



2006 Report on Faculty Recruitment Survey

The California State University

**February 2008
Human Resources
The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210
(562) 951-4411**

<http://www.calstate.edu/HR>

Introduction

This report presents information on the recruitment of tenure track faculty at the twenty-three campuses of the California State University (CSU). The report focuses on searches conducted for openings available in Fall 2006, but also considers some data from prior years. It is based on survey information that the Office of the Chancellor has collected from the campuses since 1988 to provide the CSU with information about the successes and difficulties encountered in recruiting tenure track faculty.

This year the report is presented in a new streamlined format divided into an executive summary and a compendium of data displays. The data are organized into the following five sections:

- Searches and Appointments (pages 5-9)
- New Faculty Salaries (pages 10-12)
- Recruitment (pages 13-15)
- New Faculty Characteristics (pages 16-27)
- Non-Reappointments, Tenure Denials, and Resignations (pages 28-29)

Executive Summary

1. Searches Attempted and Completed.

In 2006, 1,141 searches were attempted, resulting in 882 appointments. The number of searches and appointments this year continued an upward trend after several years of decreases due to budget. The success rate increased with 77% of new tenure track faculty searches resulting in appointment.

2. Applications.

The campuses with the highest number of average applications per search were Channel Islands (62), Humboldt (55), Monterey Bay (52), and San Marcos (51). The campuses with the lowest averages were Maritime Academy (9), Chico (20), and Bakersfield (22).

Disciplines with the highest number of applications per search were Math/Computer Science (73), Letters (64), and Business/Management (46). The disciplines with the lowest number of applications were Health Sciences (6), Agriculture (11), and Family/Consumer Sciences (11).

3. Success Rates (# Searches / # Appointments).

Among the campuses, San Luis Obispo completed the highest percentage of its searches (90%). Other campuses with high success rates included Long Beach (88%) and Northridge (88%). The lowest campus success rate was at Channel Islands (48%) followed by Dominguez Hills (53%).

All 11 searches systemwide in Family/Consumer Sciences were completed, for a success rate of 100%. By contrast, the least successful disciplines were Business/Management, Agriculture, and Health Sciences all with success rates of 69%.

Note: Factors that may influence a campus's overall success rate include the specific disciplines for which recruitments are being conducted. As can be seen in Display 7, both the number of applications and success rates can vary widely across disciplines as well as in sub-disciplines within disciplines.

4. Unsuccessful Searches.

The most cited reason (39%) for unsuccessful searches (i.e., those 259 searches that were conducted but did not result in appointments) was “inadequate candidate pool.” The second most commonly cited reason (28%) was that all offers to candidates were declined.

5. Starting Salaries.

The average salary of new tenure track faculty (all ranks) went up by 5.6%, from \$61,087 in 2005 to \$64,538 in 2006. The average salary of new assistant professors went up by 4.9%, from \$58,453 in 2005 to \$61,310 in 2006.

The highest average salaries (all ranks) were at Dominguez Hills (\$76,269), Channel Islands (\$76,023), and San Diego (\$73,226).

The lowest average salaries (all ranks) were at Humboldt (\$56,633), Chico (\$57,079), and Sacramento (\$57,639).

The highest average disciplinary salary was for Business/Management (\$81,315), while the lowest was for Fine Arts (\$55,867).

There was considerable variation in the range of starting salaries (from \$45,156 to \$105,000) offered to new Assistant Professors from different academic disciplines (and, in some cases, within disciplines). See Display 11 for minimum, maximum, and average salaries for new assistant professors by discipline and sub-discipline.

6. Start-Up Awards and Other New Faculty Support.

The average start-up package (including laboratory/office equipment, professional travel, and other funds, whether from state or non-state sources) offered to new tenure track faculty was \$11,408. New faculty members in the Natural Sciences received the greatest average start-up funding (approximately \$69,000 per individual receiving funding). Systemwide, nearly 78% of new tenure track faculty in 2006 were offered some form of reduction of teaching workload for the first year. The average reimbursement for moving expenses was \$2,658 (\$4,049 for those actually receiving reimbursement). Out of the 882 new faculty hired for Fall 2006, 25% received some form of tenure or service credit as part of their recruitment package.

7. New Faculty Preparation and Experience.

The majority of new tenure track faculty (61%) earned their highest degree between 2000 and 2006. An additional 10% of new faculty were appointed without having completed the doctorate (“ABD”). Family/Consumer Sciences (27%) and Business/Management (20%) were the disciplines with the highest relative proportions of “ABD” new hires.

8. Diversity.

New tenure track faculty appointments were split roughly evenly between men and women, consistent with a more than ten-year trend.

When considering all appointments, including those of other/unknown ethnicities, minorities represented 30% of total appointments. If the category of other/unknown is excluded, minorities represented 34% of new hires. Among minorities, Asians comprised the largest group at 18.3% of appointments.

Three out of the four new appointments at California Maritime Academy went to minority faculty. Other campuses with relatively high percentages of minority

hires were Los Angeles (59%), and San Francisco (54%). Humboldt (10%) and San Luis Obispo (11%) reported the lowest proportions of new minority hires.

Disciplines varied greatly in the proportion of new appointments going to minorities, ranging from a high of 46% (Letters) to a low of 6% (Agriculture). A full breakdown by disciplines is provided in Display 23.

Display 30 shows the variation by discipline and sub-discipline for new hires with respect to gender and ethnicity.

9. Sources of New Faculty.

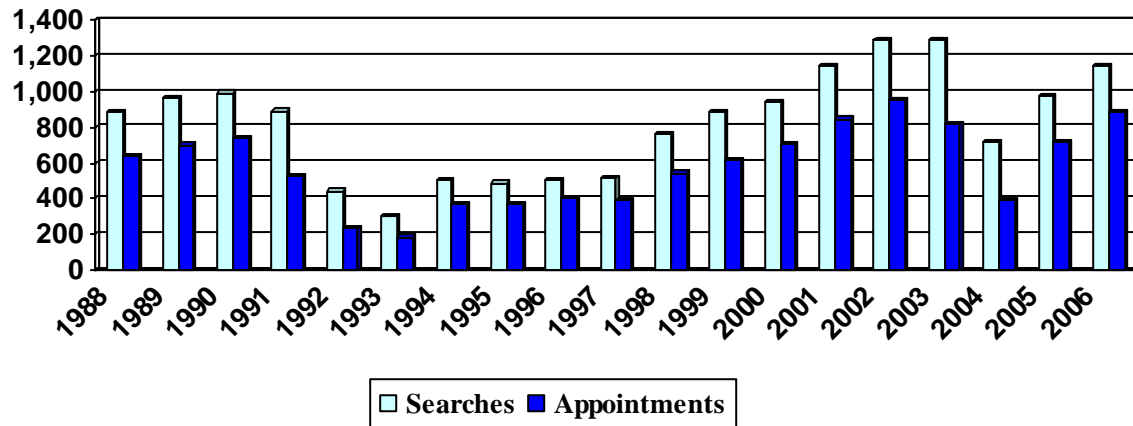
CSU campuses recruit faculty from a broad range of institutions and geographical areas (see Display 29). 19% of new faculty were recruited from within the CSU system; about 12% were previously employed as lecturers by the campus where they were hired, and almost 7% were employed by other CSU campuses (although it was unknown whether they were employed in lecturer, tenure track, or non-instructional positions). For those new tenure track faculty previously employed in higher education and outside the CSU, 72% came from institutions outside of California. 24% of appointments made in the Health Sciences were for individuals formerly in campus lecturer positions. 25% of Maritime Academy appointments and 24% of Bakersfield appointments were for former campus lecturers.

10. Non-Reappointments, Tenure Denials, and Resignations.

It appears that overall the CSU was highly successful in retaining faculty. CSU campuses reported 235 resignations by tenured or probationary faculty members in 2005-2006, or 2.3% of all CSU tenured and probationary faculty. The resignation category does not include retirements, non-reappointments, tenure denials, and terminal year appointments. Of the resignations, 166, or 71%, were by probationary faculty. The total number of resignations remained the same compared to 2005.

