Academic Human Resources
Report for ITL, November 4, 2014
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Chancellor’s Doctoral Incentive Program
The Chancellor’s Doctoral Incentive Program provides loans to promising students for doctoral study. Connections to the CSU are fostered by collaboration between each loan recipient and a CSU faculty mentor. Once participants complete the doctorate, they are eligible for loan forgiveness if they obtain a CSU teaching position. Criteria for selection include a commitment to serving the diverse student population of the CSU.

- This fall, CDIP welcomed a new Faculty Director, Dr. Chi-Ah Chun. Dr. Chun is a professor of psychology at CSU Long Beach. Her prior experience includes serving as PI on grants focused on supporting underrepresented minority students in graduate research as well as supporting junior faculty by building the campus research infrastructure. She brings a wealth of knowledge and experience, and we are delighted to have her on board.
- The 2015/16 application materials are now available. Campus application deadlines are in the early spring. For more information, go to http://www.calstate.edu/HR/CDIP/.
- The mini-grant program is underway. Loan recipients can ask for funding for activities that support their collaborative plan of support with their CSU faculty mentor, whether for travel to a professional meeting, research activities, or other activities that enhance the professional development of participants. Funds are also available for travel for the CSU mentors. We expect to award close to $100,000 for these activities in 2014/15.

Faculty Recruitments for 2014/15 and 2015/16
- Our recruitment surveys are still coming in, but I polled the campuses in October to get a quick take on how many new tenure-track faculty were hired across the system for academic year 2014/15. The campuses reported more than 750 new tenure-track faculty starting this academic year. For perspective, this is the largest number of new faculty since 2007, when the system hired 852 new faculty.
- Campuses also indicated that they were searching for more than 900 new tenure-track faculty for 2015/16, with the possibility of additional recruitments being opened up.

Total Faculty Numbers
- While we did bring in a large number of new tenure-track faculty, there is always attrition (resignations, retirements) and the net gain in tenure-track headcount was only 124, comparing October 31 “snapshot” data from fall 2013 and fall 2014.
- Lecturer headcount went up much more – by more than 1,100 headcount, or 656 FTE.
- Overall, as of October 31, 2014, the CSU had 10,010 tenure-track instructional faculty and 14,355 lecturers (by headcount), or a total of 24,365 instructional faculty. Tenure-track FTE (full-time equivalents) was 9,709 and lecturer FTE was 7,547, for a total FTE of 17,256. To my knowledge, this is the largest number of total instructional faculty (expressed both as headcount and as full-time equivalents) in the history of the CSU, and is definitely the largest number from 1990 forward.
- The “tenure density”, defined as the ratio of tenure-track faculty FTE to total faculty FTE, was 56.3% for fall 2014.
Department Chair Orientations

- The 18th annual CSU New Department Chairs Workshop was held on October 24 at CSU Long Beach. About 90 new chairs and others attended.
- Over the last few months I’ve also had the opportunity to visit several campuses and offer training/orientation for their chairs. Putting together a more comprehensive program of training and information (whether in person or on-line) for chairs remains an important goal.