergrad.	
Missouri State Total Credit Hours		24171	2808	7631	66	2386	0
Number of Faculty - Current		93	93	17	3	5	0
90 percent		129.5	101.9	25.6	9.2	9.0	0.0
110 Percent		106.0	83.4	21.0	7.5	7.4	0.0

		Total	Graduate	Total	Graduate	Total	Graduate
		Undergrad.		Undergrad.		Undergrad.	
ACCOUNTANCY Missouri State		3409	591	1302	66	648	0
Mo State Average as % of Productivity Factor		111%	116%	107%	275%	206%	0%
Number of Faculty - Current		15	15	3	3	1	
90 percent		18.5	19.3	3.6	9.2	2.3	
110 Percent		15.2	15.8	2.9	7.5	1.9	

COMPUTER INFO. Missouri State		2079	549	2783	0	666	0
Mo State Average as % of Productivity Factor		69%	134%	122%	0%	221%	0%
Number of Faculty - Current		16	16	8		1	
90 percent		12.3	23.8	10.3		2.7	
110 Percent		10.1	19.4	8.4		2.2	

FINANCE & GENERAL BUSINESS Missouri State		6012	288			430	0
Mo State Average as % of Productivity Factor		177%	67%			81%	0%
Number of Faculty - Current		15	15			2	
90 percent		29.6	11.2			1.5	
110 Percent		24.2	9.1			1.2	

INDUSTRIAL MGMT. Missouri State		2719	12				
Mo State Average as % of Productivity Factor		204%	7%				
Number of Faculty - Current		8	8				
90 percent		18.2	0.7				
110 Percent		14.9	0.5				

MANAGEMENT Missouri State		5119	567	1428	0	366	0
Mo State Average as % of Productivity Factor		126%	78%	169%	0%	251%	0%
Number of Faculty - Current		20	20	3		1	
90 percent		28.0	17.3	5.6		1.7	
110 Percent		22.9	14.2	4.6		1.4	

MARKETING Missouri State		4833	801	2118	0	276	0
Mo State Average as % of Productivity Factor		109%	141%	184%	0%	200%	0%
Number of Faculty - Current		19	19	3		0	
90 percent		22.9	29.7	6.1		0.9	
110 Percent		18.7	24.3	5.0		0.7	

COLLEGE OF EDUCATION

Regular Instructional Staff

Lecturer Visiting Prof.

Per Course, Admin, Professional

	Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
	Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
Missouri State Total Credit Hours	5127	2618	1505	75	190	0
Number of Faculty - Current	41	48	7	1	1	0
90 percent	44.6	37.0	8.5	0.7	1.3	0.0
110 Percent	36.5	30.2	7.0	0.6	1.1	0.0

COUNSELING		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	0	596	0	75		
	Mo State Average as % of Productivity Factor	0%	81%	0%	62%		
	Number of Faculty - Current	0	7		1		
	90 percent	0.0	6.3	0.0	0.7		
	110 Percent	0.0	5.1	0.0	0.6		

EARLY CHILDHOOD & FAMILY DEVELOPMENT		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	1522	21	487	0		
	Mo State Average as % of Productivity Factor	154%	8%	250%	0%		
	Number of Faculty - Current	7	7	1			
	90 percent	12.0	0.6	3.2			
	110 Percent	9.8	0.5	2.6			

EDUCATIONAL ADMINISTRATION		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	47	582				
	Mo State Average as % of Productivity Factor	24%	78%				
	Number of Faculty - Current	7	7				
	90 percent	1.9	6.1				
	110 Percent	1.5	5.0				

TEACHER EDUCATION		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3558	1419	1018	0	190	0
	Mo State Average as % of Productivity Factor	102%	80%	80%	0%	166%	0%
	Number of Faculty - Current	27	27	6		1	
	90 percent	30.7	24.0	5.3		1.3	
	110 Percent	25.1	19.6	4.3		1.1	

COLLEGE OF HEALTH AND HUMAN SERVICES

Regular Instructional Staff

Lecturer Visiting Prof.

