



THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY



THE CALIFORNIA STATE UNIVERSITY.

**People with purpose ... who teach, learn,
discover and do.**

For almost 60 years, the CSU has pushed the boundaries of higher education, continually evolving to make a difference for our students, communities and the state of California.

**Never satisfied with the status quo, we're
more inspired than ever to innovate.**

We're committed to build upon our accomplishments and strive to achieve even greater successes for the benefit of future generations.

Our community is more than a collection of bright minds—CSU has attracted people with ambition, dedication and passion. We imagine what the future can be and work together to realize it.

That is the CSU spirit.

An enduring spirit of initiative, opportunity and commitment to our students' success.



Dear Friends of the California State University,



The faculty and staff of the California State University have a vital role in making the mission of the CSU a reality: educating students and preparing them to become leaders in a dynamic and diverse workforce in California and beyond. Student success is at the heart of our mission and it is CSU's utmost priority. Our employees are committed to focusing on initiatives providing students a clearer path to graduation, while also eliminating the achievement gap among underrepresented students.

The CSU's commitment to a diverse workforce is evident by the data reflected in this publication. Our faculty and staff's diverse and extensive backgrounds and experiences provide our students the opportunity to encounter new perspectives and to succeed in an increasingly connected, global work environment. The value of a CSU education remains strong, and as a university we are well positioned for continued success largely because of the dedication and contributions of employees at all 23 campuses and the Chancellor's Office

As in years past, this publication includes notable recent achievements by students and faculty. My hope is that in reading the 2019 Employee Profile, you will gain a greater understanding of the people who make the CSU such a special place to work and learn.

Warm Regards,

Evelyn Nazario
Vice Chancellor, Human Resources

Fall 2019

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IN HONOR OF TIMOTHY P. WHITE

CHANCELLOR | CALIFORNIA STATE UNIVERSITY

It's hard to imagine anyone with a personal history more intrinsically linked to California's public higher education system than Chancellor Timothy P. White. Dr. White began what would become a lifetime in higher education at Diablo Valley College before earning his bachelor's degree at Fresno State. He then earned a master's at CSU East Bay and a doctorate in exercise physiology at the University of California, Berkeley.

Chancellor White is a former campus president for University of California, Riverside, University of Idaho and Oregon State University. He has led the CSU since 2012, achieving unprecedented heights for student success and an increase of \$1.3 billion in annual state general fund appropriation. His unflagging commitment to a student body that grew to more than 480,000 during his tenure led White in 2015 to launch Graduation Initiative 2025, a university-wide effort to achieve ambitious graduation rates for all students and to close the equity gap between underserved students and their peers. In July 2018, the CSU achieved recognition for having 12 female campus presidents—more than 50 percent representation for women. This is in contrast to the average of 30 percent among U.S. colleges and universities. In 2019, he received the Leadership Champion Award from Leadership California and was named to Governor Newsom's Council on Post-Secondary Education.

A clarity of vision, a persistent and heartfelt focus on student success, an emphasis on collaborative leadership. These attributes, paired with his ready sense of humor and tremendous warmth, will likely define Chancellor White's legacy of leadership at the California State University.





Amanda Quintero

ASSOCIATE VICE PROVOST FOR STUDENT SUCCESS & COMMUNITY ENGAGEMENT | CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS

Quintero earned a bachelor's in global studies at CSU Monterey Bay, where she launched her work in student government. While working at the Office of the Chancellor, she earned a master's degree in public policy and administration from Cal State Long Beach. When she joined CSU Channel Islands in 2004, Quintero was ready to leverage both her professional expertise and her personal experiences to create a bridge between the community and the university. Under her leadership, Channel Islands was recognized in 2010 as a Hispanic-Serving Institution (HSI). She has secured more than \$26 million in federal grants to the campus, funding that has led to programs like University Culture, which fosters a university-going culture in the local community.



Ryan Todd

SUSTAINABILITY MANAGER | CALIFORNIA STATE UNIVERSITY, SACRAMENTO

Todd earned a bachelor's in environmental studies and a minor in geology at Sacramento State, where his robust composting program creates mulch for a garden that produces vegetables to be donated to fight food insecurity. Todd's passion for nature led him to pioneer the campus' sustainability practices, and he leads a team of five full-time employees and a dozen student assistants. The team is helping to transform the campus while students gain research experiences that prepare them for professional careers. One student study led to Sac State receiving a \$600,000 grant from the California Department of Water Resources to replace manual faucets with smart faucets. The university—with its 3,500 trees, innovative energy-saving practices, two LEED-certified buildings and more green construction underway—is now recognized as one of the most sustainable campuses in the world.



