



2004 REPORT ON FACULTY RECRUITMENT SURVEY

MARCH 2005

**Human Resources
The California State University • Office of the Chancellor
401 Golden Shore, Long Beach, CA 90802-4210
(562) 951-4425**

www.calstate.edu/hr/apindex.shtml

Table of Contents

Executive Summary	4
Introduction	4
Searches and Appointments	5
<i>Tenure Track Faculty Recruitments.....</i>	<i>5</i>
<i>Tenure Track Faculty Recruitments and Success Rates</i>	<i>5</i>
<i>Tenure Track Faculty Appointments, by Campus.....</i>	<i>6</i>
<i>Tenure Track Faculty Appointments, Excluding Unsuccessful Searches Due to Budget.....</i>	<i>7</i>
<i>Tenure Track Faculty Searches, Appointments, and Applications, by Campus.....</i>	<i>8</i>
<i>Tenure Track Faculty Searches, Appointments, and Applications, by Discipline.....</i>	<i>9</i>
Faculty Diversity	10
<i>Tenure Track Faculty Appointments, Gender and Ethnicity, by Campus.....</i>	<i>10</i>
<i>Tenure Track Faculty Appointments, by Ethnicity</i>	<i>11</i>
<i>Full-time Tenured Faculty, by Ethnicity.....</i>	<i>12</i>
<i>Tenure Track Faculty Appointments, Ethnicity, by Campus.....</i>	<i>13</i>
<i>Tenure Track Faculty Appointments, Gender and Ethnicity, by Discipline.....</i>	<i>14</i>
<i>Tenure Track Faculty Appointments, Ethnicity, by Discipline.....</i>	<i>15</i>
Faculty Years of Experience	16
<i>Years of Experience of New Tenure Track Faculty, by Campus.....</i>	<i>16</i>
<i>Years of Experience of New Tenure Track Faculty, by Discipline.....</i>	<i>17</i>
Faculty Salaries.....	18
<i>Average Salaries of New Tenure Track Faculty, by Campus.....</i>	<i>18</i>
<i>Average Salaries of New Tenure Track Faculty, by Rank.....</i>	<i>19</i>
<i>Average Salaries of New Assistant Professors, by Discipline</i>	<i>19</i>
Faculty Sources	21
<i>Sources of New Tenure Track Faculty Recruited.....</i>	<i>21</i>
<i>Sources of New Tenure Track Faculty Recruited, by Campus.....</i>	<i>22</i>
<i>Sources of New Tenure Track Faculty Recruited, by Discipline.....</i>	<i>23</i>
Recruitment Process	24
<i>Tenure/Service Credit</i>	<i>24</i>
<i>Tenure or Service Credit Offered to New Tenure Track Faculty, by Campus.....</i>	<i>24</i>
<i>Moving Expenses and Start-up Funds.....</i>	<i>25</i>
<i>Average Moving Expenses Offered to New Tenure Track Faculty, by Campus</i>	<i>25</i>
<i>Average Start-up Funds Offered to New Tenure Track Faculty, by Campus.....</i>	<i>26</i>
<i>Average Start-up Funds Offered to New Tenure Track Faculty, by Discipline.....</i>	<i>27</i>
<i>Workload Reduction.....</i>	<i>28</i>
<i>Workload Reduction Offered to New Tenure Track Faculty.....</i>	<i>28</i>
Recruitment Outcomes	29
<i>Unsuccessful Searches</i>	<i>29</i>
<i>Unsuccessful Tenure Track Faculty Searches</i>	<i>29</i>
<i>Unsuccessful Tenure Track Faculty Searches, Excluding Unsuccessful Searches Due to Budget</i>	<i>30</i>

Declined Offers of Employment	30
<i>Declined Offers of Employment</i>	30
Reason for Declining Employment Offer	31
<i>Declined Offers of Employment by Lead Candidate</i>	31
Non-Reappointments, Tenure Denials, and Resignations	32
Non-Reappointments and Tenure Denials	32
<i>Non-Reappointments and Tenure Denials of Probationary Faculty, by Campus</i>	32
<i>Non-Reappointments and Tenure Denials of Probationary Faculty, by Discipline</i>	33
Resignations	34
<i>Resignations of Tenured and Probationary Faculty, by Campus</i>	34
Conclusions.....	35
Appendix A:	
Tenure Track Faculty Searches, Appointments, and Applications, by Discipline and Academic Field.....	36
Appendix B:	
Tenure Track Faculty Appointments, Gender and Ethnicity, by Discipline and Academic Field.....	37
Appendix C:	
Average Salaries of New Assistant Professors, by Discipline and Academic Field	38
Appendix D:	
Prior Higher Education Employers (Non-CSU) of New Tenure Track Faculty	39

REPORT ON FACULTY RECRUITMENT SURVEY

Executive Summary

The California State University (CSU) initiated fewer tenure track faculty searches for 2004 than for the prior year (2003), due to poor economic conditions and resulting budget reductions. Out of the 717 searches attempted for 2004, 393 (55 percent) were completed successfully, compared to the 1,285 searches attempted for 2003 that resulted in the appointment of 817 new faculty (64 percent). The substantially lower success rate for 2004 resulted from the cancellation of a large number of searches because of budgets reductions. When cancelled searches due to budget were excluded from the analysis, the success rate was 74 percent. The majority of successful searches were filled by either the first or second candidate offered the position, indicating that the CSU was successful in hiring top candidates for tenure track positions. However, many searches were cancelled before an offer was extended to a candidate. The highest success rate was in Agriculture (70 percent), while Fine Arts experienced a lower success rate (43 percent). Compared to the previous year, average starting salaries for new tenure track faculty remained relatively unchanged. New tenure track faculty were recruited from across the nation as well as internationally. Approximately 14 percent of new tenure track faculty were previously employed as lecturers by the CSU campus at which they were hired, and an additional 10 percent were previously employed at other CSU campuses (although it is unknown whether they were employed in lecturer or tenure track positions). There were very few tenured and probationary faculty resignations (1.4 percent of all tenured and probationary faculty) or non-reappointments or tenure denials (0.7 percent of 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 2004, 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 campuses in recruiting new faculty and the number of applications received for open positions. It presents demographic, salary, and prior employment data of new tenure track faculty. The report also presents information on the recruitment process and reasons given for unsuccessful searches. In addition, data on faculty resignations and tenure denials by campus and discipline are reported.

Searches and Appointments

Since 1988, CSU campuses have initiated some 13,498 searches for tenure track faculty and have made 9,412 tenure track appointments. As shown in *Figure A* and *Table 1* below, the number of searches and appointments rose steadily during the early years of the survey, reaching a peak in 1990 when 992 searches were initiated and 736 appointments were made. The number of searches and appointments then fell dramatically as economic conditions led to a decline in the financial resources available to the CSU. Campuses slowed their recruiting activity and 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.

Faculty recruitment rebounded in 1994, and continued at the level of about 500 searches per year through 1997. Beginning in 1998, campuses significantly increased their recruitment activity. This acceleration continued through 2002. Starting in 2003 and continuing in 2004 the CSU again experienced a reduction in recruitment activity with about half the number of searches (717) and appointments (393) compared to 2003 due to economic decline and budget reductions.

Figure A	Tenure Track Faculty Recruitments
	Fall 1988-2004

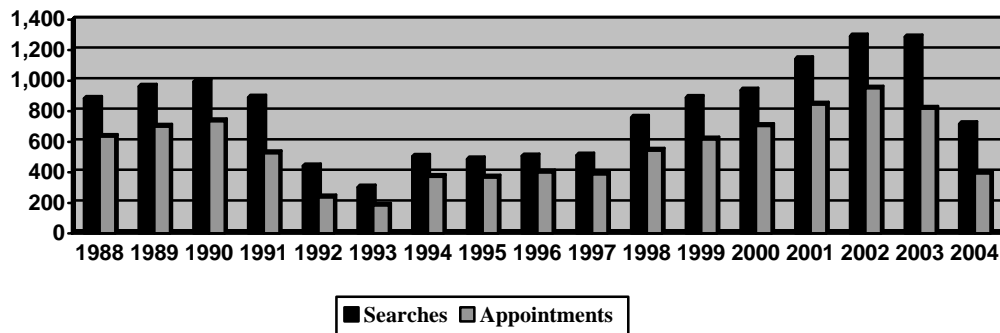


Table 1	Tenure Track Faculty Recruitments and Success Rates
	Fall 1988-2004

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

Table 2 below shows the number of tenure track appointments reported by each campus over the five-year period from 2000-2004. In that time, some 3,709 new tenure track faculty were hired.