Per Course, Admin, Professional

	Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
	Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
Missouri State Total Credit Hours	17078	3935	4799	276	3244	330
Number of Faculty - Current	99	104	14	0	14	8
90 percent	103.4	88.1	15.9	0.0	14.2	4.3
110 Percent	84.6	72.1	13.0	0.0	11.6	3.5

BIOMEDICAL SCIENCES		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	2941	152	1537	0	338	0
	Mo State Average as % of Productivity Factor	105%	78%	134%	0%	77%	0%
	Number of Faculty - Current	12	12	3		1	
	90 percent	14.0	10.3	4.5		1.2	
	110 Percent	11.5	8.5	3.7		1.0	

COMMUN. SCIENCES & DISORDERS		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	1048	660	0	0	320	121
	Mo State Average as % of Productivity Factor	74%	78%	0%	0%	32%	27%
	Number of Faculty - Current	14	14			7	7
	90 percent	11.6	12.1	0.0		2.5	2.1
	110 Percent	9.5	9.9	0.0		2.0	1.7

HEALTH & PHYSICAL EDUCATION (MINUS RECREATION)		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	3469	76	1021	0	615	0
	Mo State Average as % of Productivity Factor	137%	17%	93%	0%	149%	0%
	Number of Faculty - Current	14	14	5		2	
	90 percent	21.3	2.7	5.4		3.0	
	110 Percent	17.4	2.2	4.4		2.4	

RECREATION		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	957	0				
	Mo State Average as % of Productivity Factor	103%	0%				
	Number of Faculty - Current	5					
	90 percent	5.7					
	110 Percent	4.7					

NURSING		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	1451	175			160	0
	Mo State Average as % of Productivity Factor	112%	71%			58%	0%
	Number of Faculty - Current	11	11			2	
	90 percent	13.7	8.7			1.3	
	110 Percent	11.2	7.1			1.1	

PHYSICAL THERAPY		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	0	927			0	119
	Mo State Average as % of Productivity Factor	0%	145%			0%	198%
	Number of Faculty - Current	0	7				
	90 percent	0.0	11.3			0.0	
	110 Percent	0.0	9.2			0.0	

PHYSICIAN ASSISTANT STUDIES		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	0	735				
	Mo State Average as % of Productivity Factor	0%	263%				
	Number of Faculty - Current	0	4				
	90 percent	0.0	11.7				
	110 Percent	0.0	9.5				

PSYCHOLOGY		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	6421	559	2205	0	1539	30
	Mo State Average as % of Productivity Factor	82%	59%	173%	0%	438%	211%
	Number of Faculty - Current	31	31	3		1	1
	90 percent	28.3	20.5	5.8		4.6	2.2
	110 Percent	23.2	16.8	4.7		3.8	1.8

SOCIAL WORK		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	714	651	36	276	132	60
	Mo State Average as % of Productivity Factor	68%	89%	9%	139%	138%	124%
	Number of Faculty - Current	11	11	3		1	
	90 percent	8.3	10.9	0.3		0.9	
	110 Percent	6.8	8.9	0.3		0.8	

SPORTS MEDICINE & ATHLETIC TRAINING		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
	Missouri State	77	0			140	0
	Mo State Average as % of Productivity Factor	44%	0%			162%	0%
	Number of Faculty - Current	1				0	
	90 percent	0.5				0.7	
	110 Percent	0.4				0.6	

