

UNIVERSITY BUDGET & PRIORITIES COMMITTEE
ABBREVIATED REPORT OF PERSONNEL PROPORTIONS
APRIL 2020

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CHARGE: Every year, oversee the Institutional Research personnel database's update to maintain consistency with the previous years' format. Annually, present an abbreviated report of personnel proportions to the Faculty Senate. This abbreviated report will identify and describe the student-personnel ratios for the most recent update to the Institutional Research personnel database.

The Faculty Senate Committee on University Budget & Priorities is pleased to present our report on Missouri State University's personnel proportions. The following pages report the available data for the previous five years (2016-2020). A summary of trends and observations is presented at the end of this report.

TABLE 1: Full-time and Equivalent Faculty Headcount (2016-2020)

FACULTY HEADCOUNT (FULL-TIME AND EQUIVALENT)					
ACADEMIC RANK	YEARS				
	2016	2017	2018	2019	2020
PROFESSOR	244	237	236	236	227
ASSOCIATE PROFESSOR	142	135	130	142	153
ASSISTANT PROFESSOR	188	214	235	232	218
INSTRUCTOR	177	163	157	150	138
FACULTY WITHOUT RANK	2	4	5	8	6
TENURE STATUS					
FULL-TIME TENURED	546	558	563	569	557
FULL-TIME NON-TENURED	201	195	200	199	185
TOTAL	747	753	763	768	742