Laura Lupei

SENIOR DIRECTOR, UNIVERSITY BUDGET AND PLANNING | SONOMA STATE UNIVERSITY

Lupei supports the university's mission of improving student success and completion, and in 2020 she was honored with a Wang Award for Outstanding Staff Performance. During her 19 years at Sonoma State, she spends every day solving problems and looking at both the details and the big picture of the university. She leads efforts pertaining to the development, implementation and management of her campus's nearly \$250 million annual budget. Lupei has chaired a task force that recommended much-needed updates to the campus's process for cost-allocation planning. Additionally, she has overhauled SSU's strategic budgeting framework, timeline and software. Her team's efforts ensure Sonoma State's financial resources are aligned with the campus's strategic goals.

Fall 2019

CSU STAFFING



The information in this report, drawn on data from fall 2019 analytics for CSU employees not only illustrates the growth of the workforce over the years but also underscores the university's continuing commitment to hiring well-qualified, diverse faculty and staff — one of its top priorities.

The CSU employs more than 50,000 faculty and staff statewide. The tables on the following pages present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Employees by Occupational Groups and Campus

EMPLOYEE HEAD COUNT BY OCCUPATIONAL GROUP*
Fall 2019 and Prior Years

Fall 2019

Occupational Group	Full-Time	Part-Time	Total
Faculty	13,494	14,188	27,682
Professional/Technical	14,664	857	15,521
Office/Administrative Support	4,291	225	4,516
Service Occupations	2,598	97	2,695
Construction/Maintenance/Transportation	1,784	20	1,804
Management	1,540	5	1,545
Total	38,371	15,392	53,763

Fall 2018

Occupational Group	Full-Time	Part-Time	Total
Faculty	13,307	13,827	27,134
Professional/Technical	13,973	913	14,886
Office/Administrative Support	4,412	231	4,643
Service Occupations	2,553	97	2,650
Construction/Maintenance/Transportation	1,747	18	1,765
Management	1,721	9	1,730
Total	37,713	15,095	52,808

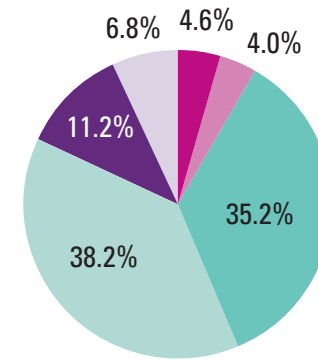
Fall 2017

Occupational Group	Full-Time	Part-Time	Total
Faculty	13,103	13,755	26,858
Professional/Technical	13,653	930	14,583
Office/Administrative Support	4,553	244	4,797
Service Occupations	2,384	85	2,469
Construction/Maintenance/Transportation	1,699	18	1,717
Management	1,734	5	1,739
Total	37,126	15,037	52,163

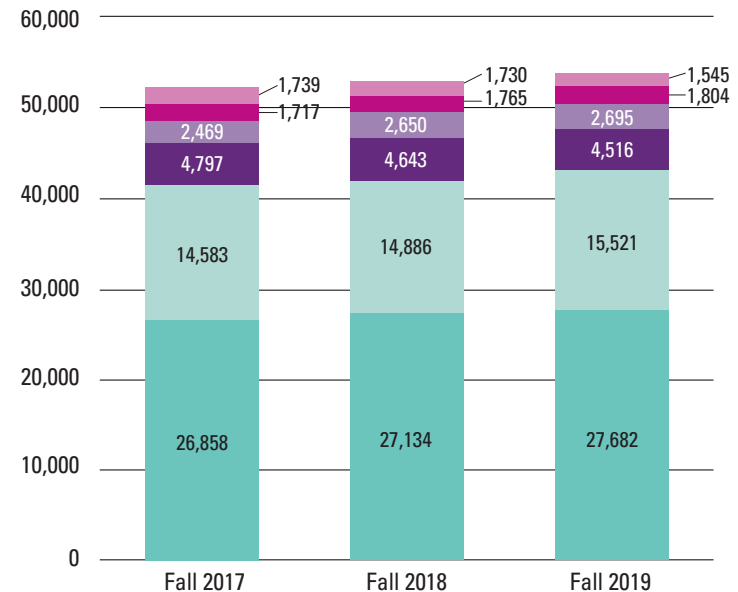
Note: Table includes all employees with the exception of student employees, other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions.

