



# FIT Fact Book

Employee

Fall 2019 – Fall 2023

Office of Institutional Research and Effectiveness

April 2024

## Employee Headcount and FTE by Type and Status

	Headcount					Full-Time Equivalency (FTE)				
	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
<b>Instructional Faculty</b>										
Full-time	226	212	196	199	205	226	212	196	199	205
Part-time	718	702	737	729	723	239	234	246	243	241
Total	944	914	933	928	928	465	446	442	442	446
<b>Non-instructional Faculty and Staff</b>										
Full-time	633	604	547	543	548	633	604	547	543	548
Part-time	153	134	100	123	138	51	45	33	41	46
Total	786	738	647	666	686	684	649	580	584	594
<b>Total</b>										
Full-time	859	816	743	742	753	859	816	743	742	753
Part-time	871	836	837	852	861	290	279	279	284	287
Total	1,730	1,652	1,580	1,594	1,614	1,149	1,095	1,022	1,026	1,040

## Employee Headcount by Expanded Type and Status

	As of November 1					Percent of Total	Percent Change	
	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023		Fall 2023	1 Yr
<b>Instructional Faculty</b>								
Full-time	226	212	196	199	205	13%	3%	-9%
Part-time	716	701	737	729	723	44%	<-1%	<1%
Total	942	913	933	928	928	57%	0%	-1%
<b>Non-credit Faculty</b>								
Part-time	33	23	0	9	17	1%	89%	-48%
Total	33	23	0	9	17	1%	89%	-48%
<b>Nonclassroom Faculty</b>								
Full-time	45	46	38	41	45	3%	10%	0%
Part-time	18	18	12	8	8	<1%	0%	-56%
Total	63	64	50	49	53	3%	8%	-16%
<b>Staff</b>								
Full-time	470	446	406	400	399	26%	<-1%	-15%
Part-time	99	89	83	101	107	6%	6%	8%
Total	569	535	489	501	506	32%	<1%	-11%
<b>Administrators</b>								
Full-time	118	112	103	102	104	7%	2%	-12%
Part-time	5	5	5	5	6	<1%	20%	20%
Total	123	117	108	107	110	7%	3%	-11%
<b>Total Employees</b>								
Full-time	859	816	743	742	753	48%	1%	-12%
Part-time	871	836	837	852	861	52%	1%	-1%
Total	1,730	1,652	1,580	1,594	1,614	100%	1%	-7%

## Instructional Faculty by School and Status

	As of November 1					Percent of Total	Percent Change	
	2019	2020	2021	2022	2023		Fall 2023	1 Yr
<b>School of Art and Design</b>								
Full-time	89	80	72	74	71	8%	-4%	-20%
Part-time	305	313	320	315	322	34%	2%	6%
	394	393	392	389	393	42%	1%	<-1%
<b>Baker School of Business and Technology</b>								
Full-time	59	55	53	49	56	6%	14%	-5%
Part-time	165	151	157	170	168	17%	-1%	2%
	224	206	210	219	224	23%	2%	0%
<b>School of Liberal Arts and Sciences</b>								
Full-time	64	63	59	64	63	7%	-2%	-2%
Part-time	201	193	202	195	191	21%	-2%	-5%
	265	256	261	259	254	28%	-2%	-4%
<b>Academic Affairs or Other Area</b>								
Full-time	2	2	2	1	1	<1%	0%	-50%
Part-time	6	5	11	8	8	<1%	0%	33%
	8	7	13	9	9	<1%	0%	13%
<b>School of Graduate Studies</b>								
Full-time	12	12	10	11	14	1%	27%	17%
Part-time	39	39	47	41	34	4%	-17%	-13%
	51	51	57	52	48	6%	-8%	-6%
<b>Total Faculty</b>								
Full-time	226	212	196	199	205	22%	3%	-9%
Part-time	716	701	737	729	723	78%	<-1%	<1%
	942	913	933	928	928	100%	0%	-1%