**** Total indicates the sum of tenured and non-tenured faculty (FTE)**

FIG 1: Full-time Equivalent Faculty Headcount (by Rank) 2016-2020

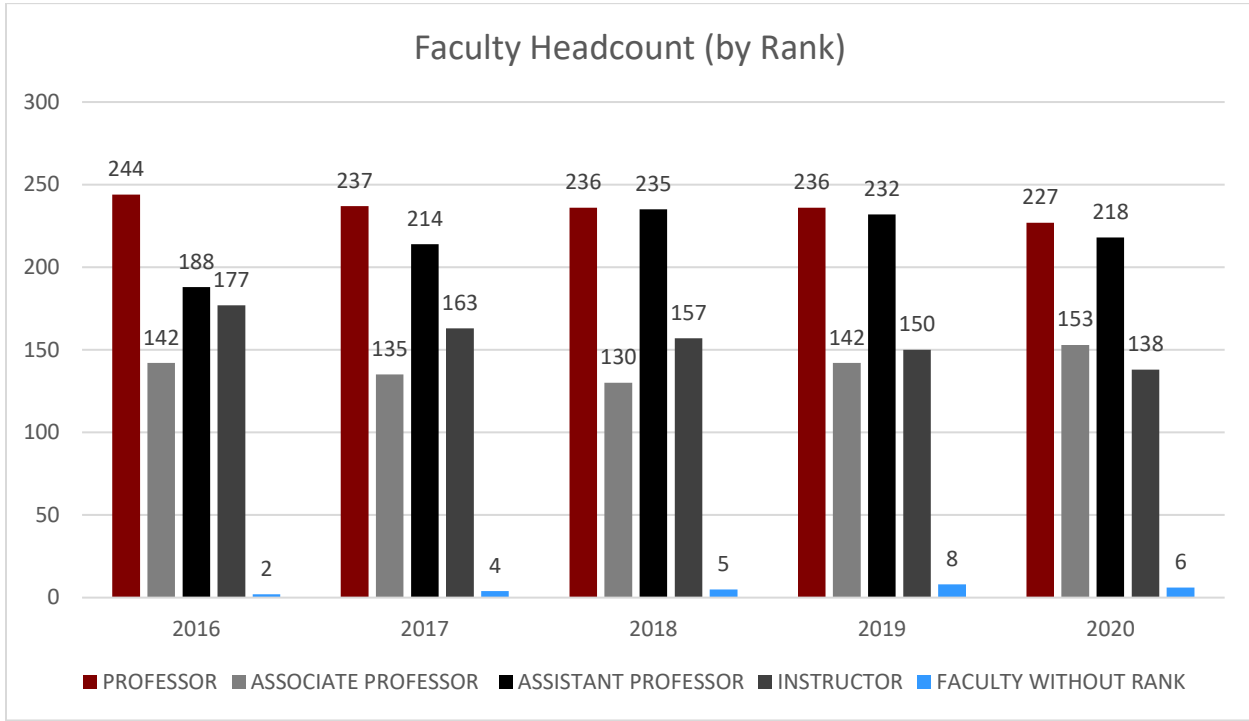


FIG 2: Full-time Equivalent Faculty Headcount (by Tenure Status) 2016-2020

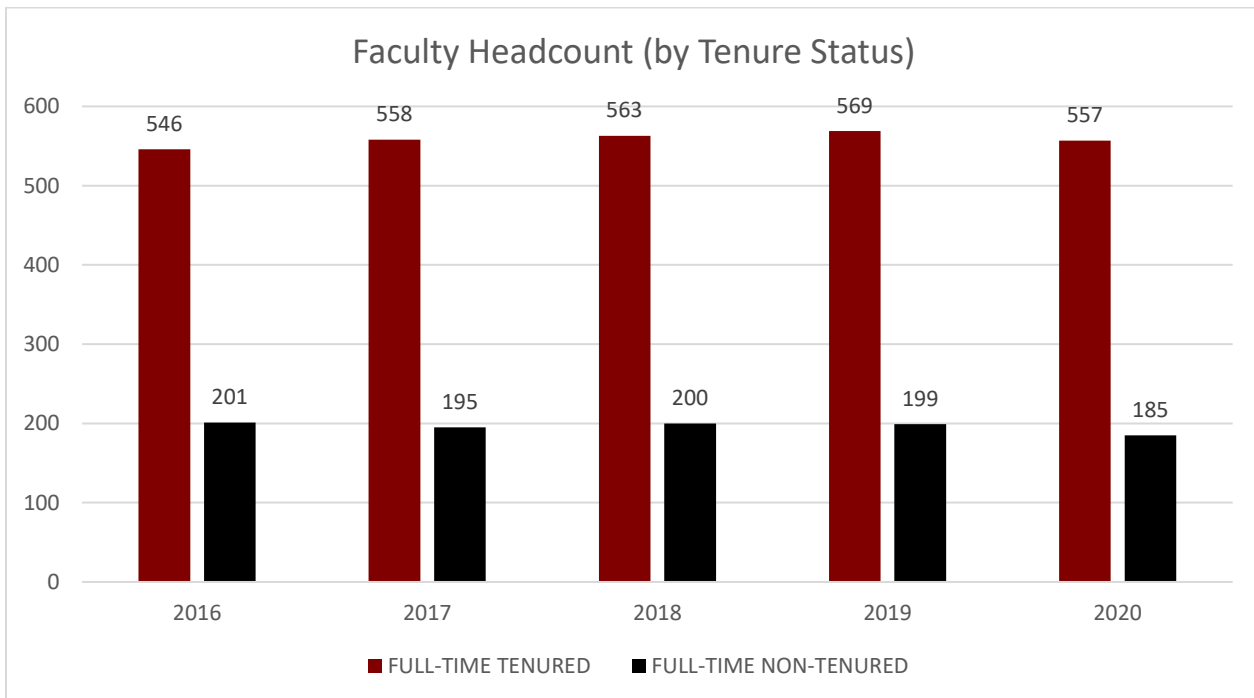


FIG 3: Full-time Equivalent Newly-Hired Faculty Headcount (by Tenure Status) 2016-2020