Table 2	Tenure Track Faculty Appointments
	By Campus, Fall 2000-2004

	Fall 00	Fall 01	Fall 02	Fall 03	Fall 04	5-Yr. Total
Bakersfield	22	33	21	28	6	110
Channel Islands	N/A	13	17	20	N/A	50
Chico	39	38	39	15	9	140
Dominguez Hills	9	16	31	23	30	109
East Bay	19	30	17	19	17	102
Fresno	40	39	46	43	17	185
Fullerton	53	49	64	49	9	224
Humboldt	17	23	12	11	12	75
Long Beach	68	87	66	66	23	310
Los Angeles	24	44	57	45	16	186
Maritime Academy	6	9	0	3	4	22
Monterey Bay	14	11	16	5	13	59
Northridge	68	46	61	72	47	294
Pomona	40	44	40	35	11	170
Sacramento	40	57	103	98	40	338
San Bernardino	26	35	41	22	7	131
San Diego	71	75	65	38	23	272
San Francisco	29	47	82	75	38	271
San Jose	47	35	71	20	17	190
San Luis Obispo	26	48	35	53	36	198
San Marcos	11	19	26	21	5	82
Sonoma	19	22	16	35	1	93
Stanislaus	16	25	24	21	12	98
All Campuses Appointments	704	845	950	817	393	3,709
All Campuses Searches	937	1,142	1,291	1,285	717	5,372
Success Rate	75%	74%	74%	64%	55%	69%

In years of economic decline the success rate can be lowered and misleading when the CSU initiates a search that ultimately is cancelled due to budget. Therefore, *Table 3* below examines the success rate of tenure track faculty appointments excluding unsuccessful searches due to budget. When budget was excluded from the analysis, the success rate for 2004 increased by over 19 percent bringing it up from 55 percent to 74 percent. Contrast this to the previous two years (2002 and 2003) in which excluding searches found to be unsuccessful due to budget increased the success rate by only two percent and eight percent respectively.

Table 3	Tenure Track Faculty Appointments, Excluding Unsuccessful Searches Due to Budget
	Fall 2002-2004

	2002	2003	2004
Searches	1257	1132	530
Appointments	950	817	393
Success Rate	76%	72%	74%

In *Table 4*, we examine more closely the rate of success for each campus in completing searches with tenure track appointments. 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.

The average success rate for all campuses combined decreased from about 64 percent in 2003 to 55 percent in 2004. The highest success rate was at Humboldt (86 percent). Other campuses with high success rates include San Luis Obispo, Northridge, East Bay, and Monterey Bay.

Table 4	Tenure Track Faculty Searches, Appointments, and Applications
	By Campus, Fall 2004

	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Bakersfield	10	6	60%	170	17
Channel Islands	0	0	N/A	N/A	N/A
Chico	20	9	45%	384	19
Dominguez Hills	45	30	67%	931	21
East Bay	22	17	77%	918	42
Fresno	45	17	38%	615	14
Fullerton	36	9	25%	524	15
Humboldt	14	12	86%	491	35
Long Beach	51	23	45%	1,140	22
Los Angeles	29	16	55%	694	24
Maritime Academy	6	4	67%	72	12
Monterey Bay	17	13	76%	1,067	63
Northridge	59	47	80%	2,368	40
Pomona	23	11	48%	531	23
Sacramento	62	40	65%	2,669	43
San Bernardino	18	7	39%	535	30
San Diego	60	23	38%	2,149	36
San Francisco	75	38	51%	3,308	44
San Jose	42	17	40%	1,406	33
San Luis Obispo	44	36	82%	2,120	48
San Marcos	19	5	26%	427	22
Sonoma	3	1	33%	79	26
Stanislaus	17	12	71%	584	34
All Campuses	717	393	55%	23,182	32

Table 5 examines the rate of success by discipline, demonstrating that success varies depending upon the academic area in which a search is conducted. There was less variation in success rates by discipline than in the previous year. In 2004 the highest success rate was 70 percent (Agriculture) and the lowest success rate was 43 percent (Fine Arts), a range of about 30 percent. By comparison, in 2003 the high was 100 percent (Architecture) and the low was 49 percent (Business/Management), a range of more than 50 percent.

Disciplines with the highest number of applications per search in 2004 were Math/Computer Science (103), Letters (48), English (43), and Fine Arts (40). Those with the lowest were Health Sciences (6), Education (14), Agriculture and Architecture (18 each).

Table 5	Tenure Track Faculty Searches, Appointments, and Applications
	By Discipline, Fall 2004

	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Agriculture	10	7	70%	180	18
Architecture	5	3	60%	88	18
Business/Management	90	40	44%	2,528	28
Communications	28	18	64%	749	27
Education	117	60	51%	1,643	14
Engineering	44	23	52%	1,886	43
Fine Arts	54	23	43%	2,137	40
Health Sciences	45	27	60%	268	6
Home Economics	13	6	46%	256	20
Letters	57	36	63%	2,744	48
Math/Computer Science	37	20	54%	3,795	103
Natural Sciences	78	44	56%	2,522	32
Public Affairs	29	17	59%	619	21
Social Sciences	95	61	64%	3,344	35
Misc/Other	15	8	53%	423	28
All Disciplines	717	393	55%	23,182	32

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 Business/Management disciplines resulted in an overall success rate of about 44 percent, but success rates ranged from a high of 63 percent (Marketing) to a low of 36 percent (Business Administration). Similarly, Social Science disciplines experienced a wide range of success rates from a high of 75 percent (Geography) to a low of 50 percent (Political Science).

Faculty Diversity

Information on gender and ethnicity was collected for new tenure track appointments. *Table 6* below shows the percentage of appointments for white males, minority males, minority females, and white females. Out of the 393 appointments, the percentage of men and women was virtually even (50 percent each). The number of appointments for minorities represented 33 percent of total appointments. The highest proportion of minority faculty were appointed at Los Angeles (56 percent), San Francisco (50 percent), Dominguez Hills (47 percent), and San Bernardino (43 percent). Sonoma, too, had a high proportion (100 percent), but there was only one new tenure track faculty appointed in 2004. Maritime Academy hired no minority faculty, however, the campus made only four appointments during the recruitment cycle. At two campuses (Chico and Humboldt), 50 percent or more of the new faculty were white males. Compared to new tenure track faculty, the composition of CSU *full-time tenured faculty* in 2004 was 47 percent white males, 16 percent minority males, 8 percent minority females, and 27 percent white females. Among CSU full-time probationary faculty, 36 percent were white males, 15 percent were minority males, 15 percent were minority females, and 32 percent were white females.

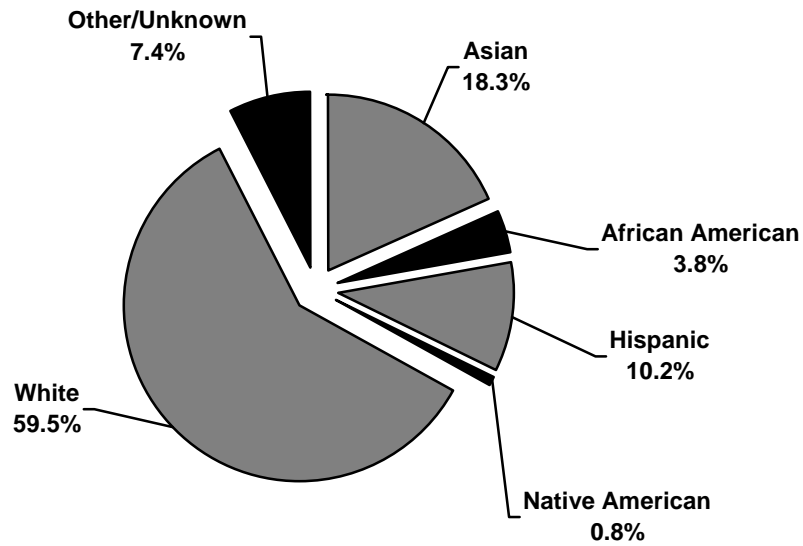
Table 6	Tenure Track Faculty Appointments, Gender and Ethnicity
	By Campus, Fall 2004

	Appointments	White Males	Minority Males	Minority Females	White Females	Other/ Unknown
Bakersfield	6	33.3%	16.7%	16.7%	33.3%	0.0%
Channel Islands	0	N/A	N/A	N/A	N/A	N/A
Chico	9	66.7%	22.2%	0.0%	11.1%	0.0%
Dominguez Hills	30	6.7%	16.7%	30.0%	30.0%	16.7%
East Bay	17	5.9%	17.6%	11.8%	64.7%	0.0%
Fresno	17	29.4%	0.0%	29.4%	35.3%	5.9%
Fullerton	9	22.2%	11.1%	11.1%	55.6%	0.0%
Humboldt	12	50.0%	8.3%	0.0%	41.7%	0.0%
Long Beach	23	21.7%	13.0%	21.7%	39.1%	4.3%
Los Angeles	16	12.5%	37.5%	18.8%	31.3%	0.0%
Maritime Academy	4	50.0%	0.0%	0.0%	50.0%	0.0%
Monterey Bay	13	23.1%	7.7%	23.1%	7.7%	38.5%
Northridge	47	38.3%	19.1%	8.5%	34.0%	0.0%
Pomona	11	36.4%	18.2%	18.2%	18.2%	9.1%
Sacramento	40	40.0%	15.0%	17.5%	27.5%	0.0%
San Bernardino	7	28.6%	14.3%	28.6%	28.6%	0.0%
San Diego	23	21.7%	17.4%	21.7%	13.0%	26.1%
San Francisco	38	13.2%	23.7%	26.3%	28.9%	7.9%
San Jose	17	29.4%	11.8%	0.0%	47.1%	11.8%
San Luis Obispo	36	47.2%	19.4%	5.6%	19.4%	8.3%
San Marcos	5	20.0%	20.0%	0.0%	40.0%	20.0%
Sonoma	1	0.0%	100.0%	0.0%	0.0%	0.0%
Stanislaus	12	25.0%	16.7%	16.7%	33.3%	8.3%
Percent of Total		28.5%	17.0%	16.0%	31.0%	7.4%
All Campuses	393	112	67	63	122	29