## Employees by Type, Status, and Gender

		As of November 1					Percent of Total	Percent Change	
	Gender	2019	2020	2021	2022	2023	Fall 2023	1 Yr	5 Yr
<b>Instructional Faculty</b>									
Full-time	Female	131	122	113	115	119	58%	3%	-9%
	Male	95	90	83	84	86	42%	2%	-9%
	Total	226	212	196	199	205	100%	3%	-9%
Part-time	Female	388	386	426	429	419	58%	-2%	8%
	Male	328	315	311	300	304	42%	1%	-7%
	Total	716	701	737	729	723	100%	<-1%	<1%
Total	Female	519	508	539	544	538	58%	-1%	4%
	Male	423	405	394	384	390	42%	2%	-8%
	Total	942	913	933	928	928	100%	0%	-1%
<b>Non-instructional Faculty and Staff</b>									
Full-time	Female	408	384	346	342	347	63%	1%	-15%
	Male	225	220	201	201	201	37%	0%	-11%
	Total	633	604	547	543	548	100%	<1%	-13%
Part-time	Female	103	87	63	72	75	54%	4%	-27%
	Male	52	48	37	51	63	46%	24%	21%
	Total	155	135	100	123	138	100%	12%	-11%
Total	Female	511	471	409	414	422	62%	2%	-17%
	Male	277	268	238	252	264	38%	5%	-5%
	Total	788	739	647	666	686	100%	3%	-13%
<b>Total Employees</b>									
Full-time	Female	539	506	459	457	466	62%	2%	-14%
	Male	320	310	284	285	287	38%	<1%	-10%
	Total	859	816	743	742	753	100%	1%	-12%
Part-time	Female	491	473	489	501	494	57%	-1%	<1%
	Male	380	363	348	351	367	43%	5%	-3%
	Total	871	836	837	852	861	100%	1%	-1%
Total	Female	1,030	979	948	958	960	59%	<1%	-7%
	Male	700	673	632	636	654	41%	3%	-7%
	Total	1,730	1,652	1,580	1,594	1,614	100%	1%	-7%

## Employees by Type, Status and Race/Ethnicity

		As of November 1					Percent of Total	Percent Change	
		2019	2020	2021	2022	2023		Fall 2023	1 Yr
Race and Ethnicity									
<b>Instructional Faculty</b>									
Full-time	White	107	97	122	120	120	59%	0%	12%
	Hispanic, of any race	5	7	7	8	9	4%	13%	80%
	Asian	12	12	16	14	16	8%	14%	33%
	Black	12	13	13	14	14	7%	0%	17%
	International (Nonresident Alien)	28	28	27	32	35	17%	9%	25%
	Unknown	62	55	11	11	11	5%	0%	-82%
	Total	226	212	196	199	205	100%	3%	-9%
Part-time	White	276	281	414	409	401	55%	-2%	45%
	Hispanic, of any race	23	24	24	22	25	3%	14%	9%
	Asian	29	26	49	50	52	7%	4%	79%
	Black	45	47	57	62	65	9%	5%	44%
	Native Hawaiian and Other Pacific Islander	0	0	1	1	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	0	1	1	1	<1%	0%	0%
	International (Nonresident Alien)	67	63	72	69	70	10%	1%	4%
	Unknown	275	260	119	115	109	15%	-5%	-60%
	Total	716	701	737	729	723	100%	<-1%	<1%
Total	White	383	378	536	529	521	56%	-2%	36%
	Hispanic, of any race	28	31	31	30	34	4%	13%	21%
	Asian	41	38	65	64	68	7%	6%	66%
	Black	57	60	70	76	79	9%	4%	39%
	Native Hawaiian and Other Pacific Islander	0	0	1	1	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	0	1	1	1	<1%	0%	0%
	International (Nonresident Alien)	95	91	99	101	105	11%	4%	11%
	Unknown	337	315	130	126	120	13%	-5%	-64%
	Total	942	913	933	928	928	100%	0%	-1%
<b>Non-instructional Faculty and Staff</b>									
Full-time	White	215	217	240	231	228	42%	-1%	6%
	Hispanic, of any race	75	73	71	69	78	14%	13%	4%
	Asian	27	26	36	38	38	7%	0%	41%