COLLEGE OF NATURAL AND APPLIED SCIENCES		Regular Instructional Staff		Lecturer Visiting Prof.		Per Course, Admin, Professional	
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
Missouri State Total Credit Hours		27419	603	8495	0	1755	0
Number of Faculty - Current		123	112	25	0	9	0
90 percent		137.6	50.3	26.9	0.0	6.8	0.0
110 Percent		112.6	41.2	22.0	0.0	5.5	0.0
		Total Undergrad.	Graduate	Total Undergrad.	Graduate	Total Undergrad.	Graduate
AGRICULTURE	Missouri State	2604	102	278	0	24	0
	Mo State Average as % of Productivity Factor	103%	46%	72%	0%	116%	0%
	Number of Faculty - Current	14	14	2		0	
	90 percent	16.0	7.1	1.6		0.2	
	110 Percent	13.1	5.8	1.3		0.2	
APPLIED CONSUMER SCIENCE	Missouri State	3584	3	746	0	288	0
	Mo State Average as % of Productivity Factor	125%	2%	85%	0%	105%	0%
	Number of Faculty - Current	11		3		1	
	90 percent	15.3		2.8		1.1	
	110 Percent	12.5		2.3		0.9	
BIOLOGY	Missouri State	4774	176			427	0
	Mo State Average as % of Productivity Factor	120%	65%			33%	0%
	Number of Faculty - Current	17	17			4	
	90 percent	22.6	12.2			1.5	
	110 Percent	18.5	10.0			1.2	
CHEMISTRY	Missouri State	4635	60	248	0	352	0
	Mo State Average as % of Productivity Factor	138%	32%	82%	0%	86%	0%
	Number of Faculty - Current	15	15	1		1	
	90 percent	23.0	5.4	0.9		1.4	
	110 Percent	18.8	4.4	0.7		1.1	
COMPUTER SCIENCE	Missouri State	1096	27	559	0	118	0
	Mo State Average as % of Productivity Factor	92%	14%	108%	0%	171%	0%
	Number of Faculty - Current	8	8	2		0	
	90 percent	8.2	1.3	2.4		0.6	
	110 Percent	6.7	1.1	2.0		0.5	
GEOGRAPHY & PLNG. (MINUS GEOLOGY)	Missouri State	1338	48	1647	0	318	0
	Mo State Average as % of Productivity Factor	51%	20%	107%	0%	89%	0%
	Number of Faculty - Current	10	10	4		1	
	90 percent	5.6	2.3	4.8		1.1	
	110 Percent	4.6	1.8	3.9		0.9	
GEOLOGY	Missouri State	1732	15				
	Mo State Average as % of Productivity Factor	99%	13%				
	Number of Faculty - Current	8	8				
	90 percent	8.8	1.2				
	110 Percent	7.2	1.0				
MATHEMATICS	Missouri State	4586	70	4729	0		
	Mo State Average as % of Productivity Factor	80%	26%	101%	0%		
	Number of Faculty - Current	25	25	12			
	90 percent	22.2	7.3	13.4			
	110 Percent	18.2	6.0	11.0			
PHYSICS, ASTRON., & MATERIALS SCIENCE	Missouri State	3070	102	288	0	228	0
	Mo State Average as % of Productivity Factor	95%	82%	88%	0%	84%	0%
	Number of Faculty - Current	15	15	1		1	
	90 percent	15.8	13.6	1.0		1.0	
	110 Percent	12.9	11.1	0.8		0.8	

Faculty Senate Resolution

Whereas the ratio of full time faculty at MSU who are tenure track is comparable to peer institutions and

Whereas the ratio of total faculty at MSU who are part-time is comparable to peer institutions and

Whereas the Delaware data on university productivity demonstrates that total staffing levels at MSU is comparable to peer institutions and

Whereas the Delaware data on university productivity tends to demonstrate that total staffing at the graduate level is higher than at peer institutions, indicating overstaffing at the graduate level at MSU,

Therefore, be it resolved that the Faculty Senate recommends that the appropriate response is for faculty and the administration to take appropriate steps to enhance graduate education by expanding the number of students in existing graduate programs,

Be it further resolved that the Faculty Senate recommends that efforts should be taken to keep the percentage of faculty who are non-tenure track and part time at comparable levels into the foreseeable future,

Be it further resolved that the Faculty Senate recommends that university begin to, where appropriate, use faculty and faculty resources more efficiently than is true at present,

Be it further resolved that improved efficiency be achieved by methods appropriate to each discipline. An example of such methods could include teaching larger sections for a limited number of appropriate courses,

Be it further resolved that academic units be encouraged to study which methods of course delivery are cost-effective,

Be it further resolved that improved efficiency must be tied to faculty incentives. For example, faculty teaching larger courses could have lower overall teaching loads while nonetheless teaching larger numbers of students,

Be it further resolved that resources freed up by improved efficiency should be retained within the academic mission of the university at the very least and in general within the academic unit with improved efficiency.