What is SFR and why should we care?

SFR is simply a comparison between two "populations": students and faculty.

FTES = Full time equivalent students

FTEF = Full time equivalent faculty

SFR = FTES / FTEF

High SFR: many students for each faculty.

- Efficiency?

- Quality of Education?

- Innovative Teaching?

Low SFR means few students for each faculty.

- Program Scrutiny?

- Program Development?

Faculty Questions (Fall 2009)

• Will workload policies and practices be based on bad data?

• How does our SFR compare to the other CSUs?

Administrators had the same questions …

The CSU maintains an Academic Planning Database (APDB). This includes

- Faculty activity by department (FAD)

- Summary data including SFRs

Problems

- Wide variation between campuses

- Flawed data

    - Short timeframe

    - Changes in how it is done

    - Low priority ?

- Bugs in the system

- Even at its best

    - Flawed algorithm, …

    - … leading to misleading results

Methodology

1. For cross campus comparisons: use payroll data to count faculty. "Paychecks don't lie" (Pay-SFR)
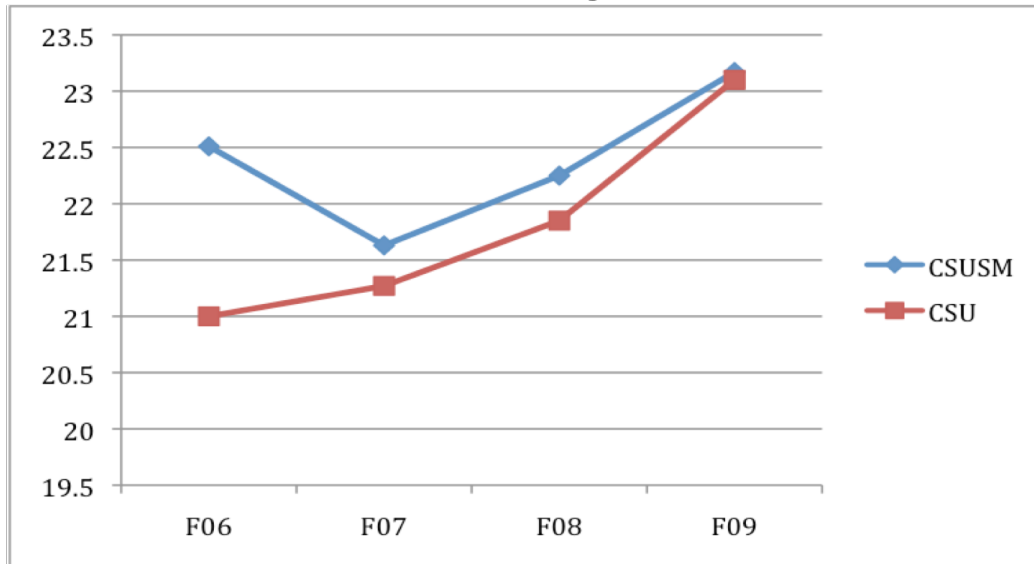
We computed the Pay-SFR for every CSU for Fall 2006, Fall 2007, Fall 2008, Fall 2009