## Employees by Type, Status and Race/Ethnicity

		As of November 1					Percent of Total	Percent Change	
	Race and Ethnicity	2019	2020	2021	2022	2023	Fall 2023	1 Yr	5 Yr
	Black	98	91	102	99	102	19%	3%	4%
	Native Hawaiian and Other Pacific Islander	1	1	0	0	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	1	3	3	4	<1%	33%	300%
	International (Nonresident Alien)	39	39	35	32	36	7%	13%	-8%
	Unknown	177	156	60	71	62	11%	-13%	-65%
	Total	633	604	547	543	548	100%	<1%	-13%
Part-time	White	53	43	42	52	58	42%	12%	9%
	Hispanic, of any race	14	13	12	16	21	15%	31%	50%
	Asian	8	6	6	10	8	6%	-20%	0%
	Black	16	15	19	22	24	17%	9%	50%
	International (Nonresident Alien)	12	11	11	11	14	10%	27%	17%
	Unknown	52	47	10	12	13	9%	8%	-75%
	Total	155	135	100	123	138	100%	12%	-11%
Total	White	268	260	282	283	286	42%	1%	7%
	Hispanic, of any race	89	86	83	85	99	14%	16%	11%
	Asian	35	32	42	48	46	7%	-4%	31%
	Black	114	106	121	121	126	18%	4%	11%
	Native Hawaiian and Other Pacific Islander	1	1	0	0	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	1	3	3	4	<1%	33%	300%
	International (Nonresident Alien)	51	50	46	43	50	7%	16%	-2%
	Unknown	229	203	70	83	75	11%	-10%	-67%
	Total	788	739	647	666	686	100%	3%	-13%
<b>Total Employees</b>									
Full-time	White	322	314	362	351	348	46%	<-1%	8%
	Hispanic, of any race	80	80	78	77	87	12%	13%	9%
	Asian	39	38	52	52	54	7%	4%	38%
	Black	110	104	115	113	116	15%	3%	5%
	Native Hawaiian and Other Pacific Islander	1	1	0	0	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	1	3	3	4	<1%	33%	300%
	International (Nonresident Alien)	67	67	62	64	71	9%	11%	6%

## Employees by Type, Status and Race/Ethnicity

		As of November 1					Percent of Total	Percent Change	
		2019	2020	2021	2022	2023		Fall 2023	1 Yr
	Race and Ethnicity								
	Unknown	239	211	71	82	73	10%	-11%	-69%
	Total	859	816	743	742	753	100%	1%	-12%
Part-time	White	329	324	456	461	459	53%	<-1%	40%
	Hispanic, of any race	37	37	36	38	46	5%	21%	24%
	Asian	37	32	55	60	60	7%	0%	62%
	Black	61	62	76	84	89	10%	6%	46%
	Native Hawaiian and Other Pacific Islander	0	0	1	1	0	N/A	N/A	N/A
	American Indian, Alaskan Native	1	0	1	1	1	<1%	0%	0%
	International (Nonresident Alien)	79	74	83	80	84	10%	5%	6%
	Unknown	327	307	129	127	122	14%	-4%	-63%
	Total	871	836	837	852	861	100%	1%	-1%
Total	White	651	638	818	812	807	50%	<-1%	24%
	Hispanic, of any race	117	117	114	115	133	8%	16%	14%
	Asian	76	70	107	112	114	7%	2%	50%
	Black	171	166	191	197	205	13%	4%	20%
	Native Hawaiian and Other Pacific Islander	1	1	1	1	0	N/A	N/A	N/A
	American Indian, Alaskan Native	2	1	4	4	5	<1%	25%	150%
	International (Nonresident Alien)	146	141	145	144	155	10%	8%	6%
	Unknown	566	518	200	209	195	12%	-7%	-66%
	Total	1,730	1,652	1,580	1,594	1,614	100%	1%	-7%

## Factbook Glossary

**Description of Dataset:** The dataset used for employee reporting is a frozen snapshot of employee records from Banner as of the November 1 pay period. This dataset is updated annually and used for the mandatory federal IPEDS Human Resources submission. All employees must be reported using IPEDS occupational categories which align with the federal 2018 Standard Occupational Classification (SOC) codes. Each employee is only reported once within one category.