One percent of probationary faculty were denied reappointment or tenure during 2005-2006. Twelve campuses reported no non-reappointments or tenure denials and two campuses, East Bay and San Marcos, reported no resignations.

Display 1 | Tenure Track Faculty Recruitments, Fall 1988-2006



Display 2 | Tenure Track Faculty Recruitments and Success Rates, Fall 1988-2006

	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Searches	883	962	992	891	441	302	504	486	506	511	759	889	937	1,142	1,291	1,285	717	971	1,141
Appointments	634	700	736	526	237	184	371	367	401	388	543	616	704	845	950	817	393	720	882
Success Rate	72%	73%	74%	59%	54%	61%	74%	76%	79%	76%	72%	69%	75%	74%	74%	64%	55%	74%	77%

Display 3 | Tenure Track Faculty Appointments, By Campus, Fall 2002-2006

	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	5-Yr. Total
Bakersfield	21	28	6	26	17	98
Channel Islands	17	20	0	12	13	62
Chico	39	15	9	24	40	127
Dominguez Hills	31	23	30	31	9	124
East Bay	17	19	17	27	40	120
Fresno	46	43	17	44	62	212
Fullerton	64	49	9	65	90	277
Humboldt	12	11	12	18	28	81
Long Beach	66	66	23	48	77	280
Los Angeles	57	45	16	30	22	170
Maritime Academy	0	3	4	2	4	13
Monterey Bay	16	5	13	4	19	57
Northridge	61	72	47	16	50	246
Pomona	40	35	11	44	42	172
Sacramento	103	98	40	30	35	306
San Bernardino	41	22	7	15	39	124
San Diego	65	38	23	58	79	263
San Francisco	82	75	38	48	68	311
San Jose	71	20	17	71	38	217
San Luis Obispo	35	53	36	51	64	239
San Marcos	26	21	5	10	11	73
Sonoma	16	35	1	25	16	93
Stanislaus	24	21	12	21	19	97
Total All Campuses Appointments	950	817	393	720	882	3,762
Total All Campuses Searches	1,291	1,285	717	971	1,141	5,405
Success Rate (Appts/Searches)	74%	64%	55%	74%	77%	70%

Display 4 | Tenure Track Faculty Appointments, Excluding Unsuccessful Searches Due to Budget, Fall 2004-2006

	2004	2005	2006
Searches	530	949	1,131
Appointments	393	720	882
Success Rate	74%	76%	78%

Display 5 | Tenure Track Faculty Searches, Appointments, and Applications, By Campus, Fall 2006

	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Bakersfield	24	17	71%	528	22
Channel Islands	27	13	48%	1,667	62
Chico	49	40	82%	964	20
Dominguez Hills	17	9	53%	753	44
East Bay	52	40	77%	1,830	35
Fresno	94	62	66%	2,329	25
Fullerton	107	90	84%	4,044	38
Humboldt	33	28	85%	1,813	55
Long Beach	88	77	88%	3,409	39
Los Angeles	30	22	73%	863	29
Maritime Academy	5	4	80%	47	9
Monterey Bay	24	19	79%	1,249	52
Northridge	57	50	88%	1,642	29
Pomona	52	42	81%	1,861	36
Sacramento	42	35	83%	1,674	40
San Bernardino	46	39	85%	1,118	24
San Diego	105	79	75%	4,502	43
San Francisco	102	68	67%	4,083	40
San Jose	58	38	66%	1,962	34
San Luis Obispo	71	64	90%	2,865	40
San Marcos	13	11	85%	657	51
Sonoma	19	16	84%	638	34
Stanislaus	26	19	73%	743	29
All Campuses	1,141	882	77%	41,241	36

Display 6 | Tenure Track Faculty Searches, Appointments, and Applications, By Discipline, Fall 2006

	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Agriculture	26	18	69%	297	11
Architecture	8	6	75%	139	17
Business/Management	157	108	69%	7,230	46
Communications	55	49	89%	1,132	21
Education	121	85	70%	1,977	16
Engineering	51	37	73%	2,050	40
Family/Consumer Sciences	11	11	100%	126	11
Fine Arts	94	72	77%	3,336	35
Health Sciences	72	50	69%	457	6
Letters	94	79	84%	5,973	64
Math/Computer Science	57	43	75%	4,133	73
Natural Sciences	106	85	80%	3,829	36
Public Affairs	54	47	87%	853	16
Social Sciences	216	179	83%	9,233	43
Misc./Other	19	13	68%	476	25
All Disciplines	1,141	882	77%	41,241	36

Searches & Appointments - The California State University

Display 7 | Tenure Track Faculty Searches, Appointments, and Applications, by Discipline and Sub-Discipline, Fall 2006*

Discipline	Sub-discipline	Searches	Appointments	Success Rate	Applications	Average Applications per Search	
Agriculture	Agriculture Business	6	3	50.0%	42	7	
	Animal & Plant Science	8	6	75.0%	114	14	
	Natural Resources	4	4	100.0%	78	20	
	Other Agriculture	8	5	62.5%	63	8	
Architecture	Architecture	8	6	75.0%	139	17	
Business/Management	Accounting	39	26	66.7%	967	25	
	Business Administration	9	7	77.8%	332	37	
	Finance/Business Law	26	17	65.4%	1,309	50	
	Management Information Systems	11	7	63.6%	682	62	
	Marketing	21	11	52.4%	937	45	
	Other Business/Management	51	40	78.4%	3,003	59	
	Communications	Communications	9	8	88.9%	203	23
Communications	Journalism	23	22	95.7%	351	15	
	Public Relations	1	1	100.0%	11	11	
	Radio/Film/Television	9	9	100.0%	301	33	
	Speech	8	7	87.5%	161	20	
	Other Communications	5	2	40.0%	105	21	
	Education	Counseling	20	15	75.0%	255	13
Education	Education Administration	18	12	66.7%	317	18	
	Instructional Technology	2	1	50.0%	163	82	
	Kinesiology & Physical Education	16	13	81.3%	232	15	
	Library Science	1	0	0.0%	24	24	
	Special Education	17	13	76.5%	123	7	
	Teacher Education	26	15	57.7%	570	22	
	Other Education	21	16	76.2%	293	14	
	Engineering	Civil Engineering	20	17	85.0%	635	32
Engineering	Computer Engineering	3	0	0.0%	135	45	
	Electrical Engineering	8	4	50.0%	363	45	
	Mechanical Engineering	8	5	62.5%	489	61	
	Other Engineering	12	11	91.7%	428	36	
	Family/Consumer Sciences	Family/Consumer Sciences	11	11	100.0%	126	11
	Fine Arts	Art	32	26	81.3%	1,139	36
Music		20	16	80.0%	834	42	
Theatre & Dance		10	9	90.0%	365	37	
Other Fine Arts		32	21	65.6%	998	31	
Health Sciences	Health & Safety	8	5	62.5%	86	11	
	Nursing	47	34	72.3%	184	4	
	Physical Therapy	2	1	50.0%	14	7	
	Other Health Sciences	15	10	66.7%	173	12	
Letters	English & Literature	35	31	88.6%	3,112	89	
	Foreign Languages	22	14	63.6%	950	43	
	Philosophy/Religious Studies	21	20	95.2%	1,039	49	
	Rhetoric	2	2	100.0%	92	46	
	Other Letters	14	12	85.7%	780	56	
Math/Computer Science	Computer Science	19	14	73.7%	1,451	76	
	Mathematics	38	29	76.3%	2,682	71	
Natural Sciences	Biology	42	29	69.0%	1,446	34	
	Chemistry	28	26	92.9%	1,083	39	
	Geology/Earth Sciences	13	10	76.9%	464	36	
	Physics & Astronomy	16	14	87.5%	584	37	
	Other Natural Sciences	7	6	85.7%	252	36	
Public Affairs	Criminal Justice	16	15	93.8%	221	14	
	Public Administration & Planning	7	5	71.4%	134	19	
	Recreation	10	9	90.0%	105	11	
	Social Work	18	15	83.3%	250	14	
	Other Public Affairs	3	3	100.0%	143	48	
Social Sciences	Anthropology	8	5	62.5%	198	25	
	Economics	13	10	76.9%	1,574	121	
	Gender, Ethnic, & Area Studies	28	24	85.7%	1,130	40	
	Geography	13	13	100.0%	391	30	
	History	33	29	87.9%	1,851	56	
	Political Science	28	24	85.7%	1,138	41	
	Psychology	46	40	87.0%	1,154	25	
	Sociology	24	19	79.2%	1,133	47	
	Other Social Sciences	23	15	65.2%	664	29	
Misc./Other	Miscellaneous	19	13	68.4%	476	25	
TOTAL:	All Disciplines	1,141	882	77.3%	41,241	36	

*The summary data for tenure-track faculty searches, appointments, and applications was provided by each campus.