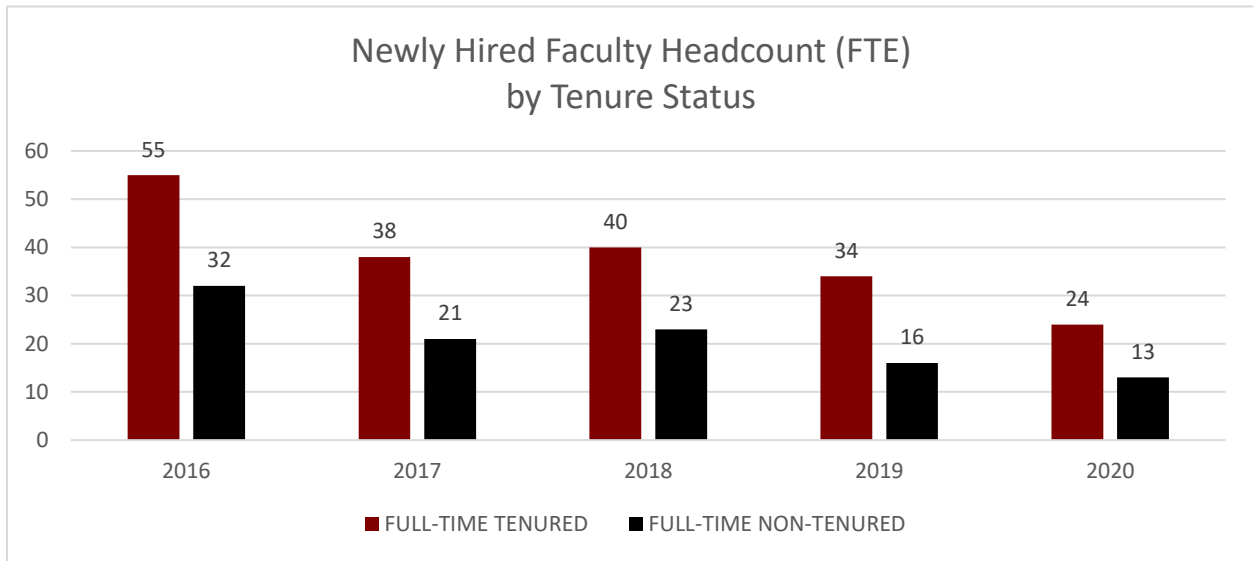


TABLE 2: Full-time Equivalent Staff Headcount 2016-2020

STAFF HEADCOUNT (FULL-TIME AND EQUIVALENT)					
	YEARS				
	2016	2017	2018	2019	2020
FULL-TIME EXEMPT	673	670	685	691	677
FULL-TIME NON-EXEMPT	706	690	656	643	593
TOTAL	1379	1360	1341	1334	1270

TABLE 3: Staff Headcount (by EEO Skill) 2016-2020

STAFF HEADCOUNT BY EEO SKILL					
SKILLS	YEARS				
	2016	2017	2018	2019	2020
CLERICAL AND SECRETARIAL	404	389	364	367	314
EXECUTIVE/ADMIN AND MANAGERIAL	85	83	82	82	104
SERVICE/MAINTENANCE	266	272	272	272	216
SKILLED CRAFTS	96	98	94	86	76
TECHNICAL AND PARAPROFESSIONAL	290	303	321	328	263
OTHER PROFESSIONALS	620	634	657	658	545
TOTAL	1761	1779	1790	1793	1710