*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

FULL-TIME EMPLOYEE HEAD COUNT BY OCCUPATIONAL GROUP*
Fall 2019



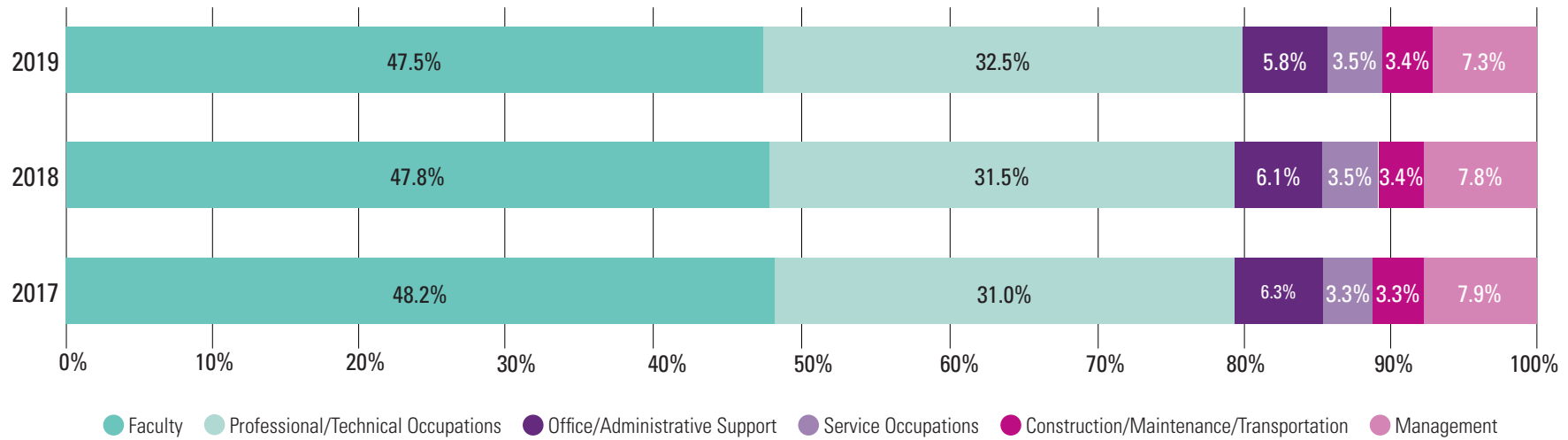
HEAD COUNT OF EMPLOYEES BY OCCUPATIONAL GROUP*
Fall 2019 and Prior Years



● Faculty ● Professional/Technical Occupations ● Office/Administrative Support ● Service Occupations ● Construction/Maintenance/Transportation ● Management

DISTRIBUTION OF SALARY BY OCCUPATIONAL GROUP*

Fall 2019 and Prior Years (Percent of Total Actual Salary)



* Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

EMPLOYEE SALARY BY COLLECTIVE BARGAINING UNIT

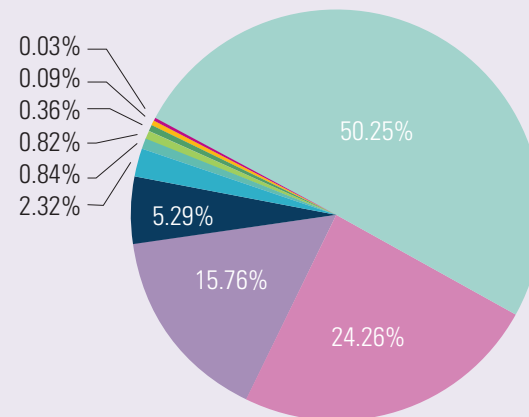
Fall 2019

Collective Bargaining Unit	Percent of Total Salary**
California Faculty Association	50.25%
California State University Employees Union (CSUEU)	24.26%
Management Personnel Plan	15.76%
Academic Professionals of California	5.29%
Teamsters 2010	2.32%
Confidential Classes	0.84%
Statewide University Police Association	0.82%
Union of American Physicians and Dentists	0.36%
Excluded Classes	0.09%
International Union of Operating Engineers	0.03%

**Note: Executives are included in the Management Personnel Plan.

DISTRIBUTION OF SALARY BY COLLECTIVE BARGAINING UNIT*

Fall 2019 (Percent of Total)



Note: Salary expenditures as of October 31, 2019
(Salary Expenditures = Annual Base Salary * FTE)