Display 8 | Average Salaries of New Tenure Track Faculty, By Campus, Fall 2006

	Average Salaries
Bakersfield	\$62,284
Channel Islands	\$76,023
Chico	\$57,079
Dominguez Hills	\$76,269
East Bay	\$67,788
Fresno	\$59,128
Fullerton	\$64,547
Humboldt	\$56,633
Long Beach	\$63,720
Los Angeles	\$66,706
Maritime Academy	\$66,129
Monterey Bay	\$62,158
Northridge	\$62,666
Pomona	\$63,948
Sacramento	\$57,639
San Bernardino	\$62,741
San Diego	\$73,226
San Francisco	\$66,889
San Jose	\$61,934
San Luis Obispo	\$69,216
San Marcos	\$70,740
Sonoma	\$61,224
Stanislaus	\$60,855
All Campuses	\$64,538

Display 9 | Average Salaries of New Tenure Track Faculty, By Rank, Fall 2006

	Appointments	Average Salaries
Professor	43	\$101,082
Associate Professor	98	\$73,122
Assistant Professor	739	\$61,310
Instructor	2	\$51,006
All Ranks	882	\$64,538

Display 10 | Average Salaries of New Assistant Professors, By Discipline, Fall 2006

	Average Salaries
Agriculture	\$60,316
Architecture	\$63,452
Business/Management	\$81,315
Communications	\$57,040
Education	\$60,071
Engineering	\$67,341
Family/Consumer Sciences	\$55,441
Fine Arts	\$55,867
Health Sciences	\$63,108
Letters	\$56,463
Math/Computer Science	\$62,292
Natural Sciences	\$58,707
Public Affairs	\$58,990
Social Sciences	\$58,010
Misc./Other	\$64,375
All Disciplines	\$61,310

New Faculty Salaries - The California State University

Display 11 | Average, Minimum, and Maximum Salaries of New Assistant Professors, By Discipline and sub-Discipline, Fall 2006*

Discipline	Sub-Discipline	N	Annual Salary		
			Average	Minimum	Maximum
Agriculture	Agriculture Business	5	\$69,026	\$55,008	\$105,000
	Animal & Plant Science	3	\$60,584	\$51,000	\$74,748
	Natural Resources	3	\$51,036	\$48,408	\$54,000
	Other Agriculture	3	\$54,812	\$50,004	\$57,504
Architecture	Architecture	3	\$63,452	\$53,004	\$69,552
Business/Management	Accounting	19	\$82,191	\$53,772	\$98,988
	Business Administration	11	\$81,435	\$76,008	\$84,912
	Finance/Business Law**	13	\$81,143	\$53,772	\$84,912
	Management Information Systems	5	\$85,968	\$80,004	\$98,004
	Marketing	4	\$82,743	\$82,008	\$84,912
	Other Business/Management	25	\$79,528	\$55,656	\$105,000
Communications/Journalism	Communications	11	\$56,361	\$49,008	\$64,008
	Journalism	9	\$54,563	\$46,500	\$62,508
	Other	4	\$58,503	\$55,008	\$66,000
	Public Relations	2	\$55,002	\$51,996	\$58,008
	Radio/Film/Television	10	\$59,004	\$53,004	\$63,516
	Speech	6	\$58,432	\$48,504	\$79,068
Education	Counseling	9	\$61,144	\$51,852	\$84,912
	Education Administration	4	\$61,686	\$60,000	\$66,240
	Instructional Technology	6	\$64,004	\$58,008	\$84,000
	Kinesiology & Physical Education	11	\$54,763	\$47,004	\$62,100
	Other Education	9	\$62,728	\$54,996	\$70,008
	Special Education	12	\$59,766	\$51,852	\$65,004
	Teacher Education	12	\$59,941	\$54,348	\$71,004
Engineering	Civil Engineering	15	\$64,330	\$47,004	\$75,000
	Electrical Engineering	3	\$68,668	\$51,000	\$80,004
	Mechanical Engineering	4	\$77,733	\$70,008	\$84,912
	Other Engineering	7	\$67,287	\$58,008	\$80,004
Family/Consumer Sciences	Family/Consumer Sciences	10	\$55,441	\$47,808	\$61,008
Fine Arts	Art	17	\$56,629	\$50,700	\$68,004
	Music	14	\$54,070	\$48,684	\$65,004
	Other Fine Arts	12	\$57,405	\$53,304	\$60,000
	Theatre & Dance	19	\$55,539	\$48,000	\$68,004
Health Sciences	Health & Safety	4	\$56,004	\$50,004	\$62,004
	Nursing	20	\$65,801	\$49,008	\$75,000
	Other Health Sciences	9	\$60,281	\$51,000	\$65,004

*The salary data for new assistant professors data was provided by each campus.

** The Finance/Business Law (N=13) category was created based on the following departments reported by the campuses: Accounting; Accounting & CIS; Accounting & Finance; Finance; Finance, Real Estate and Law; Management & Finance.

New Faculty Salaries - The California State University

Discipline	Sub-Discipline	N	Annual Salary		
			Average	Minimum	Maximum
Letters/Humanities	English & Literature	28	\$55,936	\$47,004	\$67,872
	Foreign Languages	14	\$58,886	\$48,504	\$90,000
	Other Letters/Humanities	9	\$56,629	\$48,000	\$59,628
	Philosophy/Religious Studies	20	\$55,154	\$45,156	\$65,004
	Rhetoric	1	\$62,004	\$62,004	\$62,004
Math/Computer Science	Computer Science	12	\$70,180	\$55,008	\$80,004
	Mathematics	28	\$58,911	\$45,996	\$73,008
Misc./Other	Misc./Other	11	\$64,375	\$54,504	\$75,000
Natural Sciences	Biology	25	\$60,973	\$48,408	\$71,004
	Chemistry	22	\$57,457	\$49,008	\$74,760
	Geology/Earth Sciences	12	\$58,632	\$52,008	\$70,320
	Other Natural Sciences	6	\$53,434	\$47,196	\$60,000
	Physics & Astronomy	14	\$58,947	\$50,700	\$65,004
Public Affairs	Criminal Justice	14	\$57,546	\$51,000	\$65,508
	Other Public Affairs	3	\$62,336	\$57,996	\$70,008
	Public Administration & Planning	4	\$59,514	\$53,052	\$72,000
	Recreation	7	\$56,991	\$53,832	\$60,000
	Social Work	14	\$60,566	\$53,004	\$72,000
Social/Behavioral Sciences	Anthropology	4	\$55,698	\$53,772	\$60,000
	Economics	9	\$59,564	\$52,008	\$72,000
	Gender, Ethnic, & Area Studies	19	\$60,735	\$52,008	\$80,004
	Geography	12	\$56,327	\$48,408	\$64,008
	History	25	\$55,547	\$48,408	\$68,004
	Other Social/Behavioral Sciences	14	\$59,092	\$52,008	\$80,004
	Political Science	23	\$57,381	\$49,008	\$76,008
	Psychology	37	\$59,104	\$49,008	\$73,500
	Sociology	19	\$57,174	\$48,000	\$70,008
Assistant Professor Total		739	\$61,310	\$45,156	\$105,000

