



2000

Report on Faculty Recruitment Survey

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Human Resources

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Executive Summary

CSU campuses recruited more tenure track faculty in Fall 2000 than they had in nearly a decade. This accelerated recruitment activity followed two years of sizable increases in the number of searches initiated, but in contrast to the previous years, also met with an increase in success rate. Business/Management related disciplines, as well as Mathematics/Computer Sciences disciplines, Teacher Education, and Special Education, continued to have lower success rates relative to other disciplines. New tenure track faculty were recruited from across the nation as well as internationally. Approximately 16 percent of new tenure track faculty were previously employed as lecturers by the campus to which they were hired, and an additional 5 percent were previously employed at other CSU campuses (although it was unknown whether they were employed in lecturer or tenure track positions). A slight majority of newly recruited faculty were men (52 percent). There were relatively few tenured and probationary faculty resignations (1.4 percent of all tenured and probationary faculty) during this recruitment cycle, indicating that the CSU was highly successful in retaining faculty.

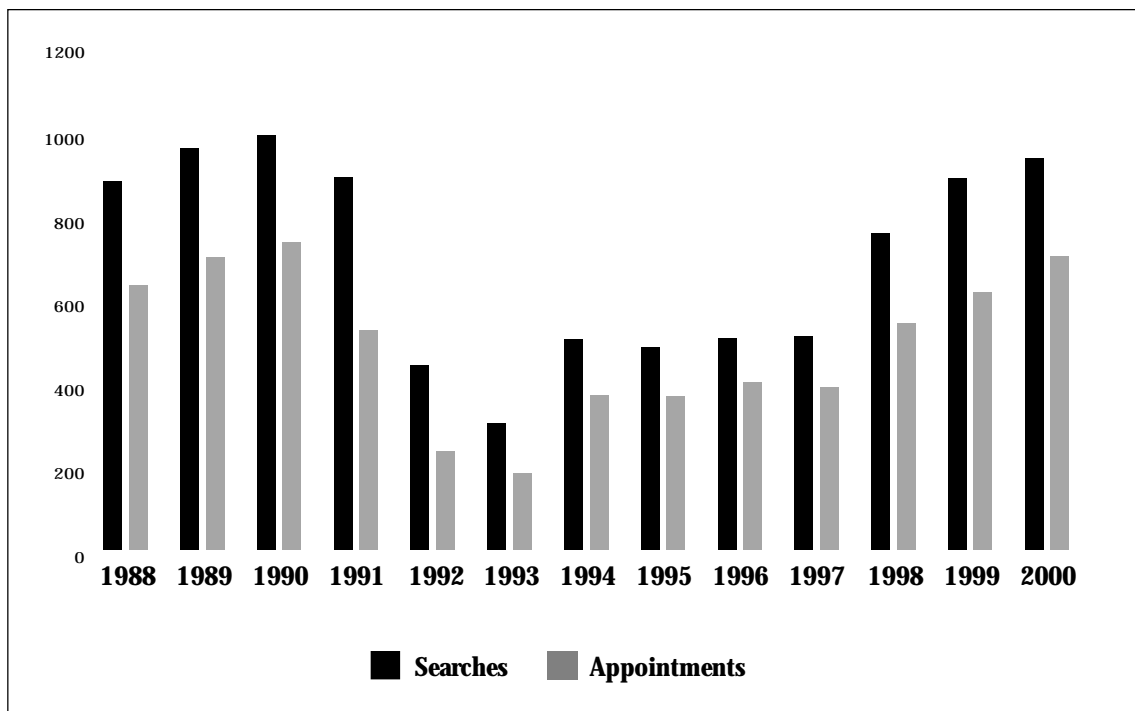
Introduction

This report presents information on the recruitment of tenure track faculty at campuses of the California State University (CSU). Its focus is on searches conducted for openings available in Fall 2000, but also considers some data from prior years. It is based on surveys that the Office of the Chancellor has conducted since 1988 to provide the CSU with information about the successes and difficulties encountered in recruiting tenure track faculty. The report addresses the rate of success experienced by the campuses in recruiting new faculty and the gender and ethnic composition of these new faculty. It also presents information on the salaries paid to new tenure track faculty and reports the colleges and universities from which they were recruited. In addition, information on the number of applications for open positions and data on faculty resignations are included in this report for the first time. While previous reports on the Faculty Recruitment Survey have typically covered a two-year period, it should be noted that the current report covers only a single recruitment cycle.

Searches and Appointments

Since 1988, CSU campuses have initiated some 9,063 searches for tenure track faculty and have made 6,407 tenure track appointments. As shown in *Figure A*, the number of searches and appointments rose steadily during the early years of the survey reaching a peak in 1990 when 736 appointments were made. The number of searches and appointments then fell dramatically as the financial resources of the campuses declined and campuses were compelled to reduce their staffing of faculty and other personnel. The low point was reached in 1993 when only 302 searches were initiated and 184 appointments were made, or only one-fourth the number of appointments made in 1990.

Table A	CSU Tenure Track Faculty Recruitments,
	Fall 1988-2000



Faculty recruitment activity rebounded in 1994 with some 500 searches initiated and continued at that level for the next three years. In 1998 and 1999, recruitment activity substantially increased. This acceleration of recruitment activity continued in 2000, with 937 searches initiated and 704 appointments reported. While increased recruitment activity was met with a decline in success rates during both 1998 and 1999, success rates rebounded in the year 2000.

Table 1 (on page 3) below shows the number of tenure track appointments reported by each campus over the five-year period from 1996 to 2000. In that time, 2,652 appointments were effected.

Table 1	Tenure Track Faculty Appointments
	Reported by CSU Campuses, Fall 1996-2000

	Fall 96	Fall 97	Fall 98	Fall 99	Fall 00	5-Yr. Total
Bakersfield	10	9	15	12	22	68
Chico	9	9	33	49	39	139
Dominguez Hills	7	5	12	18	9	51
Fresno	21	21	22	45	40	149
Fullerton	17	16	36	37	53	159
Hayward	11	7	19	22	19	78
Humboldt	9	14	23	13	17	76
Long Beach	29	24	33	52	68	206
Los Angeles	17	39	36	31	24	147
Maritime Academy	1	—	—	1	6	8
Monterey Bay	31	5	3	4	14	57
Northridge	14	27	40	46	68	195
Pomona	15	13	21	32	40	121
Sacramento	21	22	38	34	40	155
San Bernardino	18	4	18	21	26	87
San Diego	36	47	28	60	71	242
San Francisco	44	33	34	36	29	176
San José	15	25	53	36	47	176
San Luis Obispo	24	40	32	43	26	165
San Marcos	30	15	14	7	11	77
Sonoma	10	10	26	12	19	77
Stanislaus	12	3	7	5	16	43
Total Appointments	401	388	543	616	704	2,652
Number of Searches	506	511	759	889	937	3,602
Systemwide Success Rate	79.2%	75.9%	71.5%	69.3%	75.1%	74.1%

In *Table 2*, we examine more closely the rate of success for each campus in completing searches with tenure track appointments during the 2000 recruitment cycle. The rate of success, that is, the ratio of appointments made to searches initiated, is a function of many factors. It depends upon the degree of competition for faculty in particular disciplines; the relative attractiveness and prestige of CSU campuses and academic departments; CSU faculty salaries and working conditions, including research opportunities and support; and also the cost of living, especially housing, that candidates must confront. Finally it also depends upon the availability of adequate resources to conduct an appropriate search to its conclusion and, of course, to fund a position.

Table 2 also lists the total applications received by each campus and the average number of applications submitted per search.