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

The ethnic composition of new tenure track faculty hired for Fall 2004 is reflected graphically in *Figure B*. It shows that 33 percent of new appointees systemwide were ethnic minorities. Asians comprised the largest minority group with 18.3 percent, followed by Hispanics with 10.2 percent, African-Americans with 3.8 percent, and Native Americans with 0.8 percent. Among persons earning their doctorates in the 1996-2000 period across the United States, 9.4 percent were Asians, 5.2 percent African Americans, 4.0 percent Hispanics and 0.6 percent Native Americans. (Source: National Research Council, Research Doctorates Awarded to U.S. Citizens and Permanent Residents).

Figure B	Tenure Track Faculty Appointments
	By Ethnicity, Fall 2004



By comparison to the ethnic composition of new tenure track faculty, *Figure C* below shows the proportions of different ethnic groups among CSU *full-time tenured* faculty. All together, ethnic minorities comprised 24.5 percent of the tenured faculty in Fall 2004. Asians made up 12.7 percent of the full-time tenured faculty, African Americans 3.9 percent, Hispanics 7.4 percent, and Native Americans 0.5 percent.

Figure C	Full-time Tenured Faculty
	By Ethnicity, Fall 2004

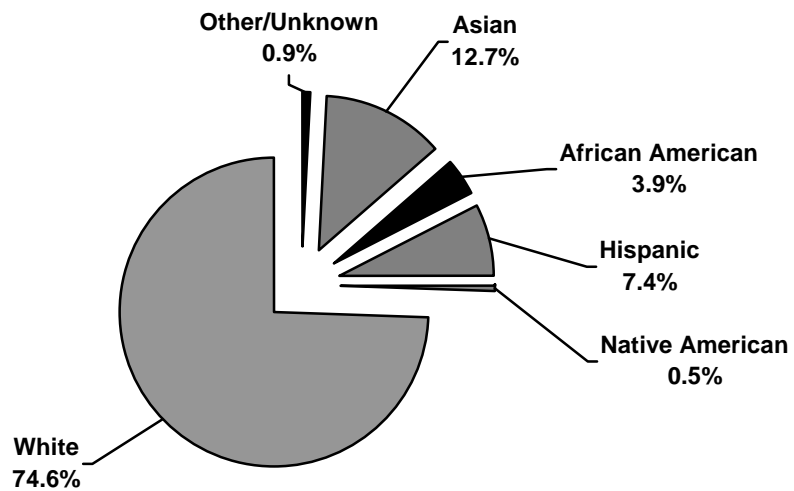


Table 7 below shows the proportion of new tenure track faculty in different minority groups at each campus. The Sonoma and Los Angeles campuses each had 40 percent or more of their appointments occur among Asians, although note that Sonoma made only one appointment in 2004. Appointments of African Americans reached 10 percent or more at Dominguez Hills, Monterey Bay, and San Marcos. Hispanic appointments were highest at Fresno (29 percent), Chico (22 percent), and Dominguez Hills (20 percent).

The lowest percentage of minority appointments were at Maritime Academy (zero percent) and Humboldt (eight percent). Last year Chico did not have any minority appointments, but this year 22 percent of their appointments were of an ethnic minority.

Table 7	Tenure Track Faculty Appointments, Ethnicity
	By Campus, Fall 2004

	Appointments	Asian	African American	Hispanic	Total Minorities	Other/ Unknown
Bakersfield	6	16.7%	0.0%	16.7%	33.3%	0.0%
Channel Islands	0	N/A	N/A	N/A	N/A	N/A
Chico	9	0.0%	0.0%	22.2%	22.2%	0.0%
Dominguez Hills	30	16.7%	10.0%	20.0%	46.7%	16.7%
East Bay	17	23.5%	0.0%	5.9%	29.4%	0.0%
Fresno	17	0.0%	0.0%	29.4%	29.4%	5.9%
Fullerton	9	22.2%	0.0%	0.0%	22.2%	0.0%
Humboldt	12	0.0%	0.0%	0.0%	8.3%	0.0%
Long Beach	23	17.4%	4.3%	13.0%	34.8%	4.3%
Los Angeles	16	43.8%	6.3%	6.3%	56.3%	0.0%
Maritime Academy	4	0.0%	0.0%	0.0%	0.0%	0.0%
Monterey Bay	13	0.0%	15.4%	15.4%	30.8%	38.5%
Northridge	47	14.9%	6.4%	6.4%	27.7%	0.0%
Pomona	11	27.3%	0.0%	9.1%	36.4%	9.1%
Sacramento	40	25.0%	2.5%	5.0%	32.5%	0.0%
San Bernardino	7	28.6%	0.0%	0.0%	42.9%	0.0%
San Diego	23	21.7%	4.3%	8.7%	39.1%	26.1%
San Francisco	38	26.3%	5.3%	18.4%	50.0%	7.9%
San Jose	17	5.9%	0.0%	5.9%	11.8%	11.8%
San Luis Obispo	36	19.4%	0.0%	5.6%	25.0%	8.3%
San Marcos	5	0.0%	20.0%	0.0%	20.0%	20.0%
Sonoma	1	100.0%	0.0%	0.0%	100.0%	0.0%
Stanislaus	12	25.0%	0.0%	8.3%	33.3%	8.3%
Percent of Total		18.3%	3.8%	10.2%	33.1%	7.4%
All Campuses	393	72	15	40	130	29

Note: Total Minorities includes three Native Americans.

Table 8 below looks at the gender and ethnicity of new tenure track faculty by discipline.

Table 8	Tenure Track Faculty Appointments, Gender and Ethnicity
	By Discipline, Fall 2004

	Appointments	White Males	Minority Males	Minority Females	White Females	Other/ Unknown
Agriculture	7	85.7%	0.0%	0.0%	14.3%	0.0%
Architecture	3	100.0%	0.0%	0.0%	0.0%	0.0%
Business/Management	40	22.5%	40.0%	12.5%	20.0%	5.0%
Communications	18	27.8%	16.7%	11.1%	38.9%	5.6%
Education	60	16.7%	18.3%	25.0%	35.0%	5.0%
Engineering	23	43.5%	30.4%	13.0%	8.7%	4.3%
Fine Arts	23	34.8%	13.0%	13.0%	34.8%	4.3%
Health Sciences	27	7.4%	0.0%	18.5%	66.7%	7.4%
Home Economics	6	0.0%	0.0%	33.3%	50.0%	16.7%
Letters	36	36.1%	5.6%	13.9%	38.9%	5.6%
Math/Computer Science	20	30.0%	15.0%	25.0%	15.0%	15.0%
Natural Sciences	44	47.7%	18.2%	11.4%	15.9%	6.8%
Public Affairs	17	11.8%	29.4%	23.5%	29.4%	5.9%
Social Sciences	61	19.7%	13.1%	13.1%	39.3%	14.8%
Misc./Other	8	62.5%	12.5%	12.5%	12.5%	0.0%
Percent of Total		28.5%	17.0%	16.0%	31.0%	7.4%
All Disciplines	393	112	67	63	122	29

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

Table 9 below looks at ethnicity of new tenure track faculty by discipline. There were no African American appointments in the disciplines of Agriculture, Architecture, Business/Management, Engineering, Fine Arts, and Math/Computer Science. Hispanics were not represented in Agriculture, Architecture, and Health Sciences. Appendix B presents a more detailed view of recruitment by gender, ethnicity, and academic field for the 2004 recruitment cycle.

