

3.2. The institution demonstrates that it employs a faculty with substantial and continuing commitment to the institution sufficient in number, professional qualifications, and diversity to achieve its educational objectives, to establish and oversee academic policies, and to ensure the integrity and continuity of its academic programs wherever and however delivered.

Five years ago, the total FTES at SSU was 6464 (5656 undergraduate and 808 graduate). This has consistently grown so that in 2005/06, the total FTES at SSU was 6728 (5987 undergraduate and 741 graduate). Moreover, the "actual" number of students, by headcount, that we serve has grown from 7911 (6496 undergraduate and 1414 graduate) in 2002/03 to 8147 (6986 undergraduate and 1161 graduate) in 2006/07.

Furthermore, SSU is projected to increase FTES to approximately 10,000 by 2010 (the equivalent of nearly 11,000 students). This anticipated growth presents certain challenges with regard to recruiting, hiring, and maintaining quality faculty while facing continuing budget constraints. The University recognizes these issues and had made enrollment growth/enrollment management one of the goals of [strategic planning](#).

Student Data *FTES	2002/03	2003/04	2004/05	2005/06	2006/07
Undergraduate	5932	6175	6066	5987	6512
Graduate	878	822	713	741	800
Total	6810	6997	6778	6728	7312

Student Data *Headcount	2002/03	2003/04	2004/05	2005/06	2006/07
Undergraduate	6496.5	6788	6712.5	6498.5	6986
Graduate	1414.5	1311	1152.5	1169.5	1161
Total	7911	8099	7865	7668	8147

The faculty responsible for educating these students numbered 569 in 2006. Of these faculty, 268 were tenured or tenure-track and 301 were temporary. Nearly 75% of the workload at SSU is performed by tenured/tenure-track faculty.

Faculty Data (Instructional only)	2003	2004	2005	2006
Tenured/T-Track	286	271	277	268
<i>FTEF</i>	<i>280.71</i>	<i>255.7</i>	<i>269</i>	<i>267.05</i>
Temporary	246	227	265	301
<i>FTEF</i>	<i>93.36</i>	<i>81.25</i>	<i>103</i>	<i>145</i>
Total	532	498	542	569

SSU is making a concerted effort to enhance the diversity of faculty by making this a key issue in our strategic planning efforts in both Academic Affairs and Administration & Finance. Also, our Campus Climate Committee advises the President on diversity issues.

Faculty Data	2000	2001	2002	2003	2004	2005	2006
Total	540	502	600	532	498	542	569
Male	272 (50%)	268 (53%)	305 (51%)	264 (50%)	251 (50%)	264 (49%)	277 (49%)
Female	268 (50%)	234 (47%)	295 (49%)	268 (50%)	247 (50%)	278 (51%)	292 (51%)
Caucasian/ Middle Eastern	486 (90%)	424 (88%)	507 (84%)	437 (82%)	422 (85%)	454 (84%)	481 (84%)
Hispanic/ Mexican American	22 (4%)	18 (4%)	29 (5%)	27 (5%)	24 (5%)	26 (5%)	25 (4%)
African American	8 (1%)	10 (2%)	14 (2%)	13 (2%)	13 (3%)	12 (2%)	10 (2%)
Asian American	18 (3%)	21 (4%)	26 (4%)	23 (4%)	20 (4%)	27 (5%)	31 (6%)
Native American	6 (1%)	6 (1%)	8 (2%)	5 (1%)	6 (1%)	7 (2%)	5 (1%)
Other or Declined to state			16 (3%)	27 (5%)	13 (3%)	16 (3%)	17 (3%)

The table below depicts the professional qualifications of our faculty. Of note is the fact that a large percentage of our tenure/tenure track faculty possess a terminal or doctorate degree.

Faculty Data	2000	2001	2002	2003	2004	2005
Bachelors	N/A	N/A	57	35	31	45
Masters			143	127	111	130
Terminal			18	20	22	33
Professional (JD)			12	3	5	2
Doctorate			337	341	320	323

One way of determining if SSU employs a sufficient number of faculty to achieve its education objectives is by analyzing student/faculty ratios (SFR) which is the number of full-time equivalent students to full-time equivalent faculty. Calculating and interpreting SFR, can be somewhat complex.

According to the [SFR report](#) released in 2004 by Ian Hannah, SSU had the fourth highest SFR in the 23-campus California State University (CSU) system. The student/faculty ratio at SSU was 22.2 with an average class size of 28.1; the average SFR for the CSU being 20.1 and the average CSU class size being 28.8. In comparison of five campuses of relative size, SSU had the

second highest enrollment, the highest SFR overall, the highest SFR (32.3) in the lower divisions, the third highest in the upper divisions (19.5), the highest at the graduate level (12.7), and second highest in average class size (28.1). Yet, to provide a context for these data, SSU has been under-funded as compared to other campuses and we consistently meet yearly targets whereas other campuses of our size do not.

Despite the challenges faced by relatively high SFR, SSU's faculty, many recognized as national leaders in their respective fields, embody the University's mission and are dedicated to delivering the teaching goals and learning objectives of SSU's [General Education](#) program and their respective academic disciplines.

Another measure of faculty quality is by analyzing degrees awarded per year and the graduate rates and students completing their coursework in a timely fashion. Each year, SSU awards nearly 1,500 Bachelor's degrees and 200 Master's degrees. Approximately 50% of those students entering as freshman at SSU will graduate in six years.

All employees appointed to any academic position at SSU are directed to the on-line [faculty handbook](#) which outlines academic policies and procedures including the academic freedom statement and complaint procedures, faculty bill of rights, and statement of professional responsibility.

Faculty from each school and the library are highly involved in the Educational Policies (EPC) and Academic Planning Committees (APC) which are standing committees of the SSU Academic Senate. Establishing and overseeing academic policies at SSU is the primary role of the [Educational Policies Committee](#) (EPC). The [Academic Planning Committee](#) (APC) articulates academic priorities, examines their alignment with core functions and key resources of the university, evaluates the attainment on an ongoing basis, and recommends changes where appropriate.