Table 2	Tenure Track Faculty Searches, Appointments, and Applications
	Reported by CSU Campuses, Fall 2000

Campus	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Bakersfield	35	22	62.9%	765	22
Chico	46	39	84.8%	1,282	28
Dominguez Hills	22	9	40.9%	643	29
Fresno	54	40	74.1%	801	15
Fullerton	67	53	79.1%	1,618	24
Hayward	22	19	86.4%	738	34
Humboldt	18	17	94.4%	626	35
Long Beach	86	68	79.1%	1,625	19
Los Angeles	39	24	61.5%	934	24
Maritime Academy	7	6	85.7%	103	15
Monterey Bay	14	14	100.0%	494	35
Northridge	83	68	81.9%	4,603	55
Pomona	55	40	72.7%	740	13
Sacramento	52	40	76.9%	944	18
San Bernardino	34	26	76.5%	982	29
San Diego	94	71	75.5%	2,439	26
San Francisco	43	29	67.4%	1,323	31
San José	74	47	63.5%	1,248	17
San Luis Obispo	37	26	70.3%	957	26
San Marcos	14	11	78.6%	865	62
Sonoma	19	19	100.0%	788	41
Stanislaus	22	16	72.7%	541	25
All Campuses	937	704	75.1%	25,059	27

Two campuses (Monterey Bay and Sonoma) successfully filled all positions for which they had conducted searches. This is particularly noteworthy for the Monterey Bay campus, which had a total success rate of only 39 percent over the past two years. When compared to the 1998 and 1999 cycles combined, success rates increased for 14 campuses during 2000 and declined for 8 campuses. The average success rate for all campuses increased from 70 percent (1998 and 1999 combined) to 75 percent (2000).

Some campuses located in the San Francisco and Los Angeles metropolitan areas continued to have relatively less success in recruiting new faculty than did rural campuses. However, several Los Angeles area campuses (e.g., Fullerton, Northridge) experienced substantial improvements in success rates over previous years.

In addition, campuses that initiated a relatively large number of searches for faculty in Education related disciplines generally had lower success rates (although there were exceptions to this pattern).

Northridge and San Diego reported the highest overall number of applications. These two campuses accounted for nearly 30 percent of all applications, with Northridge alone accounting for almost 20 percent. San Marcos received the most applications per search (62), followed by Northridge (55). Pomona, Maritime Academy, and Fresno received the fewest applications per search (17, 15, and 15, respectively).

Table 3 examines the rate of success in filling positions by groups of academic disciplines. As is evident from the table, the probability of success varies widely depending upon the academic area in which a search is conducted. The most successful areas, that is, departments in Natural Sciences, Social Sciences, and Fine Arts have approximately a 20 percent to 40 percent advantage over the least successful areas (Architecture, Mathematics/Computer Sciences, and Business/Management).

Departments in Social Sciences and Letters received the highest overall number of applications, together accounting for approximately 44 percent of all applications. Departments in Letters received the highest number of applications per search (53). Health Sciences and Agriculture departments received the fewest applications per search (4 and 7, respectively).

Table 3	Tenure Track Faculty Searches, Appointments, and Applications
	Reported by Groups of Disciplines, Fall 2000

	Searches	Appointments	Success Rate	Total Applications	Average Applications per Search
Natural Sciences	71	68	95.8%	2,677	38
Social Sciences	161	136	84.5%	6,014	37
Fine Arts	62	52	83.9%	1,929	31
Public Affairs	52	42	80.8%	719	14
Communications	29	24	82.8%	599	21
Letters	93	75	80.6%	4,927	53
Engineering	37	29	78.4%	832	22
Home Economics	13	10	76.9%	124	10
Health Sciences	34	23	67.6%	143	4
Education	192	123	64.1%	2,196	11
Agriculture	14	9	64.3%	97	7
Business & Management	95	58	61.1%	2,294	24
Mathematics & Computer Sci.	65	39	60.0%	2,060	32
Architecture	6	3	50.0%	74	12
Misc./Other	13	13	100.0%	374	29
All Fields	937	704	75.1%	25,059	27

To obtain a more detailed picture of the relative difficulty of hiring faculty in different academic fields, please turn to *Appendix A*. The appendix reflects the complexity and specificity of hiring difficulty. For example, faculty recruitment in Public Affairs related disciplines resulted in an overall success rate of 81 percent, but success rates ranged from a high of 93 percent (Criminal Justice) to a low of 50 percent (Recreation Administration). Similarly, Education related disciplines experienced a wide range of success rates from a high of 75 percent (Instructional Technology) to a low of 59 percent (Teacher Education, Special Education).

Faculty Diversity

Part of the information obtained through the Faculty Recruitment Survey is the gender and ethnicity of persons securing a tenure track appointment. *Table 4* below shows for each campus the number of appointments made in Fall 2000 and the percentage of white males, minority males, minority females, and white females.

Table 4	Number of Tenure Track Appointments and Percentages
	Reported by Gender and Ethnic Groupings, Fall 2000

	Number of Appointments	White Males	Minority Males	Minority Females	White Females
Bakersfield	22	32%	23%	0%	45%
Chico	39	56%	5%	8%	31%
Dominguez Hills	9	22%	33%	0%	44%
Fresno	40	58%	3%	0%	40%
Fullerton	53	34%	21%	19%	26%
Hayward	19	37%	0%	21%	42%
Humboldt	17	59%	0%	6%	35%
Long Beach	68	35%	13%	19%	32%
Los Angeles	24	25%	21%	8%	46%
Maritime Academy	6	67%	0%	0%	33%
Monterey Bay	14	29%	21%	7%	43%
Northridge	68	32%	13%	18%	37%
Pomona	40	45%	18%	5%	33%
Sacramento	40	25%	23%	13%	40%
San Bernardino	26	27%	15%	8%	50%
San Diego	71	39%	20%	17%	24%
San Francisco	29	34%	21%	28%	24%
San José	47	30%	23%	21%	28%
San Luis Obispo	26	50%	8%	12%	31%
San Marcos	11	36%	0%	18%	45%
Sonoma	19	21%	5%	5%	68%
Stanislaus	16	25%	25%	25%	25%
Percent of Total		37%	15%	13%	35%
Number	704	261	106	92	245

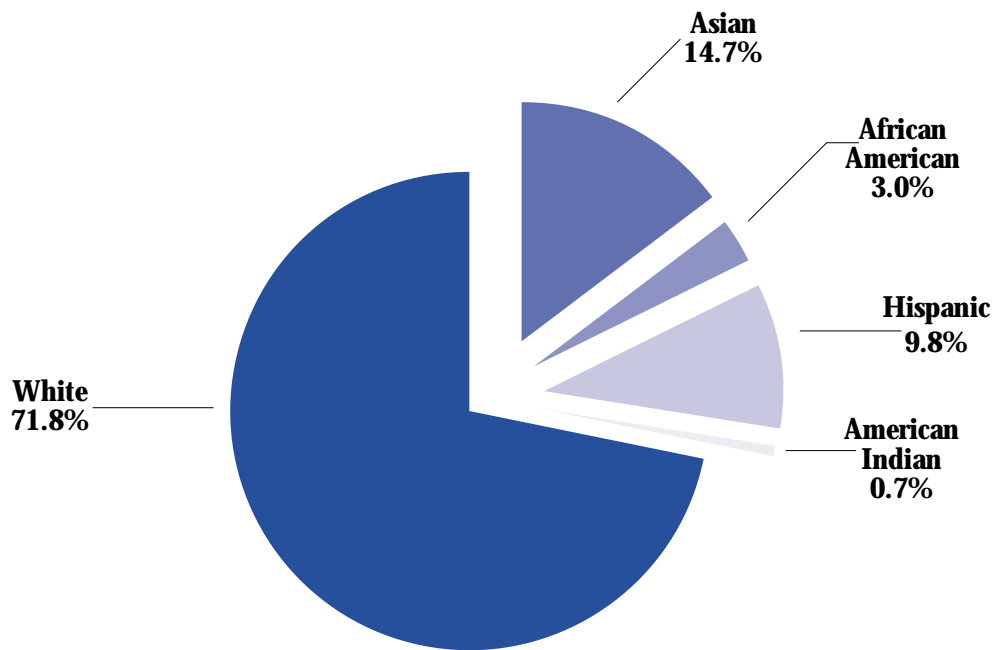
Note: (1) Twelve persons of unknown ethnicity were counted among whites.