Table 9	Tenure Track Faculty Appointments, Ethnicity
	By Discipline, Fall 2004

	Appointments	Asian	African American	Hispanic	Total Minorities	Other/ Unknown
Agriculture	7	0.0%	0.0%	0.0%	0.0%	0.0%
Architecture	3	0.0%	0.0%	0.0%	0.0%	0.0%
Business/Management	40	50.0%	0.0%	2.5%	52.5%	5.0%
Communications	18	11.1%	11.1%	5.6%	27.8%	5.6%
Education	60	10.0%	5.0%	28.3%	43.3%	5.0%
Engineering	23	39.1%	0.0%	4.3%	43.5%	4.3%
Fine Arts	23	21.7%	0.0%	4.3%	26.1%	4.3%
Health Sciences	27	11.1%	7.4%	0.0%	18.5%	7.4%
Home Economics	6	0.0%	16.7%	16.7%	33.3%	16.7%
Letters	36	2.8%	5.6%	11.1%	19.4%	5.6%
Math/Computer Science	20	30.0%	0.0%	10.0%	40.0%	15.0%
Natural Sciences	44	22.7%	2.3%	4.5%	29.5%	6.8%
Public Affairs	17	29.4%	5.9%	11.8%	52.9%	5.9%
Social Sciences	61	8.2%	3.3%	11.5%	26.2%	14.8%
Misc./Other	8	0.0%	12.5%	12.5%	25.0%	0.0%
Percent of Total		18.3%	3.8%	10.2%	33.1%	7.4%
All Disciplines	393	72	15	40	130	29

Note: Total Minorities includes three Native Americans.

Faculty Years of Experience

Table 10 below shows the approximate years of experience held by faculty at the time of appointment at each campus. In order to approximate the years of experience faculty had at the time of appointment into a CSU faculty position, the 2004 Faculty Recruitment Survey inquired about the date at which new tenure track faculty received their highest degree. The vast majority of new tenure track faculty (75 percent) have nine years of experience or less. It should be noted that 8 percent of new faculty were appointed without having completed their doctorate (ABD).

Table 10	Years of Experience of New Tenure Track Faculty
	By Campus, Fall 2004

	ABD	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25+ Years
Bakersfield	17%	83%	0%	0%	0%	0%	0%
Channel Islands	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chico	22%	11%	22%	11%	11%	11%	11%
Dominguez Hills	13%	40%	23%	3%	13%	7%	0%
East Bay	12%	59%	18%	6%	6%	0%	0%
Fresno	24%	41%	24%	6%	0%	6%	0%
Fullerton	0%	67%	22%	11%	0%	0%	0%
Humboldt	17%	25%	50%	8%	0%	0%	0%
Long Beach	0%	61%	30%	4%	0%	4%	0%
Los Angeles	6%	56%	13%	13%	0%	13%	0%
Maritime Academy	0%	25%	50%	25%	0%	0%	0%
Monterey Bay	15%	54%	8%	8%	0%	8%	8%
Northridge	6%	53%	26%	4%	4%	4%	2%
Pomona	9%	36%	27%	9%	9%	9%	0%
Sacramento	0%	53%	30%	13%	3%	3%	0%
San Bernardino	0%	86%	14%	0%	0%	0%	0%
San Diego	13%	57%	13%	4%	13%	0%	0%
San Francisco	11%	53%	18%	8%	5%	0%	5%
San Jose	0%	53%	35%	6%	0%	6%	0%
San Luis Obispo	0%	53%	28%	11%	3%	3%	3%
San Marcos	0%	40%	60%	0%	0%	0%	0%
Sonoma	0%	100%	0%	0%	0%	0%	0%
Stanislaus	25%	58%	0%	0%	8%	8%	0%
All Campuses	8%	51%	24%	7%	4%	4%	2%

Table 11 below shows the approximate years of experience held by faculty at the time of appointment for each discipline.

Table 11	Years of Experience of New Tenure Track Faculty
	By Discipline, Fall 2004

	ABD	0-4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25+ Years
Agriculture	29%	43%	14%	0%	0%	14%	0%
Architecture	33%	67%	0%	0%	0%	0%	0%
Bus./Management	8%	48%	25%	5%	8%	3%	5%
Communications	6%	44%	33%	17%	0%	0%	0%
Education	13%	42%	20%	7%	10%	7%	2%
Engineering	0%	83%	13%	4%	0%	0%	0%
Fine Arts	0%	39%	43%	4%	4%	4%	4%
Health Sciences	19%	33%	22%	4%	11%	11%	0%
Home Economics	0%	50%	33%	17%	0%	0%	0%
Letters	6%	58%	19%	14%	0%	3%	0%
Math/Comp. Science	5%	55%	25%	10%	0%	5%	0%
Natural Sciences	2%	50%	34%	11%	2%	0%	0%
Public Affairs	12%	53%	24%	6%	0%	0%	6%
Social Sciences	8%	62%	20%	2%	5%	3%	0%
Misc./Other	13%	50%	0%	13%	0%	13%	13%
All Disciplines	8%	51%	24%	7%	4%	4%	2%

Faculty Salaries

The *average* salaries paid at each campus are shown in *Table 12* below. “Average” is emphasized because faculty in all disciplines were appointed in a wide range of salaries, subject to campus priorities and resources as well as the individual capabilities of candidates. Although in 2004 there were fewer appointments than in recent years due to poor economic conditions, the average salary (\$59,649) of new tenure track faculty appointments went up by 2.5 percent. The highest average salaries were at San Luis Obispo (\$66,717) and San Diego (\$64,106), but other campuses that paid higher than the systemwide average include San Francisco, Fullerton, Dominguez Hills, Los Angeles and Pomona. The lowest average salaries were at Humboldt (\$49,662) and San Bernardino (\$52,334), both were more than \$7,000 below the systemwide average.

Table 12	Average Salaries of New Tenure Track Faculty
	By Campus, Fall 2004

	Average Salaries
Bakersfield	\$55,750
Channel Islands	N/A
Chico	\$55,335
Dominguez Hills	\$61,957
East Bay	\$58,118
Fresno	\$56,567
Fullerton	\$63,459
Humboldt	\$49,662
Long Beach	\$56,447
Los Angeles	\$61,664
Maritime Academy	\$57,429
Monterey Bay	\$57,972
Northridge	\$59,054
Pomona	\$60,724
Sacramento	\$57,698
San Bernardino	\$52,334
San Diego	\$64,106
San Francisco	\$63,884
San Jose	\$56,615
San Luis Obispo	\$66,717
San Marcos	\$55,855
Sonoma	\$52,500
Stanislaus	\$54,181
All Campuses	\$59,649

Table 13 shows the average salary paid to new faculty at each rank and the corresponding number of appointments.

Table 13	Average Salaries of New Tenure Track Faculty
	By Rank, Fall 2004

	Appointments	Average Salaries
Professor	14	\$95,505
Associate Professor	42	\$72,798
Assistant Professor	337	\$56,521
All Ranks	393	\$59,649

Out of the 393 appointments, the great majority (86 percent) occurred at the Assistant Professor rank. For that reason, Table 14 below on salaries by discipline is limited to Assistant Professor appointments. New Assistant Professors hired by Business/Management and Engineering departments, in particular, received higher average salaries than new Assistant Professors in most other disciplines.

Table 14	Average Salaries of New Assistant Professors
	By Discipline, Fall 2004

	Average Salaries
Agriculture	\$56,162
Architecture	\$53,008
Business/Management	\$75,995
Communications	\$53,094
Education	\$55,153
Engineering	\$63,160
Fine Arts	\$52,671
Health Sciences	\$61,404
Home Economics	\$53,510
Letters	\$51,348
Math/Computer Science	\$58,889
Natural Sciences	\$52,588
Public Affairs	\$52,331
Social Sciences	\$54,108
Misc./Other	\$50,332
All Disciplines	\$56,521

More detailed information on salaries by discipline is presented in Appendix C, which displays salary data in narrower academic fields rather than the broad discipline categories presented in Table 14.

As in prior years, there was considerable variation in the average salaries offered to new Assistant Professors from different academic disciplines. *Table 14* indicates roughly a \$26,000 difference between the discipline category with the highest average salary and the discipline category with the lowest average salary. *Appendix C* shows approximately a \$35,000 difference in average salary between the narrow academic fields offering the highest and lowest average pay. Such differences in compensation by academic discipline are common in higher education.

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 relates to persons serving in faculty positions as well as in other types of employment, such as post-doctoral fellows, teaching assistants, or adjunct faculty.

Table 15 below shows the number of newly recruited faculty by their prior employer at the time of their recruitment. The majority (almost 70 percent) were employed at other non-CSU higher education institutions prior to their appointment. Approximately 14 percent were previously employed as lecturers by the campus where they were hired, and about 10 percent were employed by other CSU campuses (although it was unknown whether they were employed in lecturer, tenure track, or non-instructional positions).