Display 12 | Average Start-up Funds Offered to New Tenure Track Faculty, By Campus, Fall 2006

	All New Appts	For Those Who Received Funds:	
	Average Start-up Funds	Average Start-up Funds	Median Start-up Funds
Bakersfield	\$15,238	\$19,927	\$7,800
Channel Islands	\$2,077	\$13,500	\$13,500
Chico	\$1,684	\$5,182	\$3,000
Dominguez Hills	\$0	0	0
East Bay	\$4,376	\$7,957	\$5,000
Fresno	\$8,986	\$14,661	\$4,500
Fullerton	\$8,252	\$8,439	\$1,000
Humboldt	\$7,880	\$7,880	\$2,500
Long Beach	\$11,160	\$11,612	\$5,500
Los Angeles	\$11,115	\$27,169	\$3,500
Maritime Academy	\$0	0	0
Monterey Bay	\$0	0	0
Northridge	\$14,096	\$58,733	\$52,500
Pomona	\$11,310	\$43,182	\$45,000
Sacramento	\$1,726	\$12,080	\$4,400
San Bernardino	\$8,549	\$8,549	\$5,500
San Diego	\$46,240	\$46,240	\$5,650
San Francisco	\$16,809	\$17,860	\$7,375
San Jose	\$3,192	\$12,130	\$2,000
San Luis Obispo	\$3,289	\$12,382	\$15,000
San Marcos	\$8,955	\$12,313	\$7,000
Sonoma	\$4,625	\$10,571	\$6,000
Stanislaus	\$1,875	\$1,875	\$1,538
All Campuses	\$11,408	\$18,033	\$5,000

Note: Some start-up funds packages included multiple years.
Data presented include funds for year one only.
Start-up funds were rounded to the nearest dollar.

Display 13 | Average Moving Expenses Offered to New Tenure Track Faculty, By Campus, Fall 2006

Average Moving Expenses Offered	All New Appts	For Those Who Received Funds:
Bakersfield	\$2,176	\$3,083
Channel Islands	\$2,154	\$3,111
Chico	\$2,413	\$3,446
Dominguez Hills	\$4,167	\$7,500
East Bay	\$1,675	\$3,190
Fresno	\$2,184	\$3,563
Fullerton	\$3,453	\$4,782
Humboldt	\$2,357	\$2,640
Long Beach	\$3,352	\$5,267
Los Angeles	\$2,886	\$3,969
Maritime Academy	\$1,750	\$3,500
Monterey Bay	\$1,184	\$1,500
Northridge	\$1,924	\$3,104
Pomona	\$238	\$2,500
Sacramento	\$2,217	\$3,234
San Bernardino	\$3,182	\$4,596
San Diego	\$3,605	\$4,594
San Francisco	\$2,102	\$3,971
San Jose	\$1,952	\$3,090
San Luis Obispo	\$4,795	\$5,580
San Marcos	\$2,318	\$4,250
Sonoma	\$2,381	\$2,931
Stanislaus	\$1,816	\$2,875
All Campuses	\$2,658	\$4,049

Display 14 | Average Start-up Funds Offered to New Tenure Track Faculty, By Discipline, Fall 2006*

Average Start-up Funds	All New Appts	For Those Who Received Funds:
Agriculture	\$2,583	\$7,750
Architecture	\$667	\$2,000
Business/Management	\$6,957	\$13,417
Communications	\$3,246	\$4,971
Education	\$2,901	\$4,403
Engineering	\$12,121	\$32,035
Family/Consumer Sciences	\$3,227	\$7,100
Fine Arts	\$2,509	\$3,928
Health Sciences	\$6,403	\$7,623
Letters	\$3,158	\$5,308
Math/Computer Science	\$10,883	\$13,764
Natural Sciences	\$60,070	\$68,999
Public Affairs	\$3,538	\$5,734
Social Sciences	\$10,283	\$17,203
Misc./Other	\$3,042	\$4,944
All Disciplines	\$11,408	\$18,033

Note: When Natural Sciences is excluded, the All Discipline average becomes \$6,219 and \$10,240 for All New Appointments and For Those Who Received Funds, respectively.

*Campuses were asked to report the amount of money allocated for laboratory/office equipment, professional travel, etc as well as start up funds from all sources, including "non-state" sources (e.g., foundation, grants, contracts, etc.).

Display 15 | Tenure or Service Credit Offered to New Tenure Track Faculty, By Campus, Fall 2006

	2006
Bakersfield	5.9%
Channel Islands	23.1%
Chico	37.5%
Dominguez Hills	22.2%
East Bay	47.5%
Fresno	27.4%
Fullerton	3.3%
Humboldt	50.0%
Long Beach	46.8%
Los Angeles	13.6%
Maritime Academy	25.0%
Monterey Bay	52.6%
Northridge	20.0%
Pomona	11.9%
Sacramento	17.1%
San Bernardino	35.9%
San Diego	5.1%
San Francisco	10.3%
San Jose	44.7%
San Luis Obispo	39.1%
San Marcos	none
Sonoma	25.0%
Stanislaus	36.8%
All Campuses	25.3%

Display 16 | Workload Reduction Offered to New Tenure Track Faculty, Fall 2006**

WTU*	Percent Receiving Reduction
0	22%
1-3	20%
3.1-6	35%
6.1-9	5%
9.1-12	13%
>12	4%

*WTU = Weighted Teaching Unit

**Campuses were asked to report the total number of units workload reduction (WTUs) for the first year (all terms added together).

Display 17 | Unsuccessful Tenure Track Faculty Searches, Fall 2004-2006

Reason why Position was Not Filled	2004		2005		2006	
	Number	Percent	Number	Percent	Number	Percent
Inadequate candidate pool	59	18.2%	71	28.3%	100	39%
All offers declined	19	5.9%	83	33.1%	72	28%
Other	23	7.1%	46	18.3%	28	11%
Unknown	6	1.9%	8	3.2%	21	8%
Change in staffing priorities	11	3.4%	8	3.2%	14	5%
Budget	187	57.7%	22	8.8%	10	4%
Cancelled due to process irregularities			4	1.6%	3	1%
No Reason Given	19	5.9%	9	3.6%	11	4%
All Unsuccessful Searches	324		251		259	

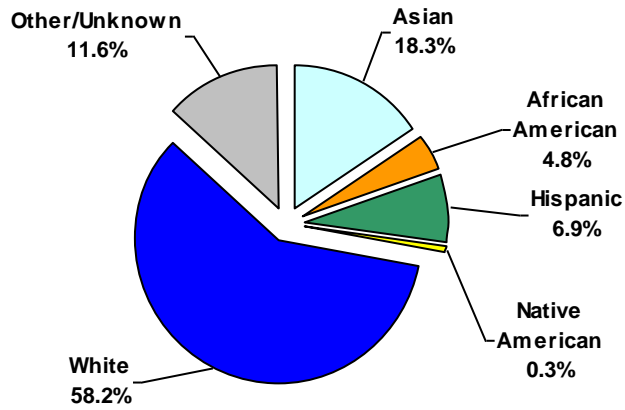
■ = Not an option given on the Faculty Recruitment Survey.