(2) Percentages add across only; may not add to 100% because of rounding.

Among the 704 appointments, men were in a slight majority, and minorities were 28 percent. White males comprised 37 percent of new appointees. Stanislaus, San José, San Francisco, and Fullerton recruited the highest proportion (40 percent or more) of minority faculty. Maritime Academy, Fresno, and Humboldt recruited relatively fewer minority faculty than other campuses. At five campuses (Chico, Fresno, Humboldt, Maritime Academy, and San Luis Obispo), 50 percent or more of the new faculty were white males. (Among CSU full-time, tenured faculty, in Fall 2000, 53 percent were white males, 15 percent were minority males, 6 percent were minority females, and 25 percent were white females).

The ethnic composition of new faculty hired for Fall 2000 is reflected graphically in *Figure B*. It shows that 28 percent of new appointees were ethnic minorities. Asians comprised the largest minority group with 14.7 percent, followed by Hispanics with 9.8 percent, African Americans with 3.0 percent, and American Indians with 0.7 percent. [Among persons earning their doctorates in the 1995-1999 period across the United States 10.5 percent were Asians; 5.0 percent, African Americans; 3.8 percent, Hispanic; and 0.6 percent, American Indians. (Source: National Research Council, Research Doctorates Awarded to U.S. Citizens and Permanent Residents).]

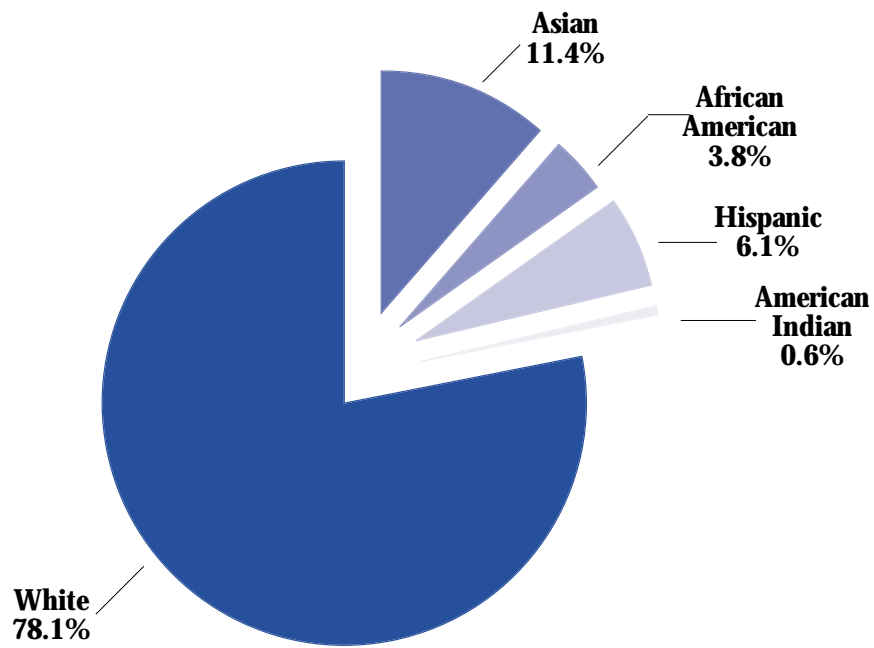
Figure B	New Tenure Track Faculty Appointments
	by Ethnicity, Fall 2000



Note: Twelve persons of unknown ethnicity were counted among whites.

In contrast to the ethnic composition of persons appointed in recent searches, *Figure C* below shows the proportions of different ethnic groups among CSU *full-time, tenured* faculty. All together, ethnic minorities comprised 21.9 percent of the tenured faculty in Fall 2000: African Americans were 3.8 percent; Asians, 11.4 percent; Hispanics, 6.1 percent; and American Indians, 0.6 percent. Whites accounted for 78.1 percent.

Figure C	Minority Faculty
	as Percentage of Full-time Tenured Faculty, Fall 2000



Note: Twelve persons of unknown ethnicity were counted among whites.

Table 5 below shows the proportion of new appointments at each campus that were in different minority groups during the year 2000 recruitment cycle. The San José and San Francisco campuses both had over 25 percent of their appointments occur among Asians. Appointments of African Americans reached 14 percent or more at Dominguez Hills and Monterey Bay. At Stanislaus, 31 percent of appointments were filled by Hispanics; and Northridge, San Diego, San Luis Obispo, and Sacramento each had 15 percent or more of new appointments occurring among new Hispanic faculty.

At three campuses (Fresno, Humboldt, and Maritime Academy), minorities comprised less than 6 percent of all appointments.

Table 5	Minority Appointments as Percentage of All Tenure Track
	Appointments by Campus, Fall 2000

	Number of Appointments	Asian	African American	Hispanic	Total Minorities
Bakersfield	22	13.6%	4.5%	4.5%	22.7%
Chico	39	10.3%	0.0%	2.6%	12.8%
Dominguez Hills	9	11.1%	22.2%	0.0%	33.3%
Fresno	40	0.0%	0.0%	2.5%	2.5%
Fullerton	53	20.8%	3.8%	13.2%	39.6%
Hayward	19	10.5%	10.5%	0.0%	21.1%
Humboldt	17	5.9%	0.0%	0.0%	5.9%
Long Beach	68	16.2%	4.4%	11.8%	32.4%
Los Angeles	24	20.8%	4.2%	4.2%	29.2%
Maritime Academy	6	0.0%	0.0%	0.0%	0.0%
Monterey Bay	14	7.1%	14.3%	7.1%	28.6%
Northridge	68	10.3%	1.5%	16.2%	30.9%
Pomona	40	20.0%	0.0%	2.5%	22.5%
Sacramento	40	15.0%	5.0%	15.0%	35.0%
San Bernardino	26	11.5%	7.7%	3.8%	23.1%
San Diego	71	19.7%	1.4%	15.5%	36.6%
San Francisco	29	27.6%	0.0%	13.8%	41.4%
San José	47	29.8%	2.1%	8.5%	42.6%
San Luis Obispo	26	3.8%	0.0%	15.4%	19.2%
San Marcos	11	9.1%	0.0%	9.1%	18.2%
Sonoma	19	0.0%	0.0%	5.3%	10.5%
Stanislaus	16	12.5%	6.3%	31.3%	50.0%
Percent of Total		14.6%	3.0%	9.8%	28.1%
Number	704	103	21	69	198

Note: (1) Total Minorities includes five American Indians but excludes 12 persons whose ethnicity was not established.

(2) Percentages add across only; may not add to 100% because of rounding.

Table 6	Percentage Tenure Track Appointments by Gender and Ethnic
	Groupings, by Groups of Disciplines, Fall 2000

	Number of Appointments	White Males	Minority Males	Minority Females	White Females
Fine Arts	52	38%	13%	10%	38%
Letters	75	31%	16%	16%	37%
Natural Sciences	68	66%	7%	9%	18%
Math & Computer Sciences	39	46%	23%	3%	28%
Social Sciences	136	35%	13%	17%	36%
Agriculture	9	89%	11%	0%	0%
Architecture	3	67%	0%	0%	33%
Communications	24	21%	17%	4%	58%
Business & Management	58	41%	16%	9%	34%
Education	123	32%	14%	15%	39%
Engineering	29	48%	34%	17%	0%
Health Sciences	23	17%	9%	13%	61%
Home Economics	10	10%	0%	40%	50%
Public Affairs	42	19%	26%	17%	38%
Misc./Other	13	23%	15%	8%	54%
Percent of Total		37%	15%	13%	35%
Number	704	261	106	92	245

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

Table 6 above and Table 7 below look at the gender and ethnicity of new faculty by groups of disciplines. No women were appointed to positions in Agriculture. Conversely, female appointments predominated in Home Economics and Health Sciences.