**Source:** FIT Human Resource IPEDS Dataset

### Academic Rank

For IPEDS reporting, Academic Rank designations are reported for full-time Instructional Faculty. These include Assistant Professor, Associate Professor, and Professor.

### Age

Age is calculated as of November 1 of the reporting year using the employee birth date.

### Department

An employee's home department during the reporting year, represented by its current department name.

### Division

The division an employee's home department is housed in. Departments are reported in the Division they are currently assigned to.

### Employee Type

IPEDS utilizes two main categories to classify employees: Instructional Faculty and Non-Instructional Employees. At FIT, Instructional Faculty include full-time and part-time adjunct classroom faculty. Non-instructional Employees includes non-credit Instructors, non-classroom faculty, staff, and non-union professionals

### Full Time Equivalency (FTE)

For IPEDS employee reporting, the formula for calculating the number of full-time equivalent instructional faculty is *full-time headcount + 1/3 (part-time headcount)*. For calculating the number of full-time equivalent non-instructional faculty and staff the formula is *full-time headcount + 1/2 (part time headcount)*.

### Gender

Whether an employee is Male or Female according to the Legal Sex field in Banner. The Legal sex field has a new value, X Another Legal Sex, as it is a new option on the SUNY application and will be available for reporting in future Fact Books.

### Instructional Faculty

Instructional Staff is defined by the IPEDS occupation category comprising employees whose primary responsibility is classroom instruction, or a combination of instruction, research, and public service. At FIT, this includes employees categorized as Full-time and Part-time Faculty.

### Status

Whether an employee is full-time or part-time as of the reporting date.

### Race/Ethnicity Reporting

Race/Ethnicity categories are based on reporting rules adopted by the federal Bureau of Budget and Management in 1997, which are currently used by the National Center for Education Statistics in IPEDS reporting and SUNY reporting. Information on citizenship status, Hispanic origin, and race is collected from students. Students who are not citizens or U.S. nationals are reported as nonresident aliens, regardless of how they respond to the Hispanic origin and race questions. Of the remaining students, those who indicate that they are of Hispanic origin are reported as Hispanic, regardless of how they answer the race question.

#### [SUNY definitions](#)

##### **Hispanic**

A person of Central American, Cuban, Dominican, Mexican, Puerto Rican, South American, or other Spanish culture or origin, regardless of race.

##### **American Indian or Alaska Native**

A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

##### **Asian**

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

##### **Black or African–American**

A person having origins in any of the black racial groups of Africa.

##### **Native Hawaiian or Other Pacific Islander**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

##### **White**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

##### **Nonresident alien**

A person who is not a citizen or national of the United States is in this country on a visa or temporary basis and does not have the right to remain indefinitely. For the purposes of this report, we use the nonresident alien status to identify international students.

##### **Multi–racial**

A person who indicates belonging to more than one race category.

##### **Not Reported**

The category used to report students whose race and ethnicity are unknown.

#### **School**

The school that houses the home department an instructional faculty member is assigned to e.g., the School of Art and Design, the Jay and Patty Baker School of Business and Technology, the School of Liberal Arts and Sciences, or the School of Graduate Studies.

#### **Tenure Status**

Defined by IPEDS as the status of a personnel position with respect to permanence of the position. Tenure Track refers to those personnel positions that lead to consideration for tenure.

**Time of Service**

Time of Service measures the amount of time between the employee's adjusted service date and November 1 of the report year. In cases in which the adjusted service date does not exist, the first hire date is used.