** Includes Part-time staff

FIG 4: Full-time Equivalent Staff Headcount 2016-2020

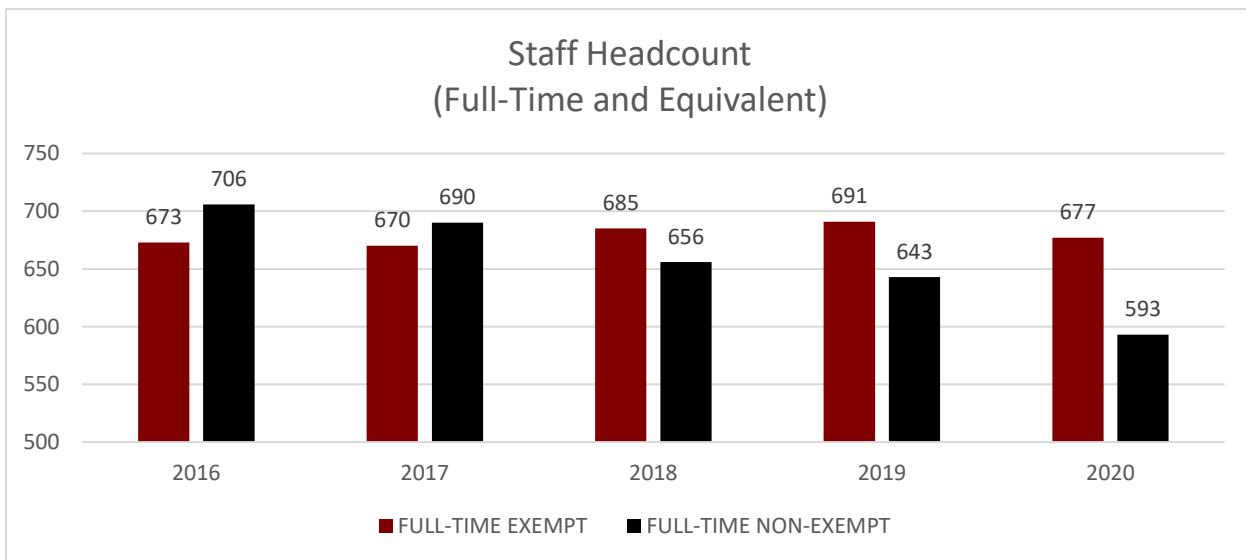


FIG 5: Staff Headcount (by EEO Skill) 2016-2020

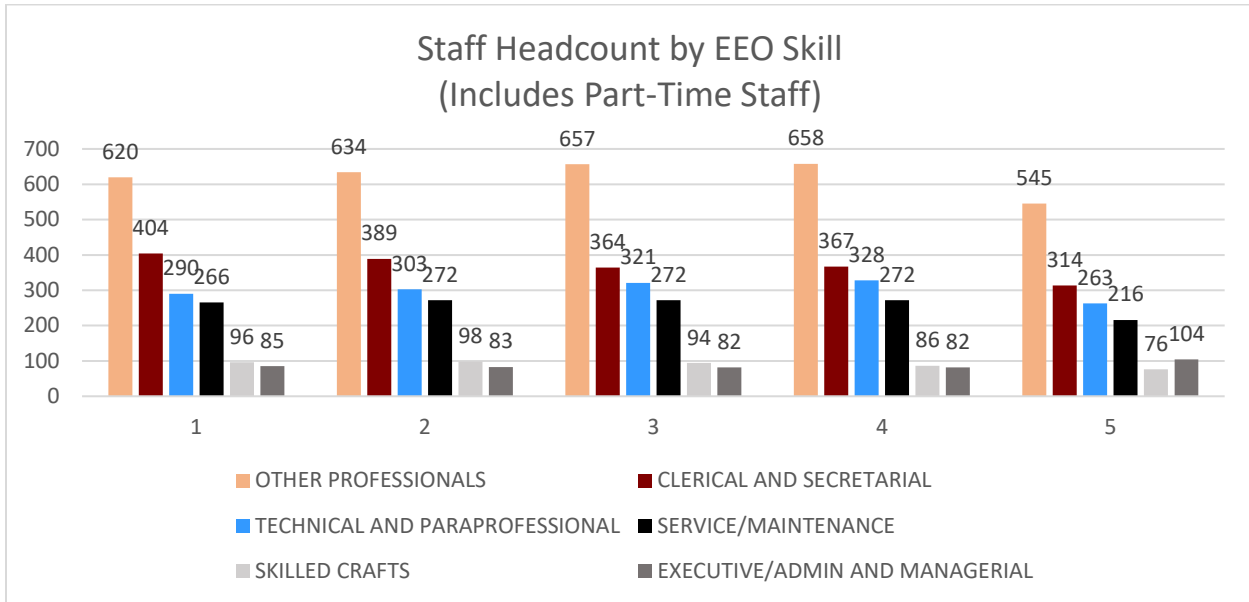
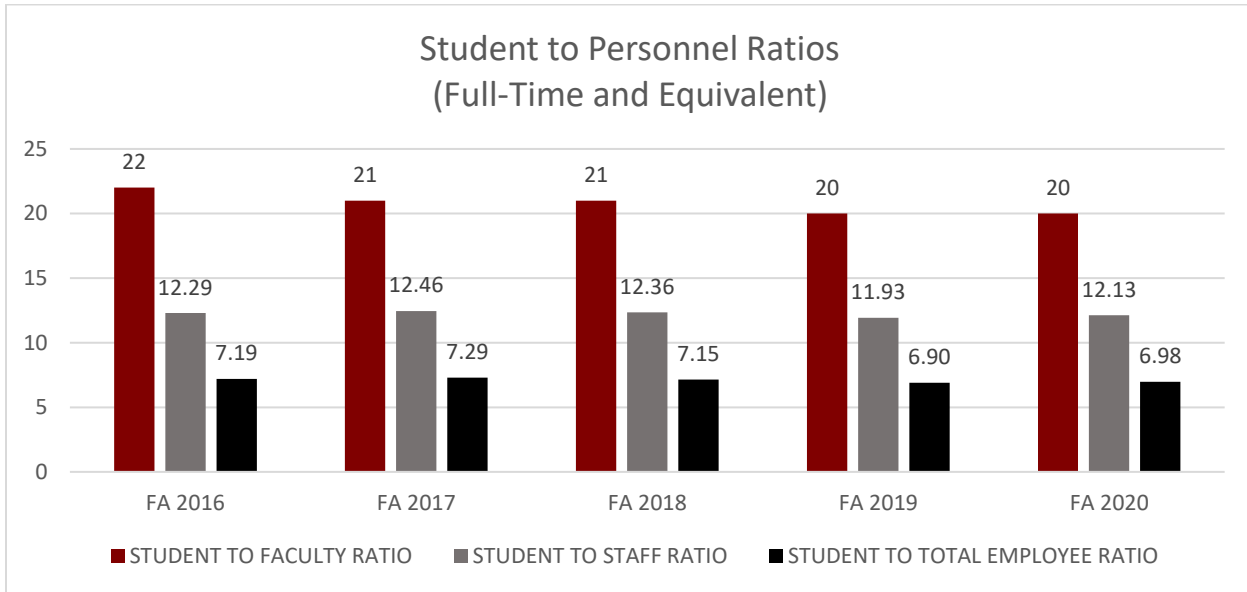


