1. Purpose – Faculty counts displayed on the All Faculty page are from the Human Resources Information System (HRIS) for academic years through 12-13, and are from PeopleSync beginning with the 13-14 academic year. All the metrics are reported on a September 1 - August 31 year. Academic and fiscal metrics are labeled differently to avoid the potential confusion arising from the conventions of identifying academic years by the starting calendar year and fiscal years by the ending calendar year. For example, for the period September 1, 2012 through August 31, 2013, academic metrics are labeled 12-13 and fiscal metrics FY13. Faculty data are updated nightly.

2. Fact Amounts –

Full Time Faculty:

- **Total Full Time Faculty and Tenure Eligibility Status**: Full time faculty is divided into three groups, including tenured and tenure-eligible faculty, full time continuing contract faculty, and other full time faculty. In this report, the user can see either total faculty headcounts or faculty headcount by tenure status. This chart contains duplicate headcounts because one faculty member may be in both “other full time faculty” and “full time continuing contract faculty” within the same academic year. For data sourced from legacy HRIS, all faculty within the selected unit(s) are included (employees in job object codes 102 and 112). For data sourced from PeopleSync, faculty includes:
  - Tenure-track faculty with an academic appointment and an appointment in the job family of “tenure/tenure-track full time faculty”
  - Full time faculty with an academic appointment and a position in the job categories of “full time continuing contract faculty” and “other full time faculty”

- **Total Full Time Faculty and Tenure Eligibility Status**: For data sourced from legacy HRIS, all faculty within the selected unit(s) are included (employees in job object codes 102 and 112). For data sourced from PeopleSync, faculty includes:
  - Tenure-track faculty with an academic appointment and an appointment in the job family of “tenure/tenure-track full time faculty”
  - Full time faculty with an academic appointment and a position in the job categories of “full time continuing contract faculty” and “other full time faculty”

- **Full Time Faculty by Type**: Full time faculty is grouped according to type, including all full time faculty, clinical, research, global, visiting, arts/music, acting, and other. This chart contains duplicate headcounts as one faculty member may be in multiple categories, e.g., a global visiting professor would be counted as both “global” and “visiting.” Clicking on a bar segment displays a list of the faculty included.

- **Headcount and Calculated FTE**: The size of the full time faculty is measured as either headcount or calculated full time equivalent (FTE) employees. FTE is calculated from both appointment length and appointment type. For most full time employees, FTE equals the number of days in appointment in the academic year divided by 365. For example, full time continuing contract faculty or other full time faculty member working for three months is .25 FTE. A different calculation is made for tenure-track faculty appointed for a year, semester, or summer. All full time tenure-track faculty with annual appointments is counted as 1.00 FTE while those appointed for a semester are counted as .50 FTE and those appointed for the summer are counted as .25 FTE. Clicking on a bar segment displays a list of the faculty included.

- **Gender**: The gender of faculty with primary appointments is reported as recorded in HRIS or PeopleSync. An option is provided to request only tenure-track, full time continuing contract, or other full time faculty. Person detail is not provided. This chart may contain duplicate headcounts as one faculty member may be in both “other full time faculty” and “full time continuing contract faculty” within the same academic year.

- **Ethnicity**: The ethnicity of faculty with primary appointments is reported in federal reporting categories as recorded in HRIS or PeopleSync. Faculty who report Hispanic ethnicity are classified as Hispanic regardless of their racial identification. Faculty who are not
Hispanic are reported in a racial group if they reported one, as "two or more races" if they reported more than, or as "race and ethnicity unknown" if no designation is recorded. An option is provided to request only tenure-track, full time continuing contract, or other full time faculty. Person detail is not provided. This chart may contain duplicate headcounts as one faculty may be in both "other full time faculty" and "full time continuing contract faculty" within the same academic year.

Adjuncts:

- **Part Time Headcount and Calculated FTE:** For data sourced from PeopleSync, part time and adjunct faculty are included with a position in the job family of "adjunct faculty." In this report, the user can see either headcounts or calculated FTE. Clicking on a bar segment displays a list of the adjuncts and part time faculty included.

- **Headcount and Calculated FTE:** The size of adjunct and part time employees is measured as either headcount or calculated full time equivalent (FTE) employees. For adjuncts and part time employees, the calculation used is the number of days in appointment in the academic year divided by 365. Therefore, a part time employee appointed for a full ear would be .33 FTE. Clicking on a bar segment displays a list of the faculty included.

- **Gender:** The gender of adjuncts and part time employees with primary appointments is reported as recorded in HRIS or PeopleSync. Person detail is not provided.

- **Ethnicity:** The ethnicity of adjuncts and part time employees with primary appointments is reported in federal reporting categories as recorded in HRIS or PeopleSync. Faculty who report Hispanic ethnicity are classified as Hispanic regardless of their racial identification. Faculty who are not Hispanic are reported in a racial group if they reported one, as "two or more races" if they reported more than one, or as "race and ethnicity unknown" if no designation is recorded. Person detail is not provided.

3. Examples –

4. User Notes – Please note that the Tandon School of Engineering faculty data requires further cleanup in PeopleSync to represent more complete and accurate information. Additionally, 2013-14 faculty counts may be inconsistent with prior year's counts due to the migration to PeopleSync:

- Adjunct faculty counts may be higher in 13-14 because adjuncts can remain active in PeopleSync even when they are not teaching.
- There may be changes to counts by department due to reassignment of faculty and staff from legacy HR departments to the supervisory organization structure in PeopleSync. For example, if adjuncts are assigned to a Dean's office supervisory org, they will be excluded from the faculty counts for specific departments.

The faculty counts displayed on the Departmental Metrics dashboard can differ from the counts displayed on the HR Administration dashboard. The HR Administration dashboard includes faculty in filled positions at a specific point in time. The "as of" date determines the point in time. The Departmental Metrics dashboard includes aggregated faculty employed at any time during the year. For example:

- Professor Morpheus was a member of the faculty from January 1 through March 31. The Departmental Metrics dashboard will include Professor Morpheus in the aggregated count of faculty for that academic year. The HR Administration dashboard will include Professor Morpheus if you select an "as of" date within the date range of January 1 through March 31 for that year. If you select an "as of" date before January 1 or after March 31 for that year, Professor Morpheus will not be included on the HR Administration dashboard.

5. Additional Reports –