Table 7	Percentage Tenure Track Appointments by Ethnic Minority,
	by Groups of Disciplines, Fall 2000

	Number of Appointments	Asian	African American	Hispanic	Total Minorities
Fine Arts	52	11.5%	7.7%	1.9%	23.1%
Letters	75	10.7%	1.3%	18.7%	32.0%
Natural Sciences	68	7.4%	2.9%	5.9%	16.2%
Mathematics & Computer Sci.	39	12.8%	0.0%	12.8%	25.6%
Social Sciences	136	11.8%	2.9%	13.2%	29.4%
Agriculture	9	0.0%	0.0%	11.1%	11.1%
Architecture	3	0.0%	0.0%	0.0%	0.0%
Communications	24	8.3%	4.2%	8.3%	20.8%
Business & Management	58	19.0%	0.0%	5.2%	24.1%
Education	123	15.4%	4.1%	8.9%	29.3%
Engineering	29	44.8%	0.0%	6.9%	51.7%
Health Sciences	23	13.0%	4.3%	4.3%	21.7%
Home Economics	10	40.0%	0.0%	0.0%	40.0%
Public Affairs	42	23.8%	7.1%	11.9%	42.9%
Misc./Other	13	7.7%	0.0%	15.4%	23.1%
Total		14.6%	3.0%	9.8%	28.1%
Number	704	103	21	69	198

Note: (1) Percentages add across only; may not add to 100% because of rounding.

(2) Total Minorities includes five American Indians but excludes 12 persons whose ethnicity was not established.

With respect to specific ethnic groups, no Asians were appointed in either Agriculture or Architecture. African Americans were not appointed in Mathematics/Computer Sciences, Agriculture, Architecture, Business/Management, Engineering, or Home Economics. No Hispanic faculty were hired by Architecture or Home Economics departments. It should be noted that in three academic areas in which few minorities were appointed (Home Economics, Agriculture, and Architecture), there were 10 or fewer appointments made in 2000. *Appendix B* presents a more detailed view of recruitment by gender and ethnicity by academic field for the 2000 recruitment cycle.

Faculty Pay

Faculty recruited for Fall 2000 were paid, on average, \$52,402. This represents a 4 percent increase from the average pay for faculty recruited for Fall 1999. The average salaries paid at each campus are shown in *Table 8* below.

Table 8	Average Salaries Paid
	to New Tenure Track Faculty, by Campus

	Fall 2000
Bakersfield	\$50,511
Chico	\$47,256
Dominguez Hills	\$55,273
Fresno	\$48,747
Fullerton	\$51,819
Hayward	\$54,616
Humboldt	\$48,790
Long Beach	\$54,469
Los Angeles	\$56,199
Maritime Academy	\$44,450
Monterey Bay	\$58,650
Northridge	\$47,990
Pomona	\$53,084
Sacramento	\$48,079
San Bernardino	\$50,721
San Diego	\$56,575
San Francisco	\$58,650
San José	\$56,131
San Luis Obispo	\$57,278
San Marcos	\$51,418
Sonoma	\$52,521
Stanislaus	\$43,649
All Appointments	\$52,402

Campuses that paid salaries higher than the systemwide average for new faculty were Dominguez Hills, Hayward, Long Beach, Los Angeles, Monterey Bay, Pomona, San Diego, San Francisco, San José, and San Luis Obispo.

Table 9 shows the average salary paid to new faculty and the number of appointments made at each rank.

Table 9	Average Salaries Paid to New Tenure Track Faculty
	Systemwide, by Rank

	Number	Salary
Assistant Professor	569	\$48,763
Associate Professor	96	\$63,913
Professor	36	\$79,848
Instructor*	3	\$44,904
All Appointments	704	\$52,402

* All three new faculty hired at the level of Instructor were appointed to positions at California Maritime Academy.

Out of the 704 appointments effected, the great majority (81 percent) occurred at the Assistant Professor rank. For that reason, the table below on salaries by disciplinary groupings is limited to Assistant Professor appointments. It indicates that faculty in different fields command different salaries. Faculty hired by Business/Management, Engineering, and Mathematics/Computer Science departments, in particular, received, on average, higher salaries than faculty in most other disciplines. We underlined on average because faculty were appointed in a wide range of salaries, subject to campus priorities and resources as well as the individual capabilities of candidates.

Table 10	Average Salaries Paid to New Assistant Professors
	Systemwide, by Groups of Disciplines

Fine Arts	\$45,890
Letters	\$44,476
Natural Sciences	\$48,740
Mathematics & Computer Sci.	\$53,270
Social Sciences	\$45,995
Agriculture	\$49,279
Architecture	\$51,360
Communications	\$47,060
Business & Management	\$65,149
Education	\$48,651
Engineering	\$56,636
Health Sciences	\$49,592
Home Economics	\$46,124
Public Affairs	\$50,714
Misc./Other	\$46,721
All Disciplines Combined	\$48,763

The *highest* average pay in an academic discipline for new CSU Assistant Professors was roughly 50 percent greater than the lowest average pay for a discipline. Such differences are not atypical in higher education. We compared the CSU salary differentials from the overall average by field with the differentials reported for Assistant Professors by discipline by the National Association of State Universities and Land Grant Colleges (NASULGC). For the same disciplines as in the CSU, the NASULGC data reflects a range of 209 percent from the lowest to highest paid field, among assistant professors, reflecting a broader range of salaries. Yet there is considerable convergence between the CSU and these national data on the variations from the average. That is, in 36 of the 45 fields that could be evaluated, the CSU data reflected variation in the same direction (lower or higher than the average) as the NASULGC data; in eight fields the CSU reflected higher than average pay where NASULGC was lower than average, and in one field the converse was true.

Also note that the fields where faculty obtained higher than average pay typically, though not invariably, were fields with lower rates of recruitment success (for example, Business/Management related fields and Mathematics/Computer Sciences fields). More detailed information on salaries by academic disciplines is presented in *Appendix C*.

Table 11	Salaries Paid to Female and Male
	New Tenure Track Faculty, Systemwide

	Average Salaries	As % of Rank Average
Assistant Professor		
Female	\$47,972	98.4%
Male	\$49,568	101.7%
Female and Male	\$48,763	100.0%
Associate Professor		
Female	\$62,558	97.9%
Male	\$64,802	101.4%
Female and Male	\$63,914	100.0%
Professor		
Female	\$72,956	91.4%
Male	\$83,294	104.3%
Female and Male	\$79,848	100.0%
All Ranks Combined		
Female	\$50,506	96.4%
Male	\$54,143	103.3%
Female and Male	\$52,402	100.0%

As is evident from *Table 11* above, women faculty on average were paid slightly less than men faculty at every rank, as well as overall, though many women (and men) were paid above the averages reported. The greatest divergence occurred with respect to faculty appointed at the Professor level, where women were paid 91.4 percent of the average paid to new Professors. These differences, which are small compared with salary variations among those of the same sex, may be due to the higher salaries paid nationally to faculty in Business, Engineering, and Computer Science, fields in which men comprise a majority of candidates.

Appendix D reviews starting salaries by gender and discipline for Assistant Professors appointed in Fall 2000 to identify where men or women obtained a higher *average* starting salary. Women secured a higher average starting salary in 20 disciplines, and men had a higher average starting salary in 27 disciplines. If persons of only one gender were appointed, that gender was considered to have received a higher starting salary.

Table 12 below indicates that Asian faculty on average were paid slightly more than other newly appointed tenure track faculty, though again many faculty in other ethnic groups were paid above the averages reported. The likely principal reason for the somewhat higher salaries paid to Asian faculty is their more frequent appointment in disciplines such as Business and Management, Engineering, and Computer Science.