TABLE 4: STUDENT TO PERSONNEL RATIOS (2016-2020)

STUDENT TO PERSONNEL RATIOS (FULL-TIME AND EQUIVALENT)					
	YEARS				
	FA 2016	FA 2017	FA 2018	FA 2019	FA 2020
STUDENT TO FACULTY RATIO	22	21	21	20	20
STUDENT TO STAFF RATIO	12.29	12.46	12.36	11.93	12.13
STUDENT TO TOTAL EMPLOYEE RATIO	7.19	7.29	7.15	6.90	6.98

FIG 7: Student to Personnel Ratios (2016-2020)



TRENDS AND OBSERVATIONS

- The hiring of full-time or equivalent faculty (across different ranks) has been consistent over the last five years. There has been a decline in the headcount of full-professors and a steady increase in the headcount of assistant professors. A drop in the number of instructors is also observed in the last five years.
- The headcount of tenured faculty has remained almost the same, and a slight decrease in the headcount of non-tenured faculty is observed.
- From 2016 to 2020, the headcount of newly hired faculty has dropped for both tenured (56 % drop) and non-tenured (59% drop) categories.
- The staff headcount for the full-time exempted category has remained consistent during the last five years. But a significant decline is observed for the full-time non-exempted category during the same time frame. This decline was more prominent in 2020. In 2020, a considerable drop in staff headcount is observed across all skill (defined by EEO) categories except executive/admin and managerial staff. These observations are most likely attributable to the COVID-19 pandemic.
- Student to personnel ratios show a slight decrease from 2016 to 2020. The magnitude of the decline is larger in student to faculty ratio than student to staff ratio.

NOTE: All data for this abbreviated report is obtained from the Office of Institutional Research key performance indicators interactive dashboard.

Link: <https://www.missouristate.edu/OIR/key-performance-indicators.htm>