EMPLOYEE HEAD COUNT BY CAMPUS

Fall 2019

Campus	Head Count			Full-Time Equivalent (FTE)
	Full-Time	Part-Time	Total	
Bakersfield	911	366	1,277	1,072.1
Channel Islands	757	237	994	876.7
Chico	1,481	488	1,969	1,736.4
Dominguez Hills	1,134	627	1,761	1,397.2
East Bay	1,228	536	1,764	1,475.2
Fresno	1,876	658	2,534	2,155.6
Fullerton	2,588	1,148	3,736	3,093.3
Humboldt	905	266	1,171	1,035.6
Long Beach	2,749	1,255	4,004	3,295.2
Los Angeles	1,755	1,066	2,821	2,223.7
Maritime Academy	298	31	329	311.7
Monterey Bay	778	281	1,059	918.6
Northridge	2,578	1,254	3,832	3,156.7
Pomona	1,802	848	2,650	2,229.6
Sacramento	2,288	940	3,228	2,686.8
San Bernardino	1,580	538	2,118	1,841.3
San Diego	2,736	966	3,702	3,125.2
San Francisco	2,347	1,054	3,401	2,804.2
San José	2,360	1,208	3,568	2,908.1
San Luis Obispo	2,418	453	2,871	2,650.9
San Marcos	1,204	483	1,687	1,422.1
Sonoma	1,018	320	1,338	1,164.1
Stanislaus	910	366	1,276	1,050.2
Chancellor's Office	670	3	673	671.9
TOTAL	38,371	15,392	53,763	45,302.4

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE

Fall 2019 and Fall 2018

Campus	Fall 2019				Total	
	Full-Time		Part-Time		Fall 2019	Fall 2018
	Faculty	Staff	Faculty	Staff		
Bakersfield	318	593	329	37	1,277	1,230
Channel Islands	236	521	222	15	994	982
Chico	530	951	421	67	1,969	1,998
Dominguez Hills	403	731	591	36	1,761	1,644
East Bay	383	845	469	67	1,764	1,771
Fresno	787	1,089	634	24	2,534	2,596
Fullerton	1,007	1,581	1,108	40	3,736	3,648
Humboldt	292	613	227	39	1,171	1,196
Long Beach	1,078	1,671	1,174	81	4,004	3,962
Los Angeles	681	1,074	1,036	30	2,821	2,833
Maritime Academy	71	227	24	7	329	324
Monterey Bay	227	551	241	40	1,059	1,014
Northridge	902	1,676	1,150	104	3,832	3,843
Pomona	640	1,162	813	35	2,650	2,476
Sacramento	830	1,458	896	44	3,228	3,118
San Bernardino	505	1,075	505	33	2,118	2,081
San Diego	964	1,772	861	105	3,702	3,591
San Francisco	870	1,477	903	151	3,401	3,320
San José	853	1,507	1,129	79	3,568	3,434
San Luis Obispo	894	1,524	395	58	2,871	2,849
San Marcos	392	812	439	44	1,687	1,666
Sonoma	276	742	282	38	1,338	1,339
Stanislaus	355	555	339	27	1,276	1,230
Chancellor's Office	0	670	0	3	673	663
TOTAL	13,494	24,877	14,188	1,204	53,763	52,808

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions.

A photograph of a man with a full, grey beard and mustache, smiling warmly. He is wearing a dark grey polo shirt. The background is a warehouse or storage area with numerous cardboard boxes stacked on shelves. The lighting is soft and focused on the man.

