

3.1. The institution employs personnel sufficient in number and professional qualifications to maintain its operations and to support its academic programs, consistent with its institutional and educational objectives.

As the number of students attending SSU has increased, so has the number of support personnel needed to maintain operations and support academic programs.

[CSU Staffing numbers](#)

While there are no data that specifically defines the exact number of personnel needed to operate an institution, we have quantifiable data that regularly confirms that our staff perform all of the tasks needed to satisfy criteria established by internal and external auditors. We participate in many [audits](#) and assessments per year and consistently receive findings that indicate that we meet criteria or that our programs have “no material weaknesses.”

In past years, CSU audits have been conducted in the following program areas: Auxiliary Organizations, Continuing Education, Delegation of Authority, Development, Disability Support and Accommodations, FISMA, Housing and Residential Services, Risk Management and Insurance, Student Activities, and Student Health Center.

SSU’s [Department of Human Resources](#), under the Administration and Finance division, is responsible for various staff-related operations, including but not limited to, hiring and promotions in accordance with all applicable laws, collective bargaining unit agreements, and following [campus guidelines](#). SSU’s Human Resources department also posts and regularly updates an on-line list of [staff and administrative job opportunities](#) with the intent of hiring the most qualified applicants for each position. In addition, all search committee chairs are given an individual orientation and provided with a recruiting manual that provides specific instructions on how to define professional qualifications, determine if an applicant possesses these qualifications and how to conduct a fair and successful recruitment.