**Display 18 | Tenure Track Faculty Appointments, Gender and Ethnicity,
By Campus, Fall 2006**

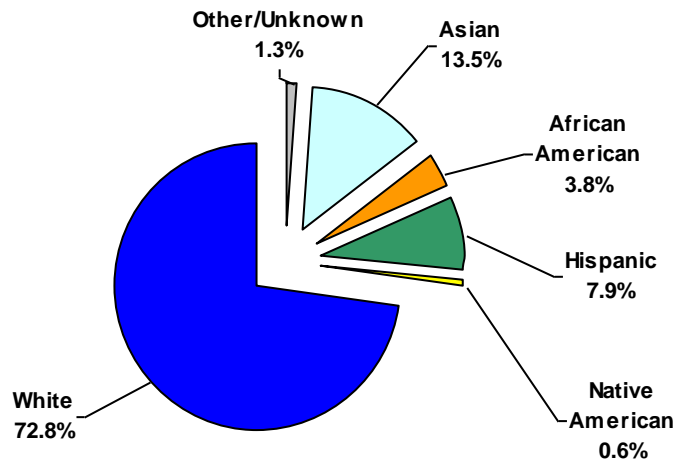
	Appointments	White Males	Minority Males	Minority Females	White Females	Other/ Unknown
Bakersfield	17	29.4%	5.9%	23.5%	41.2%	0.0%
Channel Islands	13	7.7%	0.0%	30.8%	46.2%	15.4%
Chico	40	42.5%	7.5%	15.0%	35.0%	0.0%
Dominguez Hills	9	55.6%	11.1%	11.1%	22.2%	0.0%
East Bay	40	30.0%	12.5%	17.5%	40.0%	0.0%
Fresno	62	27.4%	12.9%	12.9%	14.5%	32.3%
Fullerton	90	24.4%	11.1%	15.6%	27.8%	21.1%
Humboldt	28	35.7%	3.6%	7.1%	42.9%	10.7%
Long Beach	77	24.7%	19.5%	22.1%	29.9%	3.9%
Los Angeles	22	22.7%	27.3%	31.8%	18.2%	0.0%
Maritime Academy	4	25.0%	75.0%	0.0%	0.0%	0.0%
Monterey Bay	19	21.1%	10.5%	31.6%	15.8%	21.1%
Northridge	50	38.0%	12.0%	20.0%	22.0%	8.0%
Pomona	42	28.6%	16.7%	9.5%	11.9%	33.3%
Sacramento	35	25.7%	25.7%	11.4%	34.3%	2.9%
San Bernardino	39	38.5%	12.8%	5.1%	35.9%	7.7%
San Diego	79	31.6%	13.9%	8.9%	34.2%	11.4%
San Francisco	68	19.1%	16.2%	38.2%	26.5%	0.0%
San Jose	38	23.7%	28.9%	13.2%	18.4%	15.8%
San Luis Obispo	64	50.0%	1.6%	9.4%	23.4%	15.6%
San Marcos	11	45.5%	9.1%	9.1%	36.4%	0.0%
Sonoma	16	25.0%	12.5%	12.5%	43.8%	6.3%
Stanislaus	19	21.1%	10.5%	15.8%	36.8%	15.8%
Percent of Total	100%	30.0%	13.7%	16.6%	28.1%	11.6%
All Campuses	882	265	121	146	248	102

Note: Percentages add across only.

Display 19 | Tenure Track Faculty Appointments, By Ethnicity, Fall 2006



Display 20 | Full-time Tenured Faculty, By Ethnicity, Fall 2006



**Display 21 | Tenure Track Faculty Appointments,
Ethnicity, By Campus, Fall 2006**

	Appointments	Asian	African American	Hispanic	Total Minorities	Other/ Unknown
Bakersfield	17	17.6%	0.0%	11.8%	29.4%	0.0%
Channel Islands	13	15.4%	0.0%	15.4%	30.8%	15.4%
Chico	40	17.5%	2.5%	2.5%	22.5%	0.0%
Dominguez Hills	9	11.1%	11.1%	0.0%	22.2%	0.0%
East Bay	40	20.0%	7.5%	0.0%	30.0%	0.0%
Fresno	62	16.1%	3.2%	6.5%	25.8%	32.3%
Fullerton	90	13.3%	6.7%	6.7%	26.7%	21.1%
Humboldt	28	10.7%	0.0%	0.0%	10.7%	10.7%
Long Beach	77	22.1%	5.2%	13.0%	41.6%	3.9%
Los Angeles	22	36.4%	0.0%	22.7%	59.1%	0.0%
Maritime Academy	4	50.0%	25.0%	0.0%	75.0%	0.0%
Monterey Bay	19	26.3%	0.0%	10.5%	42.1%	21.1%
Northridge	50	12.0%	12.0%	8.0%	32.0%	8.0%
Pomona	42	19.0%	7.1%	0.0%	26.2%	33.3%
Sacramento	35	22.9%	2.9%	11.4%	37.1%	2.9%
San Bernardino	39	2.6%	2.6%	12.8%	17.9%	7.7%
San Diego	79	13.9%	5.1%	3.8%	22.8%	11.4%
San Francisco	68	38.2%	7.4%	8.8%	54.4%	0.0%
San Jose	38	28.9%	5.3%	7.9%	42.1%	15.8%
San Luis Obispo	64	6.3%	3.1%	1.6%	10.9%	15.6%
San Marcos	11	18.2%	0.0%	0.0%	18.2%	0.0%
Sonoma	16	18.8%	0.0%	6.3%	25.0%	6.3%
Stanislaus	19	15.8%	0.0%	10.5%	26.3%	15.8%
Percent of Total		18.3%	4.8%	6.9%	30.3%	11.6%
All Campuses	882	161	42	61	267	102

**Display 22 | Tenure Track Faculty Appointments, Gender and Ethnicity,
By Discipline, Fall 2006**

	Appointments	White Males	Minority Males	Minority Females	White Females	Other/Unknown
Agriculture	18	50.0%	5.6%	0.0%	16.7%	27.8%
Architecture	6	66.7%	0.0%	16.7%	0.0%	16.7%
Business/Management	108	30.6%	15.7%	25.9%	15.7%	12.0%
Communications	49	26.5%	10.2%	18.4%	38.8%	6.1%
Education	85	24.7%	10.6%	17.6%	42.4%	4.7%
Engineering	37	48.6%	21.6%	8.1%	8.1%	13.5%
Family/Consumer Sciences	11	18.2%	0.0%	45.5%	36.4%	0.0%
Fine Arts	72	34.7%	12.5%	8.3%	31.9%	12.5%
Health Sciences	50	14.0%	6.0%	12.0%	58.0%	10.0%
Letters	79	26.6%	16.5%	29.1%	17.7%	10.1%
Math/Computer Science	43	34.9%	20.9%	9.3%	20.9%	14.0%
Natural Sciences	13	40.0%	14.1%	10.6%	17.6%	17.6%
Public Affairs	85	29.8%	14.9%	12.8%	40.4%	2.1%
Social Sciences	47	25.1%	13.4%	16.8%	30.7%	14.0%
Misc./Other	179	30.8%	30.8%	7.7%	15.4%	15.4%
Percent of Total		30.0%	13.7%	16.6%	28.1%	11.6%
All Disciplines	882	265	121	146	248	102

Note: Percentages add across only and may not add to 100% because of rounding.

**Display 23 | Tenure Track Faculty Appointments, Ethnicity,
By Discipline, Fall 2006**

	Appointments	Asian	African American	Hispanic	Total Minorities	Other/Unknown
Agriculture	18	5.6%	0.0%	0.0%	5.6%	27.8%
Architecture	6	16.7%	0.0%	0.0%	16.7%	16.7%
Business/Management	108	35.2%	2.8%	3.7%	41.7%	12.0%
Communications	49	12.2%	8.2%	8.2%	28.6%	6.1%
Education	85	12.9%	5.9%	9.4%	28.2%	4.7%
Engineering	37	24.3%	5.4%	0.0%	29.7%	13.5%
Family/Consumer Sciences	11	27.3%	18.2%	0.0%	45.5%	0.0%
Fine Arts	72	11.1%	2.8%	6.9%	20.8%	12.5%
Health Sciences	50	10.0%	4.0%	4.0%	18.0%	10.0%
Letters	79	19.0%	10.1%	16.5%	45.6%	10.1%
Math/Computer Science	43	25.6%	0.0%	4.7%	30.2%	14.0%
Natural Sciences	85	22.4%	0.0%	2.4%	24.7%	17.6%
Public Affairs	47	14.9%	6.4%	6.4%	27.7%	2.1%
Social Sciences	179	12.3%	6.1%	10.1%	30.2%	14.0%
Misc./Other	13	38.5%	0.0%	0.0%	38.5%	15.4%
Percent of Total		18.3%	4.8%	6.9%	30.3%	11.6%
All Disciplines	882	161	42	61	267	102

Note: Total Minorities includes three Native Americans.

