

Appendix E
CSU Sacramento FTEA Allocation Formula

CSUS Department Chair Support Model
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In fall, 2002 an ad hoc group consisting of Richard Guarino (Associate Dean, College of Business Administration), Paul Noble, Joseph Sheley (Dean, College of Social Sciences and Interdisciplinary Studies), William Sullivan (Dean, College of Arts and Letters) and David Wagner (Dean, Faculty and Staff Affairs) examined the department chair fractions assigned to the 48 department chairs at CSUS to determine whether there was consistency between departmental size (faculty, staff and students) and level of support. To minimize perceived bias, the departments were identified only by a randomly assigned sequence number. In general, there was a reasonable correlation between department size and level of support, but some inconsistencies were observed. Accordingly, the group developed a numerical model to generate a standardized composite measure of size.

Seven measures of size were considered: permanent faculty (FTEF), temporary faculty (FTEF and headcount), students (FTES and number of majors) and support staff (FTE and headcount). After considerable discussion, the group agreed to assign 50% weight to faculty, with 70% of this weight for permanent and 30% for temporary faculty; the 30% was split 50-50 between FTEF and headcount. The group assigned 35% weight to students, with 60% of this assigned to number of majors and 40% to FTES. The final 15% weight was then assigned to support staff, split 50-50 between FTE and headcount. Based on data from fall, 2001, departments were ranked for each of the seven measures. Each department was then assigned seven size factors defined as follows:

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Size factor = measure for department / measure for largest department

For example, if the largest department had 34.5 FTEF of permanent faculty and the department in question had 21, then its size factor for this measure was $21/34.5 = 0.609$. Once all size factors had been computed, they were entered into the following formula to obtain an overall score as a composite measure of departmental size:

Score = $50[0.7 \times \text{perm FTEF} + 0.3(0.5 \times \# \text{temp} + 0.5 \times \text{FTEF temp})] + 35(0.6 \times \text{majors} + 0.4 \times \text{FTES}) + 15(0.5 \times \# \text{staff} + 0.5 \times \text{FTE staff})$

(The underlined terms represent the seven size factors for the department.)