**Greg Wood asked how many people the university is hiring in the context of our ongoing search for 17 new t-t searches.**

**As our affirmative action officer, Laurie Nichols in HR compiles data for the campus to report to the system office. She will have a rough idea of new hires from the last fiscal year (AY 14) in the next several weeks. New hires are considered new positions (new administrators; new staff). Missy Jarnagin, AVP for Financial Services, responded to this question by stating that the number of staff and MPPs for AY 15 is “unknown at this time because the budget process for 15/16 just began.” The Provost’s Office will follow up with HR and with Missy to find out more about how the new position management software may help us access that information. Missy noted that academic lines are quite different because the money to fund those lines are allocated the year prior to those individuals beginning their work with us.**

**Of course Greg’s larger question has to do with growth of the tenure track faculty in the context of other academic personnel and hires in other divisions. Jerilee Petralba in Faculty Affairs supplied the following data (below) for the Division of Academic Affairs programs. She tracked: tenure track faculty by discipline/program; lecturer faculty by disciplines; attrition (through retirement, leaving, death); and faculty entering the FERP program (including administrators with retreat rights and tenured faculty). Five of our colleagues are currently in that program. Currently there are 107 tenure-track faculty members and 287 lecturer faculty members. We are working on parsing the numbers, including net gains and losses by academic programs but were unable to complete that work prior to the November 25 Senate meeting.**

**While we have hired more tenure track colleagues, as our enrollment has grown, we have also hired more lecturers, which makes it difficult to close the gap between the two groups. Additionally, the new contract language stipulates that probationary faculty (beginning with those who joined us this academic year) will be granted 6 units of release from teaching per year in order to have a strong start on their research program (new Article 20.36 states that “During the first two years of the probationary period, probationary faculty employees hired in 2014/15 and 2015/16 shall be assigned a maximum of eighteen (18) direct weighted teaching units on a semester campus (normally resulting in the instructional assignment being reduced by two courses per academic year) or a maximum of twenty-four (24) direct weighted teaching units on a quarter campus (normally resulting in the instructional assignment being reduced by three courses releases per academic year).”**

**Program TT FERP Lecturers % TT taught**

Anthropology 3 0 2 73.25

Art 5 1 18 23.97

Biology 6 1 15 26.92

MVS School of Business 10 1 22 22.76

Chemistry 4 0 13 24.35

Chicano/a Studies 2 0 1 79.97

Communication 4 0 9 32.61

Computer Sci 4 1 14 19.71

School of Education 11 0 49 15.47

English 7 1 14 24.85

ESRM 2 0 6 24.17

Health Science 1 0 0 13.80

History 6 0 6 44.29

Library 5 0 5 n/a

Math 8 0 22 15.53

Nursing 4 0 13 38.94

Performing Arts 3 0 9 33.24

Physics 2 0 7 17.44

Political Science 4 0 5 42.54

Psychology 8 0 20 32.35

Sociology 5 0 9 30.58

Spanish 4 0 9 17.96

TOTAL 112 5 287 25.36%

Lecturer to TT ratio in AY 13-14 was 2.83:1

Lecturer to TT ratio in Fall, 14 was 2.68:1