

# RESEARCH NOTE

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## Definitions Used in Faculty Productivity Studies

This Research Note provides definitions for components used in faculty productivity studies. These components are utilized for the annual Selected Trend Data on Disciplines Report. Faculty productivity studies take into account campus size, campus growth, the proportion of part-time faculty at the campus, programmatic mix, and the current vacancy ratio. Based on these factors, full-time faculty positions are allocated to the NOVA campuses. Definitions of these concepts are described below.

1. **Current Funded Ratio (CFR)** – for each discipline at NOVA, the expected student-faculty ratio based on operating at 110% efficiency of the ratios developed using Base Budget Adequacy Funding Model.
2. **Efficiency** – the factor by which student-faculty ratios (Current Funded Ratios) are determined. Virginia’s Joint Subcommittee on Higher Education Funding Policies developed a list of student-faculty ratios by discipline known as the Base Budget Adequacy Funding Model. VCCS expects NOVA to operate at **110% efficiency** of these state-determined ratios. The resulting ratios are called the Current Funded Ratios (CFR) for NOVA.
3. **Productivity** – a percentage derived by dividing the actual student-faculty ratio ( $\text{FTES} \div \text{FTEF}$ ) by the Current Funded Ratio. A number less than 100 indicates the student-faculty ratio is less than the CFR; a number over 100 indicates the student-faculty ratio is greater than the CFR.
4. **Programmatic Mix** – a weighted average student-faculty ratio (typically determined for each campus) that is calculated by dividing the sum of Multiples by the sum of Credits. A Multiple is the number of credits multiplied by the CFR for that discipline.
5. **Teaching Credit Hours (TCH)** – the number of credit hours taught in each discipline (e.g., 33 course sections that are 3 credits each are counted as 99 teaching hours). This total is typically disaggregated to determine the percentage of total credit hours taught by full-time versus part-time faculty.
6. **FTEF (Full-Time Equivalent Faculty)** – Number of teaching credits divided by 15 (e.g., a faculty member teaching **three** 5 credit hour courses counts as 1 FTEF).
7. **FTES (Full-Time Equivalent Student)** – Number of credits divided by 15 (e.g., a student enrolled in **one** 5 credit hour course counts for .333 FTES).