Table 15	Sources of New Tenure Track Faculty Recruited
	Fall 2004

	Appointments	% of Total
Other Higher Education*	272	69.2%
Campus Lecturers	53	13.5%
Other CSU Campus	38	9.7%
Other/Unknown	30	7.6%
All Appointments	393	100.0%

*Not in the CSU

Table 16	Sources of New Tenure Track Faculty Recruited
	By Campus, Fall 2004

	Appointments	Other Higher Education*	Campus Lecturers	Other CSU Campus	Other/Unknown
Bakersfield	6	66.7%	0.0%	0.0%	33.3%
Channel Islands	0	N/A	N/A	N/A	N/A
Chico	9	55.6%	11.1%	0.0%	33.3%
Dominguez Hills	30	43.3%	33.3%	13.3%	10.0%
East Bay	17	64.7%	17.6%	17.6%	0.0%
Fresno	17	29.4%	23.5%	17.6%	29.4%
Fullerton	9	77.8%	0.0%	22.2%	0.0%
Humboldt	12	91.7%	0.0%	8.3%	0.0%
Long Beach	23	39.1%	34.8%	17.4%	8.7%
Los Angeles	16	93.8%	0.0%	6.3%	0.0%
Maritime Academy	4	50.0%	0.0%	25.0%	25.0%
Monterey Bay	13	76.9%	7.7%	15.4%	0.0%
Northridge	47	76.6%	8.5%	12.8%	2.1%
Pomona	11	54.5%	9.1%	18.2%	18.2%
Sacramento	40	80.0%	10.0%	7.5%	2.5%
San Bernardino	7	85.7%	0.0%	14.3%	0.0%
San Diego	23	69.6%	26.1%	0.0%	4.3%
San Francisco	38	86.8%	7.9%	5.3%	0.0%
San Jose	17	82.4%	11.8%	0.0%	5.9%
San Luis Obispo	36	61.1%	16.7%	2.8%	19.4%
San Marcos	5	80.0%	0.0%	0.0%	20.0%
Sonoma	1	100.0%	0.0%	0.0%	0.0%
Stanislaus	12	83.3%	0.0%	16.7%	0.0%
Percent of Total		69.2%	13.5%	9.7%	7.6%
All Campuses	393	272	53	38	30

*Not in the CSU

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

Table 16 above shows the sources of new tenure track faculty by campus. Los Angeles, Humboldt, and San Francisco recruited the highest proportion of new faculty from other (non-CSU) higher education sources. Sonoma recruited 100 percent from other (non-CSU) higher education, but had only one appointment. The highest percentage of recruitments from other CSU campuses were at Maritime Academy, Fullerton, and Pomona. The highest percent of new appointments from lecturers at the same campus were at Long Beach, Dominguez Hills, and San Diego.

The sources of new tenure track faculty by discipline are shown in *Table 17* below. Greater than 80 percent of new faculty were recruited from other (non-CSU) higher education sources for the disciplines of Math/Computer Science, Letters, Social Sciences, and Natural Sciences. The discipline that recruited the highest proportion (over 65 percent) of new faculty from their own campus lecturers was Architecture, although there were a relatively low number of appointments for that discipline.

Table 17	Sources of New Tenure Track Faculty Recruited
	By Discipline, Fall 2004

	Appointments	Other Higher Education*	Campus Lecturers	Other CSU Campus	Other/Unknown
Agriculture	7	42.9%	0.0%	0.0%	57.1%
Architecture	3	33.3%	66.7%	0.0%	0.0%
Business/Management	40	80.0%	7.5%	7.5%	5.0%
Communications	18	50.0%	16.7%	22.2%	11.1%
Education	60	53.3%	25.0%	16.7%	5.0%
Engineering	23	60.9%	13.0%	4.3%	21.7%
Fine Arts	23	69.6%	17.4%	8.7%	4.3%
Health Sciences	27	33.3%	48.1%	11.1%	7.4%
Home Economics	6	33.3%	33.3%	16.7%	16.7%
Letters	36	86.1%	5.6%	5.6%	2.8%
Math/Computer Science	20	95.0%	0.0%	0.0%	5.0%
Natural Sciences	44	81.8%	0.0%	2.3%	15.9%
Public Affairs	17	70.6%	5.9%	23.5%	0.0%
Social Sciences	61	82.0%	6.6%	9.8%	1.6%
Misc./Other	8	75.0%	12.5%	12.5%	0.0%
Percent of Total		69.2%	13.5%	9.7%	7.6%
All Disciplines	393	272	53	38	30

*Not in the CSU

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

Appendix D includes a listing of the 88 (non-CSU) higher education institutions where 272 newly recruited faculty were employed prior to coming to the CSU, as reported by the hiring campuses. This listing reflects the broad range of institutions and geographical areas from which CSU campuses are recruiting faculty. They include universities and colleges in 43 states and several foreign countries. California institutions of higher education— again excluding the CSU - accounted for 95 new faculty, with the University of California providing over half of that number (59). Some 16 other states, headed by Illinois, New York, and Texas each accounted for five or more new faculty within the recruitment cycle reviewed in this report. Approximately four percent of new tenure track faculty came from institutions of higher education located outside the United States. Approximately 48 percent of all new faculty were previously employed in California (in the CSU system, in other California higher education institutions, or in other non-higher education institutions).

Recruitment Process

Beginning in 2002, the survey started to request information on some of the non-salary incentives offered to candidates for faculty positions. These incentives included tenure/service credit, moving expenses, start-up funds, and workload reductions.

Tenure/Service Credit

Out of the 393 new faculty hired for fall 2004, approximately 23 percent received some form of service credit toward tenure as part of the recruitment package. Two years of service credit were granted to 13 percent of new faculty appointees, and one year of service credit was granted to eight percent of new hires. In addition, ten new faculty members (2.5 percent) were granted tenure upon appointment. Six of the individuals offered tenure were hired at the rank of Professor, and four were hired at the rank of Associate Professor. *Table 18* below presents campus reports of the percent of new tenure track faculty on each campus who were offered tenure or service credit toward tenure.

Table 18	Tenure or Service Credit Offered to New Tenure Track Faculty
	By Campus, Fall 2002-2004

	2002	2003	2004
Bakersfield	9.5%	3.6%	0.0%
Channel Islands	76.5%	40.0%	N/A
Chico	41.0%	13.3%	33.3%
Dominguez Hills	25.8%	8.7%	16.7%
East Bay	52.9%	42.1%	17.6%
Fresno	30.4%	32.6%	11.8%
Fullerton	31.3%	16.3%	11.1%
Humboldt	83.3%	63.6%	33.3%
Long Beach	30.3%	39.4%	30.4%
Los Angeles	19.3%	11.1%	31.3%
Maritime	N/A	33.3%	75.0%
Monterey Bay	43.8%	100.0%	46.2%
Northridge	24.6%	18.1%	19.1%
Pomona	42.5%	40.0%	45.5%
Sacramento	35.9%	35.7%	22.5%
San Bernardino	4.9%	9.1%	28.6%
San Diego	24.6%	23.7%	4.3%
San Francisco	2.4%	1.3%	7.9%
San Jose	33.8%	45.0%	17.6%
San Luis Obispo	37.1%	24.5%	41.7%
San Marcos	3.8%	0.0%	20.0%
Sonoma	56.3%	71.4%	100.0%
Stanislaus	62.5%	42.9%	33.3%
All Campuses	29.8%	26.6%	23.4%

Moving Expenses and Start-up Funds

Starting in 2002, the recruitment survey asked campuses to provide information pertaining to moving expenses and start-up funds offered to new tenure track faculty.

Table 19 below shows the average moving expenses paid to new faculty in 2004 by campus. Moving expenses were offered to 62 percent of all new tenure track faculty and of those appointees who received moving expenses, the average offered was \$3,192.

Table 19	Average Moving Expenses Offered to New Tenure Track Faculty
	By Campus, Fall 2004

	Average Moving Expenses
Bakersfield	\$2,300
Channel Islands	N/A
Chico	\$3,143
Dominguez Hills	\$3,773
East Bay	\$1,682
Fresno	\$1,603
Fullerton	\$2,585
Humboldt	\$1,929
Long Beach	\$3,636
Los Angeles	\$2,000
Maritime	N/A
Monterey Bay	\$1,854
Northridge	\$2,667
Pomona	\$1,960
Sacramento	\$2,667
San Bernardino	\$3,300
San Diego	\$3,281
San Francisco	\$4,912
San Jose	\$1,000
San Luis Obispo	\$5,797
San Marcos	\$2,300
Sonoma	\$2,000
Stanislaus	\$2,343
All Campuses	\$3,192

Systemwide, start-up funds were offered to 61 percent of new tenure track faculty. For those who received start-up funds, the average amount offered was \$11,966, as shown in *Table 20* below. The lowest amount of start-up funds offered was \$500, and the highest amount was \$143,000. Variation in the amount of start-up funds offered is more closely linked to discipline than to campus, therefore *Table 21* on the next page provides better insight into how start-up funds were generally distributed in 2004.