Employees by Gender and Race/Ethnicity

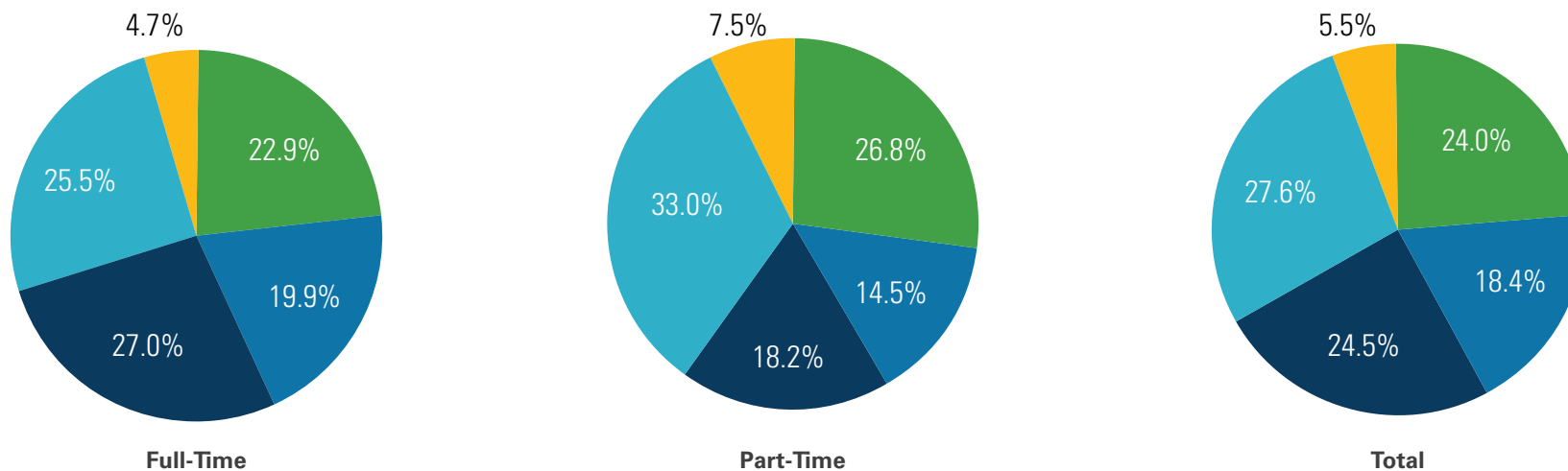
Widely recognized for its inclusive policies and outreach, the CSU is home to an incredibly diverse student body across all its campuses. Likewise, the university employs faculty and staff of every race, ethnicity, gender, age and background. The average age of CSU employees is 47.7 years, and 43.2 percent of employees are over 50 years old.

Minorities make up 43 percent of all employees and 47 percent of full-time employees. A continued increase in the hiring of female professors has created a rich talent pool of full-time faculty that is now more than 49.3 percent female. In fact, 73 percent of all employees at the CSU are either women or minorities.

The university seeks to invest in talented people across the entire spectrum of backgrounds and experiences; in doing so, we can increase the range of perspectives available to students in the classroom. Increasing diversity at the CSU serves to expand the horizons of our students, support their academic success and better prepare them to be part of a global workforce.

EMPLOYEE DISTRIBUTION BY GENDER, RACE/ETHNICITY AND TIME BASE

Fall 2019



Note: Graph includes all employees with the exception of student employees other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions.

A total of 26 employees identified as nonbinary, and 10 did not state a gender.

“Race/Ethnicity/Gender Unknown” reflects employees who either did not indicate their race/ethnicity or did not indicate their gender (e.g., race/ethnicity is unknown, gender is unknown or both are unknown). Of these, 1,484 women and 1,445 men did not indicate their race/ethnicity.

Percentages referenced throughout this report may not add up to 100% because of rounding.