Display 24 | Tenure Track Faculty Appointments, Gender and Ethnicity, By Rank, Fall 2006

	Appointments	Males	Females	Total Minorities
Professor	43	29	14	6
Associate Professor	98	57	41	21
Assistant Professor	739	358	381	239
Instructor	2	1	1	1
All Ranks	882	445	437	267

Display 25 | Year of Highest Degree Earned of New Tenure Track Faculty, By Campus, Fall 2006

	ABD	1969-1989	1990-1999	2000-2006	unknown
Bakersfield	35%	0%	6%	59%	0%
Channel Islands	0%	0%	38%	62%	0%
Chico	10%	8%	10%	73%	0%
Dominguez Hills	22%	11%	56%	11%	0%
East Bay	13%	10%	30%	48%	0%
Fresno	8%	5%	26%	61%	0%
Fullerton	19%	2%	10%	69%	0%
Humboldt	18%	11%	18%	54%	0%
Long Beach	6%	9%	25%	60%	0%
Los Angeles	9%	14%	23%	55%	0%
Maritime Academy	0%	50%	25%	25%	0%
Monterey Bay	0%	0%	37%	63%	0%
Northridge	4%	8%	24%	64%	0%
Pomona	2%	7%	24%	64%	2%
Sacramento	0%	9%	20%	71%	0%
San Bernardino	5%	5%	26%	64%	0%
San Diego	1%	11%	27%	61%	0%
San Francisco	28%	3%	18%	50%	1%
San Jose	11%	5%	18%	66%	0%
San Luis Obispo	0%	16%	27%	58%	0%
San Marcos	9%	9%	18%	64%	0%
Sonoma	19%	6%	0%	75%	0%
Stanislaus	0%	5%	11%	84%	0%
All Campuses	10%	7%	21%	61%	0%

Display 26 | Years of Experience of New Tenure Track Faculty, By Discipline, Fall 2006

	ABD	1969-1989	1990-1999	2000-2006	unknown
Agriculture	0%	11%	22%	67%	0%
Architecture	0%	17%	67%	17%	0%
Business/Management	20%	12%	18%	50%	0%
Communications/Journalism	6%	12%	18%	61%	2%
Education	13%	6%	26%	55%	0%
Engineering	5%	8%	22%	65%	0%
Family/Consumer Sciences	27%	0%	9%	64%	0%
Fine Arts	8%	13%	24%	56%	0%
Health Sciences	12%	12%	30%	46%	0%
Letters/Humanities	9%	3%	22%	67%	0%
Math/Computer Science	7%	2%	12%	79%	0%
Misc./Other	8%	23%	23%	46%	0%
Natural Sciences	1%	6%	25%	68%	0%
Public Affairs	13%	9%	32%	47%	0%
Social/Behavioral Sciences	7%	3%	16%	73%	1%
All Campuses	10%	7%	21%	61%	0%

Display 27 | Sources of New Tenure Track Faculty, By Discipline, Fall 2006

	Appointments	Other Higher Education*	Campus Lecturers	Other CSU Campus	Other/Unknown
Agriculture	18	66.7%	16.7%	0.0%	16.7%
Architecture	6	66.7%	16.7%	16.7%	0.0%
Business/Management	108	67.6%	6.5%	13.0%	13.0%
Communications	49	63.3%	12.2%	10.2%	14.3%
Education	85	62.4%	11.8%	15.3%	10.6%
Engineering	37	56.8%	13.5%	2.7%	27.0%
Family/Consumer Sciences	11	72.7%	0.0%	0.0%	27.3%
Fine Arts	72	63.9%	22.2%	6.9%	6.9%
Health Sciences	50	54.0%	24.0%	6.0%	16.0%
Letters	79	84.8%	10.1%	2.5%	2.5%
Math/Computer Science	43	86.0%	4.7%	2.3%	7.0%
Natural Sciences	85	72.9%	8.2%	3.5%	15.3%
Public Affairs	47	78.7%	8.5%	2.1%	10.6%
Social Sciences	179	72.6%	12.8%	4.5%	10.1%
Misc./Other	13	76.9%	0.0%	23.1%	0.0%
Percent of Total		70.1%	11.9%	6.8%	11.2%
All Disciplines	882	618	105	60	99

*Not in the CSU

Note: Percentages add across only; may not add to 100% due to rounding.

**Display 28 | Sources of New Tenure Track Faculty,
By Campus, Fall 2006**

	Appointments	Other Higher Education*	Campus Lecturers	Other CSU Campus	Other/Unknown
Bakersfield	17	70.6%	23.5%	0.0%	5.9%
Channel Islands	13	84.6%	7.7%	7.7%	0.0%
Chico	40	60.0%	20.0%	10.0%	10.0%
Dominguez Hills	9	66.7%	11.1%	0.0%	22.2%
East Bay	40	72.5%	20.0%	5.0%	2.5%
Fresno	62	45.2%	12.9%	1.6%	40.3%
Fullerton	90	64.4%	12.2%	11.1%	12.2%
Humboldt	28	82.1%	10.7%	7.1%	0.0%
Long Beach	77	71.4%	22.1%	6.5%	0.0%
Los Angeles	22	72.7%	9.1%	9.1%	9.1%
Maritime Academy	4	50.0%	25.0%	0.0%	25.0%
Monterey Bay	19	73.7%	15.8%	5.3%	5.3%
Northridge	50	74.0%	16.0%	6.0%	4.0%
Pomona	42	88.1%	2.4%	7.1%	2.4%
Sacramento	35	82.9%	5.7%	11.4%	0.0%
San Bernardino	39	69.2%	7.7%	7.7%	15.4%
San Diego	79	65.8%	10.1%	5.1%	19.0%
San Francisco	68	73.5%	7.4%	5.9%	13.2%
San Jose	38	81.6%	5.3%	10.5%	2.6%
San Luis Obispo	64	73.4%	10.9%	3.1%	12.5%
San Marcos	11	72.7%	9.1%	9.1%	9.1%
Sonoma	16	56.3%	6.3%	6.3%	31.3%
Stanislaus	19	68.4%	0.0%	15.8%	15.8%
Percent of Total		70.1%	11.9%	6.8%	11.2%
All Campuses	882	618	105	60	99

*Not in the CSU

Note: Percentages add across only and may not add to 100% due to rounding.

**Display 29 | Prior Higher Education Employers
(Non-CSU) of New Tenure Track Faculty, Fall 2006**

State	University/College Name	#
AK	University of Alaska	1
AL	Auburn University	1
	University of Alabama	1
	University of West Alabama	1
AR	University of Arkansas	1
AZ	Arizona State University	5
	Northcentral University	1
	Northern Arizona University	1
	University of Arizona	5
CA	Art Center College of Design	2
	Bethel College	1
	CA Institute of Technology	5
	California Baptist University	1
	California College of the Arts	1
	Center for Environmental Research	1
	Chapman University	2
	City College of San Francisco	1
	Claremont McKenna College	3
	College of the Canyons	1
	Crafton Hills College	1
	Diablo Valley College	1
	Foothill College	1
	John F. Kennedy University	1
	Kennedy-Western University	1
	Lawrence Berkeley Labs	2
	Loyola Marymount University	4
	Mills College	1
	Moorpark College	1
	National University	1
	Occidental College	1
	Pitzer College	1
	Pomona College	1
	Samuel Merritt College	3
	San Jose City College	1
	Santa Clara University	1
	Select University Technologies	1
	Shasta College	1
	Shepherd University	1
	St. Mary's College	1
	Stanford University	7
	UC	4
	UC Berkeley	16
	UC Davis	18
	UC Irvine	10
	UC Los Angeles	14
	UC Merced	1
	UC Riverside	4
	UC San Diego	10
	UC San Francisco	5
	UC Santa Barbara	8
	UC Santa Cruz	4
	University of La Verne	3
	University of Phoenix	1
	University of Redlands	2
	University of San Diego	4
	University of San Francisco	2
	University of Southern California	14
	University of the Pacific	2
	Vanguard University	1
	Whittier College	1
CO	Colorado State University	3
	Fort Lewis College	1
	Front Range Community College	1
	Metropolitan State College of Denver	1