2. For our campus: develop a *meaningful* standard for computing SFRs. "Residential Faculty SFR" (RF-SFR)

We computed RF-SFR only for CSUSM Fall 2009

For the future: how to best incorporate non state-support instruction into RF-SFR calculations.
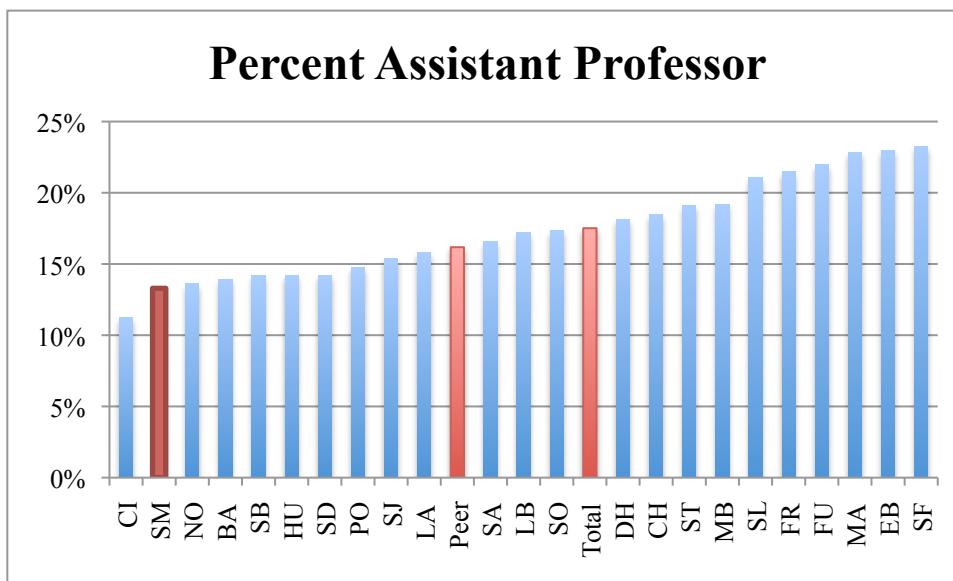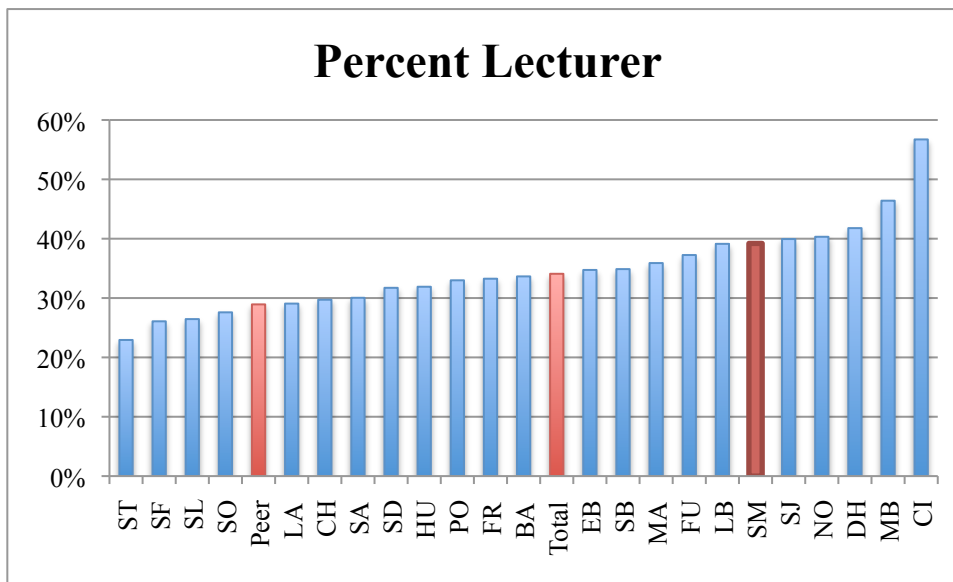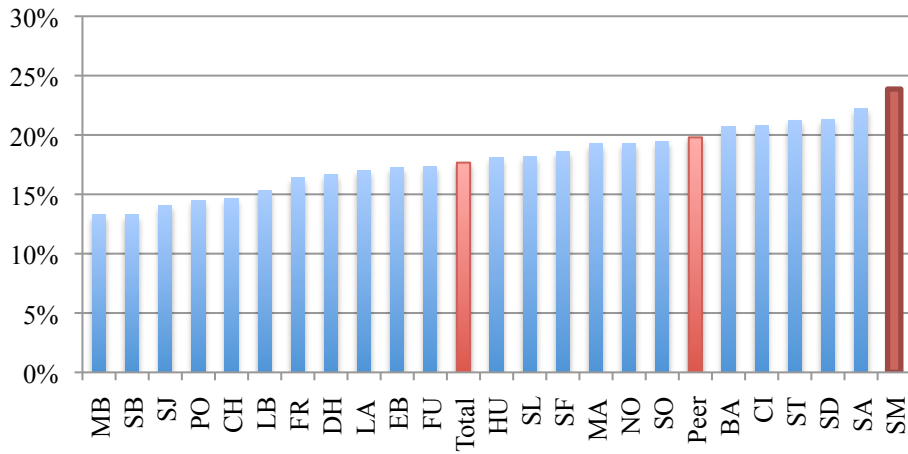
SFR REPORT: Findings

- SFR San Marcos was at four-year high in F09
    - Very likely San Marcos SFR was at an all time high
    - Using 2007 vs 2009 SFR applied to 2009 FTES:
        - 23.1 faculty positions
        - 1.16 million dollars

- SFR San Marcos: at or above the system SFR during this time period.

- The System SFR is increasing.
    - Using 2006 vs 2009 SFR applied to 2009 FTES:
        - 1519 faculty positions
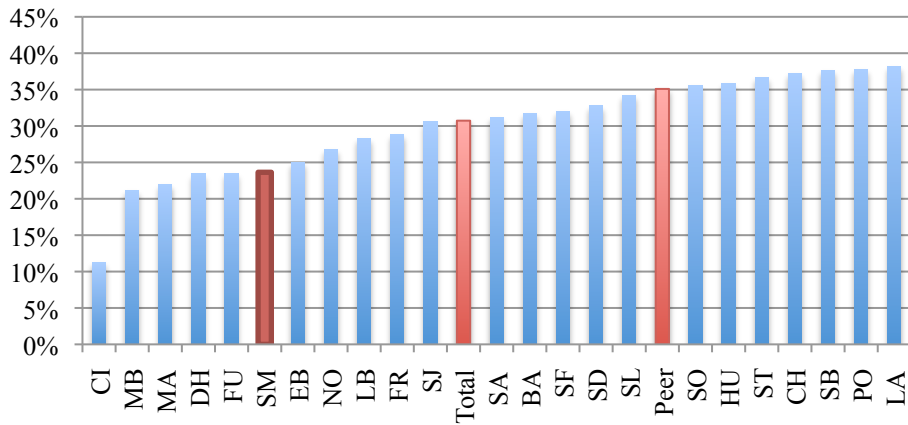   - 76 million dollars

(continued)

• The APDB method of calculating SFR has been error-prone and misleading.

• The distribution of faculty by rank at San Marcos is unusual.

Percent Lecturer

Percent Assistant Professor

Percent Associate Professor

Categories (left to right): MB, SB, SJ, PO, CH, LB, FR, DH, LA, EB, FU, Total, HU, SL, SF, MA, NO, SO, Peer, BA, CI, ST, SD, SA, SM

Percent Full Professor

Categories (left to right): CI, MB, MA, DH, FU, SM, EB, NO, LB, FR, SJ, Total, SA, BA, SF, SD, SL, Peer, SO, HU, ST, CH, SB, PO, LA

Recommendations

• Adopt a clear, meaningful standard for internal reporting (RF-SFR).

• Implement a system that produces accurate and meaningful SFR, FTES, and FTEF information for our own planning needs in addition to the needs of Long Beach.

• Avoid using misleading APDB data for our planning.

• Assign somebody to direct the process and to be responsible for the accuracy of the information.