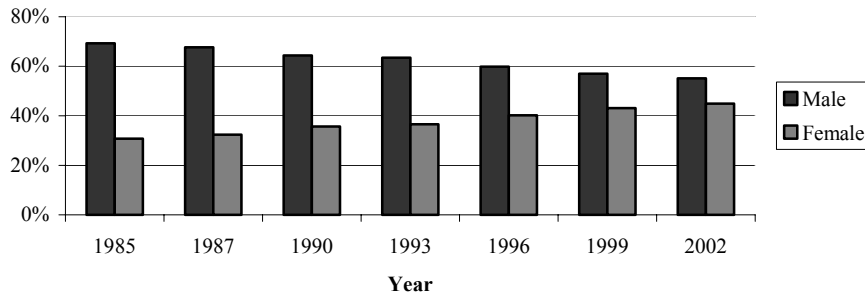


Faculty Gender and Ethnicity in the CSU: 1985 to 2002

Changing Demographics

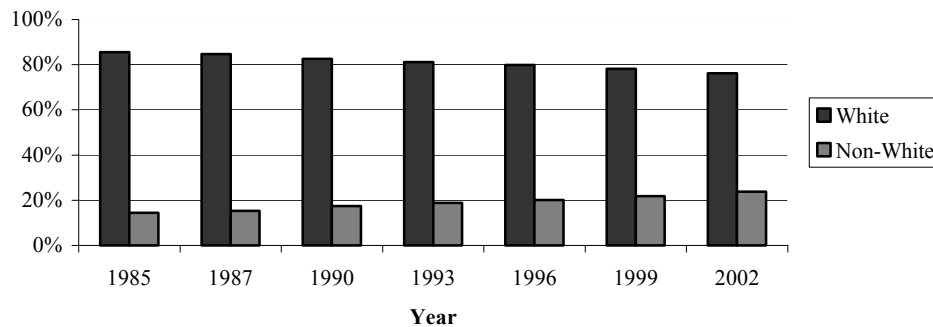
The number of female faculty in the CSU has dramatically increased from 1985 to 2002. In 1985 females comprised only 31% of CSU faculty. In 2002 women made up close to half of all CSU faculty (45 percent). See *Figure A* for a visual representation of this trend.

Figure A	Percentage of CSU Faculty by Gender
	1985-2002



Non-white faculty comprised only 14% of the CSU faculty population in 1985. This population comprised 24% of CSU faculty in 2002. A visual representation of this trend can also be seen in *Figure B*.

Figure B	Percentage of CSU Faculty by Ethnicity
	1985-2002



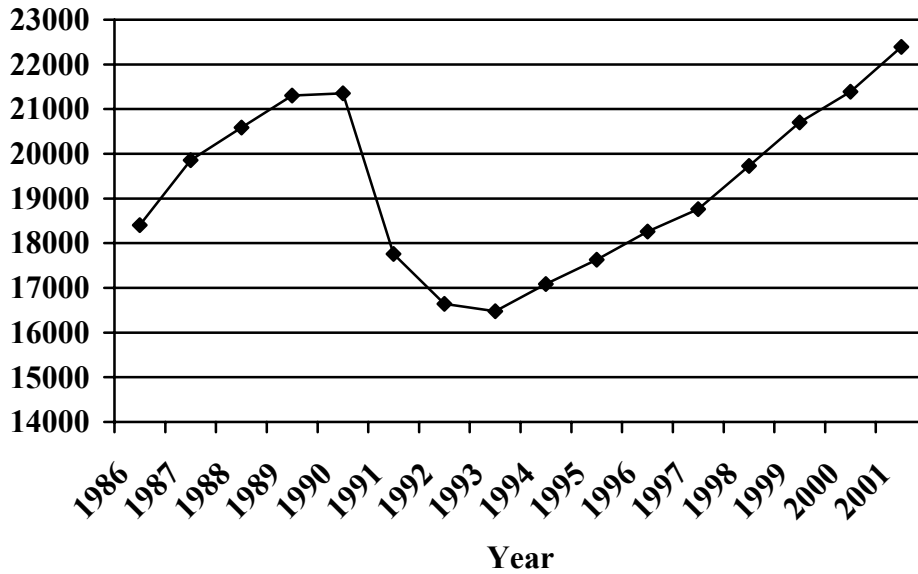
In addition, the proportion of women and non-white faculty members in the highest faculty rank (professor) almost doubled from 1985 to 2002. In 1985, females made up 16.3% and non-whites 10.8% of all professors. In 2002, professors were comprised of 29.3% females and 20.5% non-whites.

CSU Faculty and The Business Cycle

The number of total CSU faculty appears to follow a business cycle pattern with peaks and a trough from 1986 to 2001. See *Figure C* for a visual representation of this trend. The first peak occurred from 1986 to 1990 and the second from 1993 to 2001. The trough occurred 1990 through 1993 and was likely due to high rates of retirements, low rates of hiring, and

non-reappointment of temporary lecturers in response to economic conditions and budget cuts during that period.