State	University/College Name	#
	Regis University	1
	United States Airforce Academy	1
	University of Colorado	7
	University of Colorado, Boulder	1
	University of Denver	3
	University of Northern Colorado	1
CT	Central Connecticut State University	1
	Quinnipac University	1
	University of Connecticut	2
	Yale University	2
DC	American University	1
	Howard University	1
DE	University of Delaware	1
FL	Florida A&M University	1
	Florida Atlantic University	2
	Florida State University	5
	Sante Fe Community College	1
	University of Central Florida	2
	University of Florida	5
	University of Florida, Gainesville	1
	University of Miami	2
	University of Southern Florida, Tampa	1
	University of West Florida	1
GA	Armstrong Atlantic State University	1
	Augusta State University	1
	Emory University	1
	Georgia Institute of Technology	6
	Georgia State University	2
	Spellman College	1
	University of Albany	1
	University of Georgia	2
HI	University of Hawaii	4
	University of Hawaii, Manoa	1
IA	University of Iowa	4
ID	University of Idaho	1
IL	College of DuPage	1
	Dominican University	1
	Illinois Institute of Technology	1
	Illinois State University	2
	Loyola University Chicago	1
	Northern Illinois University	1
	Northwestern University	3
	Southern Illinois University	1
	Southern Illinois University, Carbondale	1
	University of Chicago	2
	University of Illinois	7
	University of Illinois, Urbana	1
	Westiva University	1
IN	Butler University	1
	DePauw University	1
	Indiana University	3
	Purdue University	1
	University of Notre Dame	1
KS	Kansas State University	2
	University of Kansas	1
KY	Eastern Kentucky University	1
	University of Kentucky	2
	Western Kentucky University	1
LA	Louisiana State University	1
	Louisiana Tech University	1
	Tulane University	2
	University of Louisiana	1
MA	Boston University	3
	Brandeis University	2
	Colby College	1
	Harvard University	3
	MIT	5

New Faculty Characteristics - The California State University

State	University/College Name	#
MA	Northeastern University	2
	Salem State College	1
	University of Massachusetts	3
	University of Massachusetts, Amherst	1
	University of Massachusetts, Boston	1
	Worcester Polytechnic Institute	1
MD	Babson College	1
	Bridgewater University	1
	Goucher College	1
	John Hopkins University	1
	Towson University	1
	University of Maryland	7
	University of Maryland, University College	1
MI	Kettering University	1
	Michigan State University	4
	Michigan Technological University	1
	Oakland University	1
	University of Michigan	4
	Wayne State University	2
	Western Michigan University	2
MN	Gustavus Adolphus College	2
	St. Cloud State University	1
	University of Minnesota	6
	University of St. Thomas	1
MO	Central Missouri State University	1
	Missouri State University	1
	Northwest Missouri State University	1
	University of Missouri	4
	Webster University	1
MS	Mississippi State University	1
	University of Mississippi	1
MT	Montana State University	3
	Rocky Mountain College	1
	University of Montana	1
NC	Appalachian State University, North Carolina	1
	Catawaba College	1
	Duke University	1
	East Carolina University	1
	North Carolina State University	2
	University of North Carolina	5
	University of North Carolina, Chapel Hill	1
	University of North Carolina, Charlotte	1
	University of North Carolina, Greensboro	1
North Dakota State University	1	
NE	Creighton University	1
	Metropolitan Community College	1
	University of Nebraska	1
	University of Nebraska, Lincoln	1
NH	University of New Hampshire	1
NJ	Kean University	1
	New Jersey Institute of Technology	1
	Princeton University	2
	Rutgers University	4
NM	New Mexico State University	1
	New Mexico Tech	1
	University of New Mexico	3
NV	Truckee Meadows Community College	1
	University of Nevada	1
	University of Nevada, Las Vegas	4
	University of Nevada, Reno	1
NY	Adelphi University	1
	Baruch College	1
	Clarkson University	1
	Columbia University	2
	Cornell University	2
	CUNY	1
	CUNY, Hunter	1
	Hobart and William Smith Colleges	1
	Long Island University	1
	Niagara University	1

State	University/College Name	#	
NY	Skidmore College	1	
	St. John Fisher College	1	
	St. John's University	1	
	St. Lawrence University	1	
	Stonybrook University	1	
	Syracuse University	1	
	Union College	1	
OH	Air Force Research Labs	1	
	Ashland University	1	
	Bluffton University	1	
	Bowling Green State University	2	
	Capital University	1	
	Case Western University	1	
	John Carroll University	1	
	Kent State University	2	
	Kenyon College	2	
	Ohio State University	7	
Xavier University	1		
OK	Cameron University	1	
	Oklahoma State University	1	
	University of Central Oklahoma	1	
	University of Oklahoma	2	
OR	University of Tulsa	2	
	Oregon State University	2	
	Portland State University	2	
PA	University of Oregon	4	
	Willamette University	1	
	Bryn Mawr College	1	
	Bucknell University	1	
PA	Haverford College	1	
	Kutztown University	1	
	Lafayette College	1	
	Millersville University	2	
	Neumann College	1	
	Pennsylvania State University	4	
	Pennsylvania State University, Erie	1	
	Thomas Jefferson University	1	
	University of Pennsylvania	2	
	University of Pittsburgh	3	
	Westminster College	1	
	RI	Brown University	1
		Rhode Island College	1
		Rhode Island School of Design	1
		Roger Williams University	1
University of Rhode Island		1	
SC	College of Charleston	1	
	University of South Carolina	1	
SD	South Dakota State University	1	
	University of South Dakota	1	
TN	University of Memphis	1	
	University of Tennessee	2	
	University of Tennessee, Martin	1	
	Vanderbilt University	2	
TX	McMurry University	1	
	Montgomery Community College	1	
	Sam Houston State University	1	
	Tarrant County College	1	
	Texas A&M University	5	
	Texas Christian University	1	
	Texas State University	3	
	Texas Tech University	2	
	Trinity University	1	
	University of Houston	5	
	University of Texas	4	
University of Texas, Arlington	1		
University of Texas, Austin	5		
University of Texas, Pan American	1		
University of Texas, San Antonio	1		
West Texas A&M University	1		
UT	University of Utah	5	

State	University/College Name	#
VA	Catholic University	1
	Old Dominion University	1
	Randolph-Macon College	1
	Shenandoah University	1
	University of Virginia	2
	Virginia Commonwealth University	1
	Virginia State University	1
Virginia Tech University	1	
VT	University of Vermont	1
WA	Carnegie Institute	1
	Eastern Washington University	2
	Seattle University	1
	University of Washington	7
WI	Marquette University	1
	University of Wisconsin	6
	University of Wisconsin, Madison	2
	University of Wisconsin, Whitewater	1
WY	University of Wyoming	2
Outside US	Cambridge University	1
	Charles Stuart University	1
	Emily Carr Institute	1
	Federal University of Santa Catarina, Brazil	1
	Frederick Institute of Technology	1
	Gwangju Institute of Science and Technology	1
	HEC School of Management	1
	Hong Kong Baptist University	1
	Hong Kong Polytechnic University	1
	InterCollege	1
	Macquarie University	1
	McGill University	1
	National Taiwan Normal University	1
	Queen's University	1
	Radboud University	1
	Sheffield University	1
	St. Croix College	1
	Trent University	1
	Tsinghua University	1
	University College of the Fraser Valley	1
	University of Aberdeen	1
	University of Alberta	1
	University of Calgary	1
	University of Central Lancashire	1
	University of Florence	1
	University of Genoble II	1
	University of Graz	1
	University of Groningen	1
	University of Guelph	1
	University of Jyväskylä	1
	University of Lausanne	1
	University of Manitoba	1
	University of Northern British Columbia	1
University of Puerto Rico	1	
University of Toronto	1	
University of Ulster	1	
University of Waterloo	2	
University of Windsor	1	
University of Winnipeg	1	
Warwick Business School	1	