Table 20	Average Start-up Funds Offered to New Tenure Track Faculty
	By Campus, Fall 2004

	Average Start-up Funds
Bakersfield	\$12,302
Channel Islands	N/A
Chico	\$29,950
Dominguez Hills	\$9,625
East Bay	\$5,100
Fresno	\$6,224
Fullerton	\$7,333
Humboldt	\$8,501
Long Beach	\$17,134
Los Angeles	\$18,767
Maritime	N/A
Monterey Bay	N/A
Northridge	\$17,979
Pomona	\$13,518
Sacramento	\$10,104
San Bernardino	\$2,679
San Diego	\$3,617
San Francisco	\$17,737
San Jose	\$41,250
San Luis Obispo	\$4,438
San Marcos	\$15,988
Sonoma	N/A
Stanislaus	\$4,333
All Campuses	\$11,966

Table 21 below presents the average start-up funds offered in each discipline. Start-up funds as low as \$500 were offered in disciplines such as Architecture, Fine Arts, and Social Sciences. Higher start-up funds were offered in Natural Sciences (sometimes approaching \$100,000 or greater), with an average of \$40,995. A distant second and third highest average were Engineering (\$13,091) and Math/Computer Science (\$10,500), respectively. The lowest average start-up funds were offered in Architecture (\$500) and Public Affairs (\$2,729). Excluding Natural Sciences, the systemwide average start-up funds offered to new faculty in 2004 were \$6,333.

Table 21	Average Start-up Funds Offered to New Tenure Track Faculty
	By Discipline, Fall 2004

	Average Start-up Funds
Agriculture	\$9,585
Architecture	\$500
Business/Management	\$6,019
Communications	\$4,455
Education	\$5,855
Engineering	\$13,091
Fine Arts	\$3,431
Health Sciences	\$4,115
Home Economics	\$3,750
Letters	\$3,748
Math/Computer Science	\$10,500
Natural Sciences	\$40,995
Public Affairs	\$2,729
Social Sciences	\$8,215
Misc/Other	\$3,533
All Disciplines	\$11,966

Workload Reduction

In 2004, campuses reported that nearly 69 percent of new tenure track faculty appointees systemwide were offered some form of workload reduction for the first year of teaching. These reductions ranged from one to 16 weighted teaching units (WTUs). *Table 22* below presents the proportion of new faculty who were offered various levels of workload reduction in 2002, 2003, and 2004.

Table 22	Workload Reduction Offered to New Tenure Track Faculty
	Fall 2002-2004

WTU's	2002	2003	2004
1-3	12.5%	14.4%	18.6%
3.1-6	35.1%	38.6%	36.4%
6.1-9	11.6%	6.2%	5.9%
9.1-12	6.4%	4.5%	6.9%
>12	2.6%	1.7%	1.0%

Recruitment Outcomes

Starting with the 2002 survey, more questions were asked about unsuccessful searches in order to provide additional perspectives on the effectiveness of CSU recruitment. While success rates are an important measure of the CSU's effectiveness in recruiting new tenure track faculty, there are other factors that should be considered. It is also important to look at the reasons why some searches are unsuccessful and to explore whether departments are able to hire their preferred candidates from within the applicant pool.

Unsuccessful Searches

Table 23 below displays the reported reason why positions were not filled in 2002, 2003, and 2004.

Table 23	Unsuccessful Tenure Track Faculty Searches
	Fall 2002-2004

Reason	2002		2003		2004	
	Number	Percent	Number	Percent	Number	Percent
Inadequate candidate pool	161	47.2%	163	34.8%	59	18.2%
Budget	34	10.0%	153	32.7%	187	57.7%
All offers declined	74	21.7%	58	12.4%	19	5.9%
Change in staffing priorities	5	1.5%	26	5.6%	11	3.4%
Cancelled due to process irregularities	4	7.4%	8	1.7%		
Other	54	15.8%	48	10.3%	23	7.1%
No Reason Given	9	2.6%	12	2.6%	19	5.9%
Unknown					6	1.9%
All Unsuccessful Searches	341		468		324	

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

In 2004, the most common reason for a position remaining unfilled was cancellation due to budget. Secondly, positions were not filled due to an inadequate candidate pool. In 2002, budget was a reason given for only 10 percent of unsuccessful searches, increasing to 32.7 percent in 2003, and to 57.7 percent in 2004. Many campuses in 2004 were dealing with smaller budgets than in prior years, which resulted in the lack of budget to hire new faculty for which a search had been previously initiated. Below, in *Table 24*, the unsuccessful tenure track searches are reexamined and percentages recalculated with the exclusion of unsuccessful searches due to budget.

Table 24	Unsuccessful Tenure Track Faculty Searches, Excluding Unsuccessful Searches Due to Budget
	Fall 2004

Reason	Number	Percent
Inadequate candidate pool	59	43.1%
All offers declined	19	13.9%
Change in staffing priorities	11	8.0%
Other	23	16.8%
No Reason Given	19	13.9%
Unknown	6	4.4%
All Unsuccessful Searches	137	

Declined Offers of Employment

Information was requested from campuses on the number of employment offers that were declined by candidates for CSU faculty positions. *Table 25* below displays the number of offers declined in both unsuccessful and successful searches.

Table 25	Declined Offers of Employment
	Fall 2004

Search Outcome	Number of Declined Offers Reported						Total Searches
	None	1	2	3	4	5	
Unsuccessful Searches	289	30	4	1	0	0	324
Successful Searches	350	32	4	3	3	1	393
All Searches	639	62	8	4	3	1	717

These data indicate that the CSU was very successful in recruiting preferred candidates from within the applicant pool for tenure track faculty positions.

Reason for Declining Employment Offer

Although the CSU was generally successful in hiring lead candidates, a small number of preferred candidates declined CSU employment offers. The survey asked campuses to list the primary reason given by a lead candidate for declining an offer of employment. The survey offered the following options: cost of housing, inadequate salary, teaching load, inadequate equipment/facilities, lack of employment for spouse, timing of offer, or other. Campuses submitted detailed information on 74 of the searches in which the lead candidate declined an offer of employment. Of these 74 searches, 31 were ultimately unsuccessful, and 43 were successfully completed with a tenure track hire.

Out of these 74 instances in which the lead candidate declined an offer of employment, campuses selected the “Other” category 34 percent of the time to describe the primary reason why the offer was declined. In other words, most candidates who turned down positions did so for a variety of reasons other than those listed as options in this survey. In recent years (2002 and 2003), salary, workload, and the cost of housing were often cited as reasons why candidates reject offers of employment with the CSU, however in 2004 lack of employment for spouse moved up in the list and more than doubled from Fall 2003 (five percent) to Fall 2004 (12 percent). Inadequate salary was cited by 23 percent of declining lead candidates as the primary reason they turned down CSU employment. *Table 26* below presents more detailed information on the reasons given by the lead candidate for declining CSU employment.

Table 26	Declined Offers of Employment by Lead Candidate
	Fall 2004

Primary Reason	All Searches	Unsuccessful Searches	Successful Searches*
Other	33.8%	32.3%	34.9%
Inadequate salary	23.0%	29.0%	18.6%
Timing of Offer	16.2%	12.9%	18.6%
Lack of employment for spouse	12.2%	12.9%	11.6%
Cost of Housing	10.8%	12.9%	9.3%
Teaching Load	2.7%	0.0%	4.7%
Inadequate equipment/facilities	1.4%	0.0%	2.3%

*Searches that were ultimately successful but not filled by the lead candidate.

Non-Reappointments, Tenure Denials, and Resignations

Starting in 2003 and continuing in 2004, the survey asked about probationary faculty who were not reappointed or denied tenure. Additionally, the survey collected campus reports of the number of resignations by tenured and probationary faculty during or at the end of the 2003-04 academic year. It should be noted that tenure denial and faculty resignation data obtained through survey responses from the campuses may not exactly match data from other sources.

Non-Reappointments and Tenure Denials

Table 27 shows the number of probationary faculty who were not reappointed or denied tenure by campus. Less than one percent (0.7 percent) of all probationary faculty were not reappointed or denied tenure during the 2003-04 academic year. Nine campuses reported no non-reappointments or tenure denials (Channel Islands, Chico, East Bay, Los Angeles, Monterey Bay, San Bernardino, San Luis Obispo, San Marcos, and Sonoma).

Table 27	Non-Reappointments and Tenure Denials of Probationary Faculty
	By Campus, Academic Year 2003-04

	Non-Reappointments and Tenure Denials
Bakersfield	1
Channel Islands	0
Chico	0
Dominguez Hills	2
East Bay	0
Fresno	1
Fullerton	2
Humboldt	1
Long Beach	2
Los Angeles	0
Maritime Academy	1
Monterey Bay	0
Northridge	1
Pomona	2
Sacramento	1
San Bernardino	0
San Diego	2
San Francisco	2
San Jose	1
San Luis Obispo	0
San Marcos	0
Sonoma	0
Stanislaus	1
All Campuses	20

Table 28 shows the number of tenure track faculty non-reappointments and tenure denials by discipline. The disciplines with the highest number of non-reappointments and tenure denials were in Fine Arts (5), Business/Management, Natural Sciences, and Social Sciences (3 each).