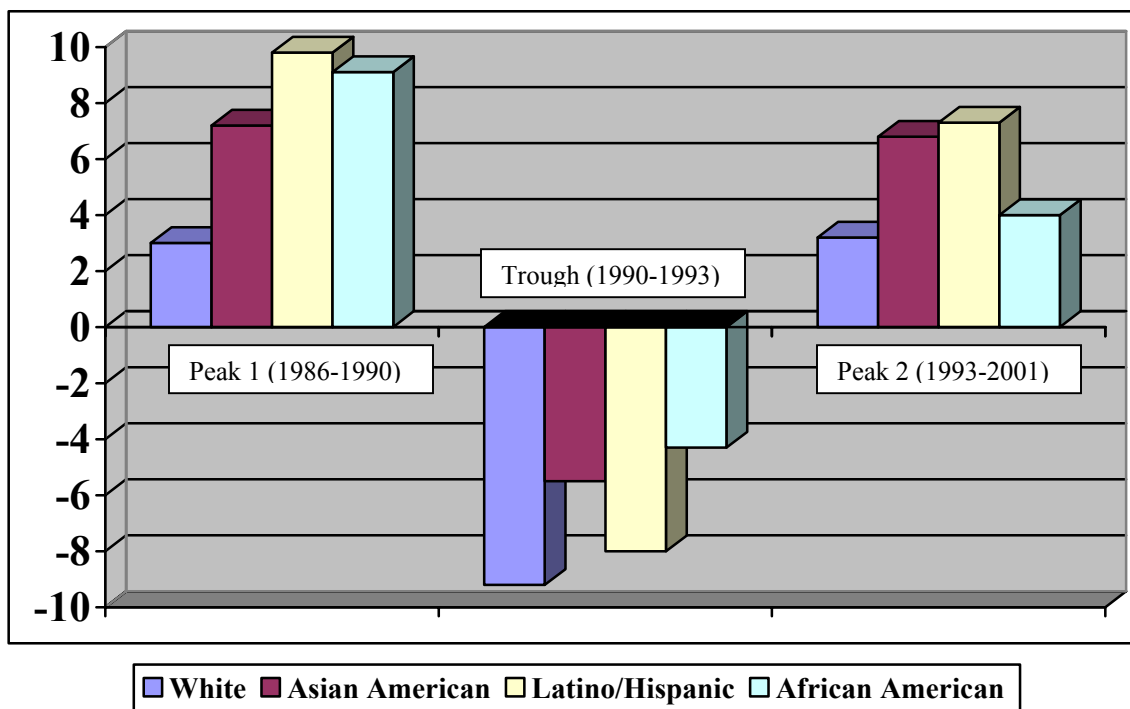
Figure C	All CSU Faculty
	1986-2001



Faculty by Ethnicity and Business Cycle

Figure D, below represents the percent of growth by ethnic group per period. During the first peak period, White faculty had a smaller percentage growth when compared to all other ethnic groups. During the trough period, White faculty had the greatest percentage of reduction. White faculty again had the smallest percentage growth during the second peak period. Asian Americans, Latino/Hispanics and African Americans all fared well in the first and second peaks of growth. African Americans had a smaller percentage reduction than any other ethnic group during the trough period. Overall, non-whites gained more during peak growth periods and reduced less during the trough period than did Whites. One explanation for this trend is that many faculty retired during the trough period and a majority of these retirees were White. It is likely the case that when these retirees were originally hired the candidate pool lacked the diversity it currently has.

Figure D	Total CSU Faculty Average Annual Percentage Growth
	1986-2001



CSU Candidate Hiring Pool

To maintain high educational standards, the CSU generally requires new tenure track faculty hires to have a doctorate degree. Thus, the candidate pool of potential hires consists primarily of persons recently awarded a doctorate. *Table 1* below shows the percent of ethnic minorities in doctorate candidate pool and the percent of CSU minority new hires for comparison. The percent of Asian American and Latino/Hispanic new hires is greater than the percent of Asian Americans and Latino/Hispanic in both the national and California doctorate pools. The percent of African American new hires is greater than the percent of African Americans in the California doctorate pool, but slightly less than the percent in the national doctorate pool.

Table 1	Percent of Ethnic Minorities in Doctorate Candidate Pool and CSU Hires
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	National Doctorate Pool	California Doctorate Pool	CSU Hires 2002
Asian American	9.4	11.5	15.4
Latino/Hispanic	4.0	5.2	8.5
African American	5.2	3.5	3.8

Notes: (1) California doctorate pool data comes from the California Postsecondary Education Commission. National doctorate pool data comes from the National Research Council, Research Doctorates Awarded to U.S. Citizens and Permanent Residents. (2) National and California doctorate pools are based on the number of persons awarded doctorates from 1996 to 2000.

Table 2 shows the percent of the doctorate population by ethnic minority in the US and in California. For comparison, the percentage ethnic minority of the total number of CSU faculty is also shown. The percentage of Latino/Hispanic faculty in the CSU is greater than the percentage representation in both the national and California doctorate populations. The same is true of the percentage of California doctorates who are African American, though the percent of national doctorates who are African American is slightly higher than the percent of CSU faculty who are African American. The percent of Asian American CSU faculty is higher than the national and lower than the California percentages of doctorates who are Asian. It should be noted that not all persons with a doctorate degree will enter a career in higher education.

Table 2	Percent Ethnic Minorities among those with Doctorate Degrees and among CSU Faculty

	National Doctorate Population	California Doctorate Population	CSU Faculty 2000-2001
Asian American	10.9	17.7	11.3
Latino/Hispanic	4.8	5.4	6.6
African American	4.6	2.9	4.0

Data Source: For national and California doctorate population, U.S. Census Bureau 2000 report.

Summary

CSU faculty have become increasingly diverse in terms of both gender and ethnicity. The proportion of ethnic minorities among CSU faculty is similar to or greater than the proportion among individuals with doctorate degrees, both in California and the nation as well.