Display 30 | Tenure Track Faculty Appointments, Gender and Ethnicity, by Discipline and Sub-Discipline, Fall 2006

Discipline	Sub-Discipline	White Males	Minority Males	Minority Females	White Females	Unknown Female	Unknown Males	Total Appts
Agriculture	Agriculture Business	40%	20%	0%	0%	0%	40%	5
	Natural Resources	50%	0%	0%	25%	0%	25%	4
	Animal & Plant Science	80%	0%	0%	0%	0%	20%	5
	Other Agriculture	25%	0%	0%	50%	0%	25%	4
Architecture	Architecture	67%	0%	17%	0%	0%	17%	6
Business/Management	Accounting	35%	9%	35%	4%	9%	9%	23
	Business Administration	8%	31%	15%	38%	8%	0%	13
	Finance/Business Law	35%	20%	30%	5%	5%	5%	20
	Management Information Systems	22%	22%	11%	11%	22%	11%	9
	Marketing	30%	30%	30%	0%	0%	10%	10
	Other Business/Management	36%	6%	24%	27%	0%	6%	33
Communications/Journalism	Communications	31%	0%	23%	46%	0%	0%	13
	Journalism	27%	9%	9%	36%	18%	0%	11
	Other Communications/Journalism	40%	20%	0%	20%	0%	20%	5
	Public Relations	67%	33%	0%	0%	0%	0%	3
	Radio/Film/Television	20%	20%	20%	40%	0%	0%	10
	Speech	0%	0%	43%	57%	0%	0%	7
Education	Counseling	31%	0%	23%	38%	8%	0%	13
	Education Administration	45%	9%	0%	45%	0%	0%	11
	Instructional Technology	33%	0%	33%	33%	0%	0%	6
	Kinesiology & Physical Education	23%	15%	31%	15%	8%	8%	13
	Other Education	10%	20%	20%	50%	0%	0%	10
	Special Education	13%	19%	13%	50%	0%	6%	16
	Teacher Education	25%	6%	13%	56%	0%	0%	16
Engineering	Civil Engineering	47%	18%	6%	12%	0%	18%	17
	Electrical Engineering	25%	50%	25%	0%	0%	0%	4
	Mechanical Engineering	20%	40%	20%	0%	0%	20%	5
	Other Engineering	73%	9%	0%	9%	9%	0%	11
Family/Consumer Sciences	Family/Consumer Sciences	18%	0%	45%	36%	0%	0%	11
Fine Arts	Art	32%	9%	5%	36%	14%	5%	22
	Music	50%	13%	6%	19%	6%	6%	16
	Other Fine Arts	23%	8%	15%	31%	0%	23%	13
	Theatre & Dance	33%	19%	10%	38%	0%	0%	21

New Faculty Characteristics - The California State University

Discipline	Sub-Discipline	White Males	Minority Males	Minority Females	White Females	Unknown Female	Unknown Males	Total Appts
	Health & Safety	25%	25%	25%	0%	0%	25%	4
	Nursing	9%	3%	15%	68%	6%	0%	34
	Other Health Sciences	18%	9%	0%	55%	18%	0%	11
	Physical Therapy	100%	0%	0%	0%	0%	0%	1
Letters/Humanities	English & Literature	23%	10%	20%	30%	10%	7%	30
	Foreign Languages	33%	13%	40%	13%	0%	0%	15
	Other Letters/Humanities	25%	8%	42%	17%	8%	0%	12
	Philosophy/Religious Studies	30%	25%	30%	5%	5%	5%	20
	Rhetoric	0%	100%	0%	0%	0%	0%	2
Math/Computer Science	Computer Science	21%	29%	29%	14%	0%	7%	14
	Mathematics	41%	17%	0%	24%	7%	10%	29
Misc./Other	Misc./Other	31%	31%	8%	15%	15%	0%	13
Natural Sciences	Biology	41%	15%	11%	11%	0%	22%	27
	Chemistry	35%	27%	15%	19%	0%	4%	26
	Geology/Earth Sciences	33%	0%	8%	33%	8%	17%	12
	Other Natural Sciences	33%	0%	17%	17%	0%	33%	6
	Physics & Astronomy	57%	7%	0%	14%	0%	21%	14
Public Affairs	Criminal Justice	40%	13%	0%	47%	0%	0%	15
	Other Public Affairs	0%	0%	0%	100%	0%	0%	3
	Public Administration & Planning	40%	0%	0%	40%	0%	20%	5
	Recreation	56%	11%	11%	22%	0%	0%	9
	Social Work	7%	27%	33%	33%	0%	0%	15
Social/Behavioral Sciences	Anthropology	60%	0%	0%	20%	0%	20%	5
	Economics	20%	20%	20%	20%	10%	10%	10
	Gender, Ethnic, & Area Studies	9%	17%	35%	30%	9%	0%	23
	Geography	38%	0%	15%	38%	8%	0%	13
	History	38%	10%	7%	31%	7%	7%	29
	Other Social/Behavioral Sciences	47%	13%	7%	33%	0%	0%	15
	Political Science	42%	8%	21%	17%	4%	8%	24
	Psychology	10%	18%	15%	51%	0%	5%	39
	Sociology	5%	19%	19%	10%	33%	14%	21
Grand Total		30%	14%	17%	28%	5%	7%	882

Notes: (1) 102 individuals whose ethnic background was Other/Unknown are included in the Appts. column, but are excluded from the rest of the table.

(2) Minority Males includes 2 Native American males.

(3) Minority Females includes 1 Native American female.

Non-Reappointments & Tenure Denials

- The California State University -

Display 31 | Non-Reappointments and Tenure Denials of Probationary Faculty, By Discipline, Academic Year 2005-2006

	Non-Reappointments and Tenure Denials
Agriculture	1
Architecture	0
Business/Management	4
Communications	0
Education	3
Engineering	3
Family/Consumer Sciences	1
Fine Arts	3
Health Sciences	2
Letters	3
Math/Computer Science	2
Natural Sciences	1
Public Affairs	1
Social Sciences	4
Misc./Other	2
All Disciplines	30

Display 32 | Non-Reappointments and Tenure Denials of Probationary Faculty, By Campus, Academic Year 2005-2006

	Non-Reappointments and Tenure Denials
Bakersfield	0
Channel Islands	0
Chico	0
Dominguez Hills	2
East Bay	0
Fresno	1
Fullerton	5
Humboldt	0
Long Beach	3
Los Angeles	0
Maritime Academy	0
Monterey Bay	0
Northridge	1
Pomona	6
Sacramento	1
San Bernardino	0
San Diego	7
San Francisco	1
San Jose	0
San Luis Obispo	2
San Marcos	1
Sonoma	0
Stanislaus	0
All Campuses	30

Display 33 | Resignations of Tenured and Probationary Faculty, By Campus, Academic Year 2005-2006

	Resignations			As % of all Tenure Track Faculty
	Probationary	Tenured	Total	
Bakersfield	5	2	7	3.0%
Channel Islands	1	0	1	1.9%
Chico	3	11	14	2.7%
Dominguez Hills	5	0	5	1.8%
East Bay	0	3	3	0.9%
Fresno	5	4	9	1.7%
Fullerton	15	4	19	3.0%
Humboldt	3	0	3	1.1%
Long Beach	19	6	25	3.1%
Los Angeles	1	1	2	0.4%
Maritime Academy	3	1	4	9.3%
Monterey Bay	2	1	3	3.4%
Northridge	15	4	19	2.6%
Pomona	3	5	8	1.4%
Sacramento	19	3	22	2.8%
San Bernardino	11	3	14	3.6%
San Diego	17	9	26	3.2%
San Francisco	16	5	21	2.8%
San Jose	12	0	12	1.7%
San Luis Obispo	6	4	10	1.6%
San Marcos	0	1	1	0.5%
Sonoma	2	1	3	1.2%
Stanislaus	3	1	4	1.6%
All Campuses	166	69	235	2.3%