Table 12	Average Salaries
	of New Tenure Track Faculty, by Ethnicity

	Assist Prof. Only	As % of Average
Asian	\$49,818	103.2%
African American	\$46,977	96.3%
Hispanic	\$48,534	99.5%
White	\$48,647	99.8%
All New Assist. Profs.	\$48,763	100.0%

	All Ranks Combined	As % of Average
Asian	\$54,090	103.2%
African American	\$50,004	95.4%
Hispanic	\$51,019	97.4%
White	\$52,380	99.9%
All New Hires	\$52,402	100.0%

Faculty Sources

To establish where new faculty were employed prior to their CSU tenure track appointment, campuses were requested to indicate the name of the most recent employer of the candidate selected for appointment. Note that, except for those recruited from within the campus, the nature of that employment was not established; thus, the information obtained relates to persons serving in faculty positions as well as in other types of employment, such as postdoctoral fellows, teaching assistants, or adjunct faculty.

Table 13 below shows the number of newly recruited faculty by their prior employer at the time of their recruitment. The majority (70 percent) were employed at other non-CSU higher education institutions prior to their appointment. Approximately 16 percent were previously employed as lecturers by the campus where they were hired, and 5 percent were employed by other CSU campuses.

Table 13	Sources of CSU New Tenure Track Faculty Recruited
	for Fall 2000

	Number	% of Total
Other Higher Education*	496	70%
Lecturer Appts.	116	16%
Other CSU Campus	37	5%
Other/Unknown	55	8%
	704	

*Not in the CSU

Table 14	Sources of New Tenure Track Faculty
	for Fall 2000 (Percentage by Campus)

	Number	Campus Lecturers	Other CSU Campus	Other Higher Education *	Other/Unknown
Bakersfield	22	18%	5%	55%	23%
Chico	39	3%	0%	87%	10%
Dominguez Hills	9	22%	0%	67%	11%
Fresno	40	13%	3%	73%	13%
Fullerton	53	19%	8%	68%	6%
Hayward	19	5%	5%	84%	5%
Humboldt	17	6%	0%	94%	0%
Long Beach	68	31%	7%	57%	4%
Los Angeles	24	8%	8%	75%	8%
Maritime Academy	6	17%	0%	67%	17%
Monterey Bay	14	7%	7%	86%	0%
Northridge	68	9%	6%	85%	0%
Pomona	40	23%	10%	68%	0%
Sacramento	40	13%	5%	65%	18%
San Bernardino	26	15%	8%	69%	8%
San Diego	71	20%	4%	70%	6%
San Francisco	29	0%	3%	93%	3%
San José	47	23%	2%	66%	9%
San Luis Obispo	26	23%	0%	54%	23%
San Marcos	11	9%	0%	91%	0%
Sonoma	18	17%	22%	56%	6%
Stanislaus	16	50%	6%	25%	19%
Percent of Total		16%	5%	70%	8%
Number	704	116	37	496	55

*Not in the CSU

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

Table 14 above and *Table 15* on page 17 show, respectively, the sources of new faculty by campus and by disciplinary groupings. Humboldt, San Francisco, and San Marcos recruited the highest proportion of new faculty from other (non-CSU) higher education sources, while Stanislaus and Long Beach had the most recruitment from within the CSU system. In terms of disciplines, Home Economics, Engineering, and Mathematics/Computer Sciences departments all recruited greater than four out of five new faculty from other (non-CSU) higher education sources. Health Sciences departments (including Nursing), Fine Arts, and Agriculture (as well as Architecture with a handful of appointments) recruited one-third or more from lecturer ranks or from other CSU campuses.

Table 15	Sources of New Tenure Track Faculty
	for Fall 2000 (Percentage by Groups of Disciplines)

	Appts. No.	Campus Lecturers	Other CSU Campus	Other Higher Education *	Other/Unknown
Fine Arts	52	23%	12%	54%	12%
Letters	75	17%	5%	77%	0%
Natural Sciences	68	7%	0%	79%	13%
Mathematics & Computer Sci.	39	13%	3%	82%	3%
Social Sciences	136	19%	2%	74%	4%
Agriculture	9	33%	0%	33%	33%
Architecture	3	33%	0%	0%	67%
Communications	24	8%	21%	67%	4%
Business & Management	58	17%	5%	69%	9%
Education	123	16%	8%	65%	11%
Engineering	29	14%	0%	83%	3%
Health Sciences	23	39%	4%	43%	13%
Home Economics	10	0%	0%	90%	10%
Public Affairs	42	10%	5%	74%	12%
Misc./Other	13	15%	8%	77%	0%
Percent of Total		16%	5%	70%	8%
Number	704	116	37	496	55

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

Appendix E includes a listing of the 287-odd (non-CSU) higher education institutions where 496 newly recruited faculty were employed prior to coming to the CSU, as reported by the hiring campuses. This listing reflects the very broad range of institutions and geographical areas from which CSU campuses are recruiting faculty. They include universities and colleges in 48 states and several foreign countries. California institutions—again excluding the CSU—accounted for 112 new faculty, with the University of California providing over half of that number. Some 15 other states, headed by New York, Texas, and Arizona each accounted for 10 or more new faculty within the recruitment cycle reviewed in this report.

Resignations

Campuses were asked to indicate the number of tenured and probationary faculty who resigned during or at the end of the 1999-2000 academic year. It should be noted that this faculty resignation data was obtained through survey responses from the campuses, and may not exactly match data from other sources.

CSU campuses reported 141 tenure track faculty resignations (approximately 1.4 percent of all tenured and probationary) during the 1999-2000 academic year. Thus, it appears that CSU was highly successful in retaining tenure track faculty during this report cycle.

Table 16 shows the number of tenure track faculty resignations by campus. Five campuses (Bakersfield, Northridge, San Diego, San José, and San Marcos) experienced 10 or more resignations of tenure track faculty, and five campuses (Long Beach, Los Angeles, Maritime Academy, Monterey Bay, and Sonoma) had three or fewer resignations.

Table 16	Tenured and Probationary Faculty Resignations,
	by Campus

Resignations

Bakersfield	12
Chico	6
Dominguez Hills	4
Fresno	9
Fullerton	4
Hayward	8
Humboldt	4
Long Beach	3
Los Angeles	2
Maritime Academy	1
Monterey Bay	3
Northridge	12
Pomona	4
Sacramento	9
San Bernardino	8
San Diego	10
San Francisco	8
San José	10
San Luis Obispo	7
San Marcos	10
Sonoma	3
Stanislaus	4
Total	141

Table 17 shows the number of tenure track faculty resignations by discipline. The highest numbers of resignations were from Business/Management departments (19) and Education departments (23). Home Economics departments and Mathematics/Computer Sciences departments reported the fewest resignations (one and three, respectively).

Table 17	Tenured and Probationary Faculty Resignations,
	by Groups of Disciplines

Resignations

Fine Arts	4
Letters	15
Natural Sciences	9
Mathematics & Computer Sci.	3
Social Sciences	18
Agriculture	4
Architecture	0
Communications	9
Business & Management	19
Education	23
Engineering	5
Health Sciences	8
Home Economics	1
Public Affairs	11
Misc./Other	12
Total	141

Conclusions

1. An acceleration of recruitment activity that began in 1998 appears to be continuing, with over 900 searches attempted for Fall 2000.
2. In the prior two years, this increased recruitment activity was met with a decrease in success rates, which reached a low of 69% in 1999. In contrast, the success rate for Fall 2000 searches was 75 percent, which is nearing levels reached prior to the acceleration of recruitment activity, when a smaller number of searches were undertaken.
3. CSU campuses are recruiting men and women in roughly equal numbers and ethnic minorities in approximately the same proportions as are found among those who recently earned a doctoral degree nationwide.
4. Business/Management related fields and Mathematics/Computer Science fields continue to be difficult areas in which to recruit new faculty.
5. Campuses are recruiting faculty from all parts of the country and all types of institutions, although some 39 percent come from California.
6. A very small number of faculty resigned from tenured or probationary positions, but certain campuses and disciplines experienced a much higher number of resignations than did others.