Table 28	Non-Reappointments and Tenure Denials of Probationary Faculty
	By Discipline, Academic Year 2003-04

	Non-Reappointments and Tenure Denials
Agriculture	0
Architecture	0
Business/Management	3
Communications	0
Education	2
Engineering	1
Fine Arts	5
Health Sciences	0
Home Economics	0
Letters	2
Math/Computer Science	0
Natural Sciences	3
Public Affairs	1
Social Sciences	3
Misc./Other	0
All Disciplines	20

Resignations

CSU campuses reported 153 tenure track faculty resignations (1.4 percent of all tenured and probationary faculty) during the 2003-04 academic year. Thus, it appears that CSU was highly successful in retaining tenure track faculty during this report cycle.

Table 29 shows the number of tenure track faculty resignations by campus. In 2003-04, seven campuses experienced more than two percent of their tenured and tenure track faculty resigning including Bakersfield, Channel Islands, East Bay, Fullerton, Maritime Academy, Monterey Bay, and San Bernardino.

Table 29	Resignations of Tenured and Probationary Faculty
	By Campus, Academic Year 2003-04

	Resignations	Resignations as % of Tenure Track Faculty
Bakersfield	6	2.6%
Channel Islands	3	7.0%
Chico	6	1.1%
Dominguez Hills	4	1.4%
East Bay	8	2.3%
Fresno	5	0.9%
Fullerton	19	2.9%
Humboldt	1	0.3%
Long Beach	8	1.0%
Los Angeles	5	0.8%
Maritime Academy	1	2.1%
Monterey Bay	4	4.3%
Northridge	11	1.4%
Pomona	10	1.7%
Sacramento	5	0.6%
San Bernardino	9	2.1%
San Diego	15	1.7%
San Francisco	14	1.9%
San Jose	4	0.5%
San Luis Obispo	5	0.8%
San Marcos	2	1.0%
Sonoma	4	1.5%
Stanislaus	4	1.6%
All Campuses	153	1.4%

Conclusions

1. In 2004, there were 717 searches attempted, and 393 appointments. Although fewer searches and appointments were made this year than in recent years, the success rate (excluding cancelled searches due to budget) remained consistent with 74 percent of new tenure track faculty searches resulting in appointment.
2. The majority of successful searches were filled by either the first or second candidate offered the position. Therefore, CSU campuses were generally successful in recruiting their preferred candidates from within the applicant pool.
3. Fine Arts, Business/Management, and Home Economics departments reported the lowest recruitment success rates. Certain major metropolitan area campuses continue to experience relatively less success in recruiting new tenure track faculty.
4. The primary reason for unsuccessful searches in 2004 was cancellation of search due to budget (57.7 percent). When budget was excluded from analysis, the most common reason for unsuccessful search was due to inadequate candidate pool (43.1 percent).
5. Tenure track faculty recruitment of men and women was roughly even, consistent with a ten-year trend.
6. The CSU system continues to be successful in recruiting a diverse tenure track workforce.
7. Although 48 percent of new tenure track faculty come from California, campuses are recruiting faculty from all parts of the country and all types of institutions.
8. With only 1.4 percent of all CSU tenured and probationary faculty resigning and 0.7 percent of probationary faculty denied reappointment or tenure during the 2003-04 academic year, turnover of tenure track faculty remains very low.

Appendix A

Tenure Track Faculty Searches, Appointments, and Applications, by Discipline and Academic Field, Fall 2004

		Searches	Appointments	Success Rate	Applications	Average Applications per Search
Agriculture	Agriculture Bus./Misc.	2	0	0.0%	8	4
	Animal & Plant Science	4	4	100.0%	52	13
	Natural Resources	4	3	75.0%	120	30
Architecture	Architecture	5	3	60.0%	88	18
Bus./Management	Accounting/Bus. Info. Sys.	37	18	48.6%	892	24
	Business Administration	36	13	36.1%	1,157	32
	Finance & Business Law	9	4	44.4%	284	32
	Marketing	8	5	62.5%	195	24
Communications	Communications	28	18	64.3%	749	27
Education	Counseling	12	6	50.0%	289	24
	Education Administration	13	8	61.5%	176	14
	Industrial Education	7	4	57.1%	102	15
	Instruction Tech./Librarianship	7	2	28.6%	101	14
	Physical Education	20	8	40.0%	189	9
	Special Education	12	6	50.0%	100	8
	Teacher Education	46	26	56.5%	686	15
Engineering	Civil Engineering	13	7	53.8%	272	21
	Electrical Engineering	14	8	57.1%	845	60
	Engineering, Misc.	9	4	44.4%	290	32
	Mechanical Engineering	8	4	50.0%	479	60
Fine Arts	Art	22	9	40.9%	855	39
	Music	16	8	50.0%	599	37
	Theatre & Dance	16	6	37.5%	683	43
Health Sciences	Health & Safety	19	9	47.4%	179	9
	Nursing	26	18	69.2%	89	3
Home Economics	Home Economics	13	6	46.2%	256	20
Letters	English & Literature	35	23	65.7%	1,711	49
	Foreign Languages	13	5	38.5%	381	29
	Philosophy	9	8	88.9%	652	72
	Speech	N/A	N/A	N/A	N/A	N/A
Math/Comp. Sci.	Computer Science	17	7	41.2%	1,425	84
	Mathematics	20	13	65.0%	2,370	119
Natural Sciences	Biology	34	20	58.8%	1,046	31
	Chemistry	20	12	60.0%	578	29
	Earth Sciences	11	6	54.5%	315	29
	Physics & Astronomy	13	6	46.2%	583	45
Public Affairs	Criminal Justice	7	2	28.6%	78	11
	Public Administration	8	6	75.0%	321	40
	Recreation	1	1	100.0%	13	13
	Social Work	13	8	61.5%	207	16
Social Sciences	Anthropology	8	5	62.5%	279	35
	Economics	3	2	66.7%	329	110
	Gender, Ethnic & Area Studies	23	14	60.9%	649	28
	Geography	4	3	75.0%	152	38
	History	19	13	68.4%	882	46
	Political Science	8	4	50.0%	281	35
	Psychology	17	11	64.7%	407	24
	Sociology	13	9	69.2%	365	28
Misc./Other	Miscellaneous	15	8	53.3%	423	28
	Total	717	393	54.8%	23,182	32

Appendix B

Tenure Track Faculty Appointments, Gender and Ethnicity, by Discipline and Academic Field, Fall 2004

		Appts.	White Males	Minority Males	Minority Females	White Females	Asian	African American	Hispanic
Agriculture	Agriculture Bus. /Misc.	0	0%	0%	0%	0%	0%	0%	0%
	Animal & Plant Science	4	75%	0%	0%	25%	0%	0%	0%
	Natural Resources	3	100%	0%	0%	0%	0%	0%	0%
Architecture	Architecture	3	100%	0%	0%	0%	0%	0%	0%
Bus./Management	Accounting/Bus. Info. Sys.	18	11%	56%	11%	11%	61%	0%	6%
	Business Administration	13	46%	15%	0%	38%	15%	0%	0%
	Finance & Business Law	4	0%	50%	50%	0%	100%	0%	0%
	Marketing	5	20%	40%	20%	20%	60%	0%	0%
Communications	Communications	18	28%	17%	11%	39%	11%	11%	6%
Education	Counseling	6	0%	0%	33%	67%	17%	17%	0%
	Education Administration	8	13%	25%	0%	38%	0%	0%	25%
	Industrial Education	4	75%	25%	0%	0%	0%	0%	25%
	Instruction Tech./Librarianship	2	0%	50%	0%	50%	0%	0%	50%
	Physical Education	8	38%	38%	13%	13%	25%	0%	25%
	Special Education	6	17%	0%	17%	67%	17%	0%	0%
Engineering	Teacher Education	26	8%	15%	42%	31%	8%	8%	42%
	Civil Engineering	7	71%	0%	0%	29%	0%	0%	0%
	Electrical Engineering	8	13%	63%	13%	0%	75%	0%	0%
	Engineering, Misc.	4	50%	25%	25%	0%	50%	0%	0%
	Mechanical Engineering	4	50%	25%	25%	0%	25%	0%	25%
Fine Arts	Art	9	22%	11%	11%	56%	22%	0%	0%
	Music	8	50%	13%	13%	25%	25%	0%	0%
	Theatre & Dance	6	33%	17%	17%	17%	17%	0%	17%
Health Sciences	Health & Safety	9	22%	0%	11%	56%	11%	0%	0%
	Nursing	18	0%	0%	22%	72%	11%	11%	0%
Home Economics	Home Economics	6	0%	0%	33%	50%	0%	17%	17%
Letters	English & Literature	23	39%	9%	4%	43%	0%	4%	9%
	Foreign Languages	5	40%	0%	20%	40%	0%	20%	0%
	Philosophy	8	25%	0%	38%	25%	13%	0%	25%
	Speech	0	0%	0%	0%	0%	0%	0%	0%
Math/Comp. Sci.	Computer Science	7	29%	0%	43%	14%	43%	0%	0%
	Mathematics	13	31%	23%	15%	15%	23%	0%	15%
Natural Sciences	Biology	20	45%	15%	15%	20%	20%	5%	5%
	Chemistry	12	58%	0%	8%	25%	8%	0%	0%
	Earth Sciences	6	67%	33%	0%	0%	17%	0%	17%
	Physics & Astronomy	6	17%	50%	17%	0%	67%	0%	0%
Public Affairs	Criminal Justice	2	0%	50%	0%	50%	50%	0%	0%
	Public Administration	6	0%	33%	50%	0%	33%	17%	17%
	Recreation	1	0%	0%	0%	100%	0%	0%	0%
	Social Work	8	25%	25%	13%	38%	25%	0%	13%
Social Sciences	Anthropology	5	40%	0%	20%	40%	0%	0%	0%
	Economics	2	50%	0%	0%	50%	0%	0%	0%
	Gender, Ethnic & Area Studies	14	0%	43%	21%	21%	7%	14%	36%
	Geography	3	0%	0%	0%	67%	0%	0%	0%
	History	13	15%	8%	8%	46%	15%	0%	0%
	Political Science	4	50%	0%	0%	25%	0%	0%	0%
	Psychology	11	0%	9%	18%	73%	18%	0%	9%
	Sociology	9	56%	0%	11%	11%	0%	0%	11%
Misc./Other	Miscellaneous	8	63%	13%	13%	13%	0%	13%	13%
	Total	393	28%	17%	16%	31%	18%	4%	10%