Appendix A

Searches, Appointments, Success Rate, and Applications of Tenure Track Faculty by Academic Field, Fall 2000

		Searches	Appointments	Success Rate	Total Applications	Average Applications per Search	
Fine Arts	Art	27	22	81.5%	817	30	
	Music	18	16	88.9%	531	30	
	Theatre	17	14	82.4%	581	34	
Letters	English	42	38	90.5%	2,709	65	
	Foreign Languages	34	23	67.6%	1,084	32	
	Philosophy	15	12	80.0%	1,037	69	
	Speech	2	2	100.0%	97	49	
Natural Sciences	Biology	37	35	94.6%	1,298	35	
	Chemistry	15	15	100.0%	484	32	
	Earth Sciences	10	10	100.0%	413	41	
	Physics	9	8	88.9%	482	54	
Math/Comp. Sci.	Mathematics	40	25	62.5%	1,663	42	
	Computer Science	25	14	56.0%	397	16	
Social Sciences	Anthropology	14	11	78.6%	514	37	
	Ethnic & Area Studies	22	17	77.3%	293	13	
	Economics	13	11	84.6%	584	45	
	Geography	14	12	85.7%	349	25	
	History	28	26	92.9%	1,721	61	
	Political Science	12	11	91.7%	585	49	
	Psychology	36	27	75.0%	789	22	
	Sociology	22	21	95.5%	1,179	54	
	Agriculture	Agriculture	9	5	55.6%	85	9
		Plant & Soil Science	5	4	80.0%	12	2
Architecture	Architecture	6	3	50.0%	74	12	
Communications	Communications	29	24	82.8%	599	21	
Business/Management	Business/Management	38	25	65.8%	912	24	
	Accounting/Bus. Info Sys.	33	18	54.5%	483	15	
	Finance	9	6	66.7%	501	56	
	Marketing	15	9	60.0%	398	27	
Education	Teacher Education	97	57	58.8%	1,129	12	
	Special Education	22	13	59.1%	149	7	
	Counseling	16	12	75.0%	288	18	
	Ed. Administration	13	9	69.2%	190	15	
	Instructional Technology	7	5	71.4%	118	17	
	Physical Education	28	20	71.4%	249	9	
	Industrial Education	9	7	77.8%	73	8	
Engineering	Engineering, Misc.	11	9	81.8%	212	19	
	Civil Engineering	4	4	100.0%	168	42	
	Electrical Engineering	14	8	57.1%	232	17	
	Mechanical Engineering	8	8	100.0%	220	28	
Health Sciences	Health Sciences/Safety	13	7	53.8%	70	5	
	Nursing	21	16	76.2%	73	3	
Home Economics	Home Economics	13	10	76.9%	124	10	
Public Affairs	Public Administrations	8	6	75.0%	217	27	
	Criminal Justice	14	13	92.9%	228	16	
	Recreation	8	4	50.0%	29	4	
	Social Work	22	19	86.4%	245	11	
Miscellaneous	Miscellaneous	13	13	100.0%	374	29	
	Total	937	704	75.1%	25,059	27	

Appendix B

Tenure Track Faculty Recruitment by Academic Fields and Ethnic Groupings, Fall 2000

		Appts. No.	White Male %	Minority Male %	Minority Female %	White Female %	Asian	African American	Hispanic
Fine Arts	Art	22	23%	9%	18%	50%	14%	9%	0%
	Music	16	56%	19%	6%	19%	13%	6%	6%
	Theatre & Dance	14	43%	14%	0%	43%	7%	7%	0%
Letters	English & Lit.	38	32%	8%	11%	50%	8%	3%	5%
	Foreign Languages	23	13%	26%	35%	26%	13%	0%	48%
	Philosophy	12	58%	25%	0%	17%	17%	0%	8%
Natural Sciences	Speech	2	50%	0%	0%	50%	0%	0%	0%
	Biology	35	66%	6%	9%	20%	6%	3%	6%
	Chemistry	15	60%	13%	7%	20%	7%	7%	7%
Math/Comp. Sci.	Earth Sciences	10	80%	10%	0%	10%	0%	0%	10%
	Physics & Astronomy	8	63%	0%	25%	13%	25%	0%	0%
	Mathematics	25	40%	20%	4%	36%	12%	0%	12%
Social Sciences	Computer Science	14	57%	29%	0%	14%	14%	0%	14%
	Anthropology	11	45%	0%	9%	45%	0%	0%	0%
	Ethnic & Area Studies	17	12%	35%	53%	0%	24%	6%	59%
Social Sciences	Economics	11	45%	18%	9%	27%	27%	0%	0%
	Geography	12	67%	17%	0%	17%	17%	0%	0%
	History	26	38%	4%	4%	54%	4%	0%	4%
Social Sciences	Political Science	11	45%	9%	9%	36%	0%	0%	18%
	Psychology	27	37%	0%	15%	48%	7%	0%	7%
	Soc. & Women Studies	21	10%	24%	29%	38%	19%	14%	14%
Agriculture	Agriculture Bus., Misc.	5	80%	20%	0%	0%	0%	0%	20%
	Animal & Plant Science	4	100%	0%	0%	0%	0%	0%	0%
Architecture	Architecture	3	67%	0%	0%	33%	0%	0%	0%
Communications	Communications	24	21%	17%	4%	58%	8%	4%	8%
Business/Management	Business Admin.	25	44%	8%	12%	36%	12%	0%	8%
	Accounting/Bus. Info Sys.	18	61%	22%	0%	17%	22%	0%	0%
	Finance & Bus. Law	6	17%	33%	0%	50%	33%	0%	0%
Education	Marketing	9	11%	11%	22%	56%	22%	0%	11%
	Teacher Education	57	26%	9%	21%	44%	14%	5%	11%
	Special Education	13	15%	15%	8%	62%	8%	0%	15%
Education	Counseling	12	42%	25%	17%	17%	25%	0%	17%
	Ed. Administration	9	33%	22%	11%	33%	0%	11%	11%
	Instructional Tech. & Libr.	5	20%	20%	40%	20%	60%	0%	0%
Education	Physical Education	20	55%	10%	0%	35%	10%	0%	0%
	Industrial Education	7	29%	29%	14%	29%	29%	14%	0%
	Engineering, Misc.	9	33%	33%	33%	0%	67%	0%	0%
Engineering	Civil Engineering	4	100%	0%	0%	0%	0%	0%	0%
	Electrical Engineering	8	38%	38%	25%	0%	63%	0%	0%
	Mechanical Engineering	8	50%	50%	0%	0%	25%	0%	25%
Health Sciences	Health & Safety	7	43%	29%	0%	29%	14%	0%	14%
	Nursing	16	6%	0%	19%	75%	13%	6%	0%
Home Economics	Home Economics	10	10%	0%	40%	50%	40%	0%	0%
Public Affairs	Public Admin. & Planning	6	33%	33%	17%	17%	17%	17%	17%
	Criminal Justice	13	8%	23%	8%	62%	8%	8%	15%
	Recreation	4	50%	50%	0%	0%	50%	0%	0%
Miscellaneous	Social Work	19	16%	21%	26%	37%	32%	5%	11%
	Miscellaneous	13	23%	15%	8%	54%	8%	0%	15%
Total		704	37%	15%	13%	35%	15%	3%	10%

Appendix C

Salaries Paid to New Tenure Track Assistant Professors by Academic Field

Fine Arts	Art	\$45,244
	Music	\$47,586
	Theatre & Dance	\$44,640
Letters	English & Lit.	\$44,403
	Foreign Languages	\$44,626
	Philosophy	\$44,231
	Speech	\$45,534
Natural Sciences	Biology	\$50,436
	Chemistry	\$47,748
	Earth Sciences	\$44,220
	Physics & Astronomy	\$48,569
Math/Comp. Sci.	Mathematics	\$50,283
	Computer Science	\$62,661
Social Sciences	Anthropology	\$45,300
	Ethnic & Area Studies	\$47,096
	Economics	\$50,403
	Geography	\$45,587
	History	\$44,146
	Political Science	\$45,890
	Psychology	\$46,233
	Soc. & Women Studies	\$45,888
	Agriculture	\$53,008
	Animal & Plant Science	\$43,686
Architecture	Architecture	\$51,360
Communications	Communications	\$47,060
Business/Management	Business Admin.	\$64,027
	Accounting/Bus. Info Sys.	\$69,737
	Finance & Bus. Law	\$56,250
	Marketing	\$65,405
	Education	\$48,121
Education	Teacher Education	\$48,121
	Special Education	\$48,618
	Counseling	\$53,050
	Ed. Administration	\$54,928
	Instructional Tech. & Libr.	\$49,985
	Physical Education	\$46,468
	Industrial Education	\$45,384
	Engineering	\$53,076
Engineering	Engineering, Misc.	\$53,076
	Civil Engineering	\$56,583
	Electrical Engineering	\$60,668
	Mechanical Engineering	\$55,446
	Health Sciences	\$48,075
Health Sciences	Health & Safety	\$48,075
	Nursing	\$50,772
Home Economics	Home Economics	\$46,124
Public Affairs	Public Admin. & Planning	\$53,052
	Criminal Justice	\$50,678
	Recreation	\$54,024
	Social Work	\$49,391
Miscellaneous	Miscellaneous	\$46,721
	Total	\$48,763

Appendix D

Average Starting Salary Comparisons for CSU Assistant Professors by Gender and Discipline, Fall 2000

		Women paid more	Men paid more
Fine Arts	Art		X
	Music		X
Letters	Theatre & Dance	X	
	English & Lit.		X
	Foreign Languages	X	
	Philosophy		X
Natural Sciences	Speech	X	
	Biology		X
	Chemistry		X
	Earth Sciences	X	
Math/Comp. Sci.	Physics & Astronomy	X	
	Mathematics	X	
	Computer Science		X
Social Sciences	Anthropology		X
	Ethnic & Area Studies		X
	Economics	X	
	Geography		X
	History		X
	Political Science		X
	Psychology	X	
	Soc. & Women Studies		X
	Agriculture		X
	Animal & Plant Science		X
Architecture	Architecture	X	
Communications	Communications		X
Business/ Management	Business Admin.	X	
	Accounting/Bus. Info Sys.	X	
	Finance & Bus. Law	X	
	Marketing	X	
	Teacher Education	X	
Education	Special Education		X
	Counseling		X
	Ed. Administration	X	
	Instructional Tech. & Libr.	X	
	Physical Education		X
	Industrial Education		X
Engineering	Engineering, Misc.	X	
	Civil Engineering		X
	Electrical Engineering		X
	Mechanical Engineering		X
Health Sciences	Health & Safety	X	
	Nursing		X
Home Economics	Home Economics	X	
Public Affairs	Public Admin. & Planning		X
	Criminal Justice	X	
	Recreation		X
	Social Work		X

Note: X's indicate higher average starting salary.

Appendix E

Prior Higher Education Employers (Non-CSU) of New Tenure Track Faculty

College Name	State	Number	College Name	State	Number
Univ. of Alaska, Anchorage	AK	1	Univ. of Redlands	CA	2
Auburn Univ.	AL	1	Univ. of San Diego	CA	1
Tuskegee Univ.	AL	1	Univ. of Santa Cruz	CA	1
Univ. of Alabama	AL	3	Univ. of So. Calif.	CA	7
Univ. of So. Alabama	AL	1	Ventura Coll.	CA	1
Arkansas Tech. Univ.	AR	1	Colorado Coll.	CO	1
Univ. of Arkansas	AR	1	Colorado St. Univ.	CO	2
Ariz. St. Univ., Tempe	AZ	2	Metropolitan St. Coll., Denver	CO	1
Arizona St. Univ.	AZ	5	No. Colorado Univ.	CO	1
Mesa Comm. Coll.	AZ	1	Regis Univ.	CO	1
No. Arizona Univ.	AZ	5	St. John's Univ.	CO	1
Phoenix Coll.	AZ	1	Univ. of Colorado	CO	4
Univ. of Arizona	AZ	6	Univ. of Colorado, Boulder	CO	1
Biola Univ.	CA	1	Univ. of No. Colorado	CO	1
Calif. Inst. of Tech.	CA	3	Yale Univ.	CT	1
Calif. Inst. of the Arts	CA	1	George Washington Univ.	DC	2
Calif. Lutheran	CA	1	Howard Univ.	DC	1
Calf. School of Prof. Psychology, LA	CA	1	Walter Reed Army Medical Center	DC	1
Cerritos College	CA	2	Univ. of Delaware, Newark	DE	1
Chapman Univ.	CA	3	Barry Univ.	FL	1
Claremont Coll.	CA	2	Eckerd Coll.	FL	1
Concordia Univ.	CA	1	Florida Inst. Of Tech.	FL	1
Diablo Valley Coll.	CA	1	Florida St. Univ.	FL	2
Emerson Coll., Los Angeles	CA	1	Nova Southeastern Univ.	FL	1
La Sierra Univ.	CA	1	Univ. of Central Florida	FL	2
Laney Coll.	CA	1	Univ. of Florida	FL	1
Loyola Marymount Univ.	CA	1	Univ. of So. Florida	FL	1
Menlo Coll.	CA	1	Univ. of Tampa	FL	1
Modesto Junior Coll.	CA	1	Augusta St. Univ.	GA	1
National Univ.	CA	2	Georgia Inst. of Tech.	GA	2
Pomona Coll.	CA	1	Kennesaw St. Univ.	GA	1
Sacramento City Coll.	CA	1	St. Univ. of W. Georgia	GA	1
San Francisco City Coll.	CA	1	Univ. of Georgia	GA	2
Santa Clara Univ.	CA	1	Univ. Hawaii	HI	1
Stanford School of Med.	CA	1	Univ. of Hawaii, Honolulu	HI	2
Stanford Univ.	CA	5	Center for Behavioral Teratology	IA	2
UC Berkeley	CA	16	Iowa St. Univ.	IA	2
UC Davis	CA	9	Univ. of Iowa	IA	4
UC Irvine	CA	5	Univ. of No. Iowa	IA	1
UC Los Angeles	CA	19	Augustana Coll.	IL	1
UC Office of the President	CA	1	E. Illinois Univ.	IL	2
UC Riverside	CA	6	National-Louis Univ.	IL	1
UC San Diego	CA	2	No. Illinois Univ.	IL	2
UC San Francisco	CA	2	So. Illinois Univ.	IL	3
UC Santa Barbara	CA	1	Univ. of Chicago	IL	1
UC Santa Cruz	CA	5			

Appendix E

Prior Higher Education Employers (Non-CSU) of New Tenure Track Faculty (Continued)