Notes: (1) 29 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 1 Native American male.

(3) Minority Females includes 2 Native American females.

Appendix C

Average Salaries of New Assistant Professors, by Discipline and Academic Field, Fall 2004

		Average Salary
Agriculture	Agriculture Bus./Misc.	N/A
	Animal & Plant Science	\$61,134
	Natural Resources	\$52,848
Architecture	Architecture	\$53,008
Bus./Management	Accounting/Bus. Info. Sys.	\$75,341
	Business Administration	\$73,664
	Finance & Business Law	\$82,020
	Marketing	\$81,364
Communications	Communications	\$53,094
Education	Counseling	\$54,406
	Education Administration	\$61,284
	Industrial Education	\$55,712
	Instruction Tech/Librarianship	\$55,008
	Physical Education	\$54,982
	Special Education	\$55,014
	Teacher Education	\$54,178
Engineering	Civil Engineering	\$60,718
	Electrical Engineering	\$66,122
	Engineering, Misc.	\$62,379
	Mechanical Engineering	\$62,004
Fine Arts	Art	\$54,524
	Music	\$49,754
	Theatre & Dance	\$52,810
Health Sciences	Health & Safety	\$62,844
	Nursing	\$60,811
Home Economics	Home Economics	\$53,510
Letters	English & Literature	\$51,884
	Foreign Languages	\$47,064
	Philosophy	\$52,802
	Speech	N/A
Math/Comp. Sci.	Computer Science	\$68,571
	Mathematics	\$53,241
Natural Sciences	Biology	\$51,878
	Chemistry	\$52,801
	Earth Sciences	\$52,816
	Physics & Astronomy	\$54,302
Public Affairs	Criminal Justice	\$53,004
	Public Administration	\$53,897
	Recreation	\$52,512
	Social Work	\$50,884
Social Sciences	Anthropology	\$51,398
	Economics	\$57,996
	Gender, Ethnic & Area Studies	\$58,225
	Geography	\$54,604
	History	\$52,233
	Political Science	\$51,498
	Psychology	\$54,390
	Sociology	\$53,231
Misc./Other	Miscellaneous	\$50,332
	Total	\$56,521

Appendix D

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

College Name	State	#	College Name	State	#
Auburn University	AL	1	University of Hawaii	HI	1
University of Alabama	AL	1	University of Hawaii, Hilo	HI	1
University of Arkansas	AR	1	University of Iowa	IA	1
Arizona State University	AZ	4	University of Idaho	ID	1
Northern Arizona State University	AZ	1	De Paul University	IL	2
University of Arizona	AZ	4	Northern Illinois University	IL	2
CA Institute of Technology	CA	2	Northwestern University	IL	3
Carleton University	CA	1	Southern Illinois University	IL	1
Claremont Graduate University	CA	2	University of Chicago	IL	1
College of Design	CA	1	University of Illinois	IL	3
East Los Angeles College	CA	1	University of Illinois, Urbana-Champaign	IL	1
Golden Gate University	CA	1	Western Illinois University	IL	1
Harvey Mudd College	CA	1	Purdue University	IN	1
Las Positas College	CA	1	University of Notre Dame	IN	1
National University	CA	1	Vanderbilt University	IN	1
Occidental College	CA	1	Kansas State University	KS	2
Pacific Union College	CA	1	Wichita State University	KS	1
Pasadena City College	CA	1	Bellarmino University	KY	1
Pepperdine Law School	CA	1	Morehead State University	KY	1
Pepperdine University	CA	2	University of Louisville	KY	1
Santa Clara University	CA	1	Western Kentucky University	KY	1
Santa Monica College	CA	1	University of New Orleans	LA	1
Soka University of America	CA	1	Brandeis University	MA	1
Stanford University	CA	4	Harvard University	MA	1
UC Berkeley	CA	10	Massachusetts Institute of Technology	MA	1
UC Davis	CA	6	University of Massachusetts	MA	1
UC Irvine	CA	7	Western New England College	MA	1
UC Los Angeles	CA	15	Johns Hopkins University	MD	1
UC Riverside	CA	2	Salisbury University	MD	1
UC San Diego	CA	5	Towson University	MD	1
UC San Francisco	CA	2	University of Maryland	MD	3
UC Santa Barbara	CA	8	University of Maryland, Baltimore County	MD	1
UC Santa Cruz	CA	4	University of Maine	ME	1
University of San Francisco	CA	1	Michigan State University	MI	2
USC	CA	11	University of Michigan	MI	4
Colorado College	CO	1	University of Minnesota	MN	7
Colorado State University	CO	2	University of Minnesota, Duluth	MN	1
University of Colorado	CO	1	Southwest Missouri State University	MO	1
University of Northern Colorado	CO	1	Truman State University	MO	1
University of Connecticut	CT	3	University of Missouri, Columbia	MO	1
Yale University	CT	2	Washington University	MO	1
George Washington University	DC	1	Westminster College	MO	1
Georgetown University	DC	1	University of Montana	MT	1
Miami University	FL	1	Duke University	NC	1
University of Central Florida	FL	1	University of North Carolina	NC	1
University of Florida, Gainesville	FL	1	University of North Carolina, Chapel Hill	NC	2
University of South Florida	FL	1	Western Carolina University	NC	1
Georgia Institute of Technology	GA	1	North Dakota State University	ND	1

College Name	State	#	College Name	State	#
Dartmouth College	NH	1	Seattle University	WA	1
New Jersey Institute of Technology	NJ	1	University of Washington	WA	4
Rutgers University	NJ	4	Washington State University	WA	1
New Mexico State University	NM	1	University of Wisconsin	WI	1
University of Nevada	NV	1	West Virginia University	WV	2
Brooklyn College	NY	1	Cardiff University	Outside US	1
Cornell University	NY	2	Hong Kong University of Science and Tech.	Outside US	2
Hamilton College	NY	1	James Cooks University	Outside US	1
Hunter College	NY	1	Lund University	Outside US	1
New York University	NY	1	McMaster University	Outside US	1
Queens College	NY	1	Mt. St. Vincent University	Outside US	1
SUNY	NY	1	University of British Columbia	Outside US	2
SUNY, Stonybrook	NY	2	University of Calgary	Outside US	1
Syracuse University	NY	1	University of Canterbury	Outside US	1
Bowling Green State University	OH	1	University of Luton	Outside US	1
Ohio State University	OH	2	University of Port Elizabeth	Outside US	1
University of Toledo	OH	1	University of Strathclyde	Outside US	1
Oklahoma State University	OK	1	University of Toronto	Outside US	1
University of Oklahoma	OK	1	York University	Outside US	1
Oregon Health and Science University	OR	1			
Oregon State University	OR	2			
Reed College	OR	1			
University of Oregon	OR	1			
Western Oregon State University	OR	1			
Pennsylvania State University	PA	4			
Susquehanna University	PA	1			
Temple University	PA	1			
University of Pennsylvania	PA	1			
University of Pittsburgh	PA	1			
College of Charleston	SC	1			
South Dakota School of Mines	SD	1			
University of Tennessee	TN	1			
Vanderbilt University	TN	1			
Sam Houston State University	TX	1			
Tarrant County College	TX	1			
Texas A&M University	TX	1			
Texas Christian University	TX	1			
Texas Wesleyan University	TX	1			
Trinity University	TX	1			
University of Houston	TX	1			
University of North Texas	TX	1			
University of Texas	TX	1			
University of Texas, Austin	TX	1			
University of Texas, Houston	TX	1			
Westminster College	UT	1			