College Name	State	Number	College Name	State	Number
Univ. of Illinois	IL	4	Montana St. Univ.	MT	1
Univ. of Illinois, Urbana-Champaign	IL	1	Univ. of Montana	MT	1
Butler Univ.	IN	1	Appalachian St. Univ.	NC	2
Indiana St. Univ.	IN	2	Central Piedmont Comm. Coll.	NC	1
Indiana Univ.	IN	5	Duke Univ.	NC	2
Purdue Univ.	IN	1	E. Carolina Univ.	NC	1
Univ. of Notre Dame	IN	2	North Carolina A&T	NC	1
Emporia St. Univ.	KS	1	North Carolina St. Univ.	NC	1
Univ. of Kansas	KS	3	Univ. of North Carolina	NC	1
Univ. of Kentucky	KY	2	Univ. of North Carolina, Chapel Hill	NC	2
Centenary Coll.	LA	1	Creighton Univ.	NE	1
Louisiana St. Univ.	LA	2	Univ. of Nebraska	NE	4
McNeese St. Univ.	LA	1	Dartmouth Coll.	NH	1
SE Louisiana Univ.	LA	2	Univ. of New Hampshire	NH	1
Boston Coll.	MA	1	Coll. of New Jersey	NJ	1
Harvard Med. School	MA	1	Farleigh Dickinson Univ.	NJ	1
Harvard Univ.	MA	2	New Jersey Inst. of Tech.	NJ	2
Lesley Coll.	MA	1	Princeton Univ.	NJ	2
Maine Maritime	MA	1	Rowan Univ.	NJ	1
Massachusetts Inst. of Tech.	MA	2	Rutgers Univ.	NJ	3
Northeastern Univ.	MA	1	St. Univ. of New Jersey	NJ	1
Salem St. Coll.	MA	1	Thomas Edison St. Univ.	NJ	1
Univ. of Massachusetts	MA	1	New Mexico Highlands Univ.	NM	1
John Hopkins Univ.	MD	3	New Mexico St. Univ.	NM	1
Univ. of Maryland	MD	1	Santa Fe Comm. Coll.	NM	1
Bates Coll.	ME	1	Univ. of New Mexico	NM	1
Univ. of Maine	ME	1	Univ. of New Mexico, Albuquerque	NM	2
Coll. of Art and Design	MI	1	W. New Mexico Univ.	NM	1
Cranbrook Acad. of Art	MI	1	Univ. of Nevada, Reno	NV	1
Grand Valley St. Univ.	MI	1	Univ. of Nevada	NV	2
Michigan St. Univ.	MI	2	Univ. of Reno	NV	1
No. Michigan Univ.	MI	1	Binghamton Univ.	NY	1
Univ. of Michigan, Ann Arbor	MI	2	City Univ. of New York	NY	1
Wayne St. Univ.	MI	3	Colgate Univ.	NY	1
Metropolitan St. Univ.	MN	1	Columbia Univ.	NY	3
Southwest St. Univ.	MN	1	Cornell Univ.	NY	4
St. Cloud St. Univ.	MN	3	Courant Inst.	NY	1
St. John's Univ.	MN	1	Hobart & William Smith Coll.	NY	2
St. Olaf Coll.	MN	2	Hunter Coll.	NY	1
Univ. of Minnesota	MN	1	Ithaca Coll.	NY	2
Central Missouri St. Univ.	MO	1	Marine Sci. Research Ctr.	NY	1
Univ. of Missouri	MO	1	New York Univ.	NY	2
Univ. of Missouri, St. Louis	MO	1	SUNY Binghamton	NY	2
Truman St. Univ.	MS	1			

Appendix E

Prior Higher Education Employers (Non-CSU) of New Tenure Track Faculty (Continued)

College Name	State	Number	College Name	State	Number
SUNY Buffalo	NY	3	Texas Tech Univ.	TX	1
SUNY Cortland	NY	1	Tomball Comm. Coll.	TX	1
SUNY Plattsburgh	NY	1	Trinity Univ.	TX	1
Univ. of Rochester	NY	1	Univ. of Houston	TX	3
Vassar Coll.	NY	1	Univ. of No. Texas	TX	1
Bowling Green St. Univ.	OH	2	Univ. of Texas	TX	4
Cleveland St. Univ.	OH	2	Univ. of Texas, Arlington	TX	1
Kent St. Univ.	OH	1	Univ. of Texas, Austin	TX	2
Miami Univ.	OH	1	Univ. of Texas, El Paso	TX	1
Ohio St. Univ.	OH	1	Brigham Young Univ.	UT	1
Ohio St. Univ., Lima	OH	1	Univ. of Utah	UT	1
Univ. of Cincinnati	OH	1	Univ. of Utah, Salt Lake City	UT	1
Youngstown St. Univ.	OH	1	Univ. of Virginia	VA	3
Univ. of Oklahoma	OK	3	Virginia Commonwealth Univ.	VA	1
Univ. of Tulsa	OK	1	Virginia Polytech St. Univ.	VA	1
Oregon St. Univ.	OR	4	Univ. of Vermont	VT	1
Univ. of Oregon	OR	3	Carnegie St.	WA	1
W. Oregon Univ.	OR	1	Central Washington Univ.	WA	1
Carnegie Mellon Univ.	PA	2	Highline Comm. Coll.	WA	1
Drexel Univ.	PA	1	Pacific Lutheran Univ.	WA	1
Duquesne Univ.	PA	1	Univ. of Washington	WA	3
E. Stroudsburg Univ.	PA	1	Washington St. Univ.	WA	2
Franklin & Marshall Coll.	PA	1	Olverno Coll.	WI	1
Indiana Univ. of Pennsylvania	PA	1	Univ. of Wisconsin	WI	7
Muhlenberg Coll.	PA	1	Univ. of Wisconsin, Madison	WI	1
Pennsylvania St. Univ.	PA	6	Univ. of Wisconsin, Stevens Point	WI	1
Temple Univ.	PA	2	Marshall Univ.	WV	1
Univ. of Pennsylvania	PA	1	West Virginia Univ.	WV	1
Univ. of Pittsburgh	PA	1	Univ. of Wyoming	WY	1
Univ. of Scranton, Pennsylvania	PA	1	Univ. of Sydney	AUS	1
Brown Univ.	RI	2	Concordia Univ.	CAN	2
Rhode Island Coll.	RI	1	Macaleser Univ.	CAN	1
Univ. of Charleston	SC	1	McGill Univ.	CAN	1
Univ. of South Carolina	SC	1	Queen's Univ.	CAN	2
Austin Peay St. Univ.	TN	1	Steacie Inst.	CAN	1
Bethel Coll.	TN	1	Univ. of Alberta	CAN	1
E. Tennessee St. Univ.	TN	1	Univ. of British Columbia	CAN	3
Tennessee St. Univ.	TN		Univ. of Calgary	CAN	1
Univ. of Tennessee	TN	4	Univ. of Toronto	CAN	1
Vanderbilt Univ. TN	1		Univ. of Victoria	CAN	1
Houston St. Univ.	TX	1	Beijing Univ.	CHN	1
Sam Houston Univ.	TX	1	Nanjing Univ.	CHN	1
SW Texas St. Univ.	TX	2	Peking Univ.	CHN	1
Texas A&M	TX	2	Ecole Nationale Superieure	FRA	1
Texas St.	TX	1	Inst. De Physique du Globe	FRA	1

Appendix E

Prior Higher Education Employers (Non-CSU) of New Tenure Track Faculty (Continued)

College Name	State	Number
Univ. of Jena	GER	1
National Univ. of Ireland	IRL	1
Niigata Univ.	JPN	1
An-Yang Tech. Coll.	KOR	1
Kuwait Univ.	KWT	1
Coll. of Frontier	MEX	1
Frontera Norte	MEX	1
Inst. Jose Luis	MEX	1
Univ. of the Philippines	PHL	1
Univ. of Papua New Guinea	PNG	1
Univ. of Puerto Rico	PR	1
Nanyang Tech. Univ.	SGP	2
National Univ. of Singapore	SGP	1
National Taiwan Univ.	TWN	1
Macquarie Univ.	UK	1
Univ. of Cambridge	UK	1
Univ. of Keele	UK	1
Univ. of Leeds	UK	1
Univ. of Sheffield	UK	1