EMPLOYEE HEAD COUNT BY GENDER, RACE/ETHNICITY AND TIME BASE

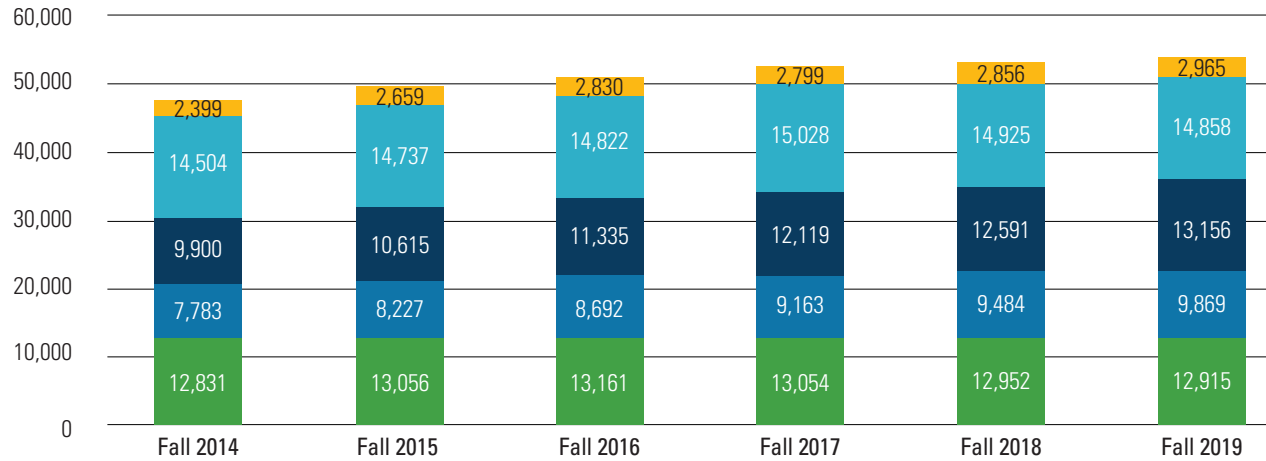
Fall 2019

Ethnicity/Gender	Full-Time		Part-Time		Total	
	Head Count	Percent	Head Count	Percent	Head Count	Percent
White Male	8,788	22.9%	4,127	26.8%	12,915	24.0%
Minority Male	7,639	19.9%	2,230	14.5%	9,869	18.4%
Minority Female	10,361	27.0%	2,795	18.2%	13,156	24.5%
White Female	9,776	25.5%	5,082	33.0%	14,858	27.6%
Race/Ethnicity/Gender Unknown	1,807	4.7%	1,158	7.5%	2,965	5.5%
TOTAL	38,371	100.0%	15,392	100.0%	53,763	100.0%

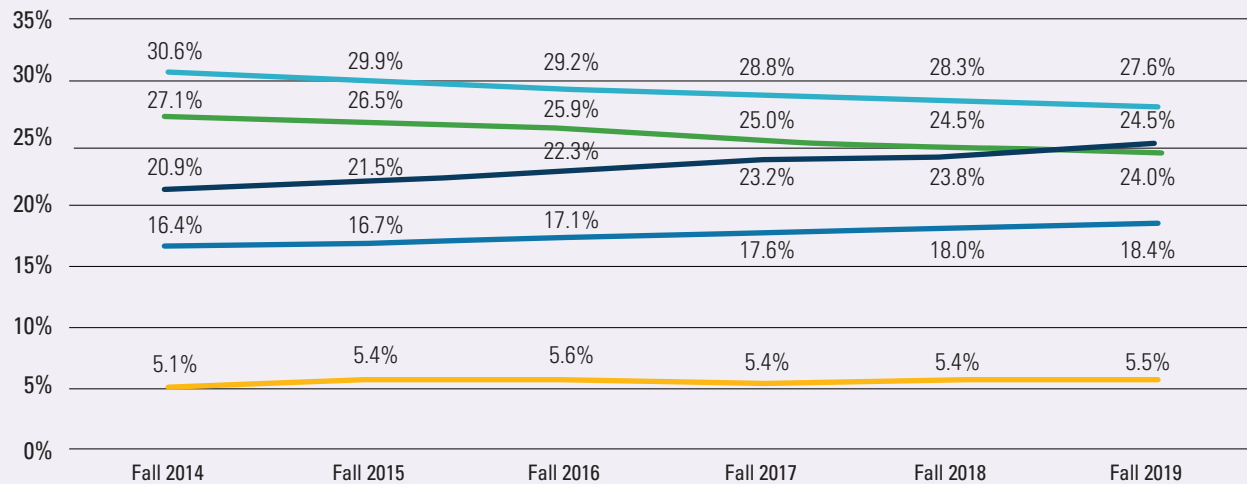
Note: Table includes all employees with the exception of student employees, other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions. A total of 26 employees identified as nonbinary, and 10 did not state a gender.

● White Male
 ● Minority Male
 ● Minority Female
 ● White Female
 ● Race/Ethnicity/Gender Unknown

EMPLOYEE HEAD COUNT BY GENDER AND RACE/ETHNICITY Fall 2019 and Prior Years

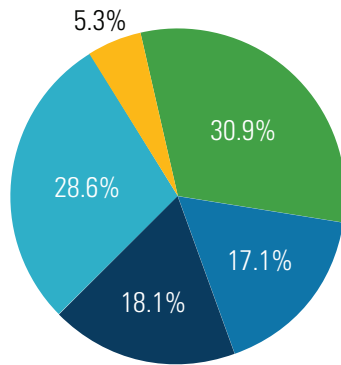


EMPLOYEES BY GENDER AND RACE/ETHNICITY Fall 2019 and Prior Years

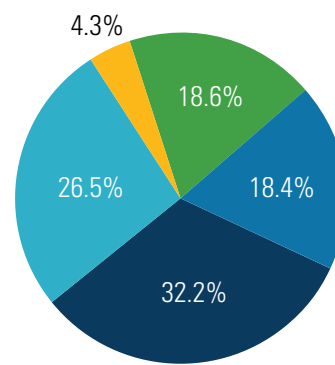


● White Male
 ● Minority Male
 ● Minority Female
 ● White Female
 ● Race/Ethnicity/Gender Unknown

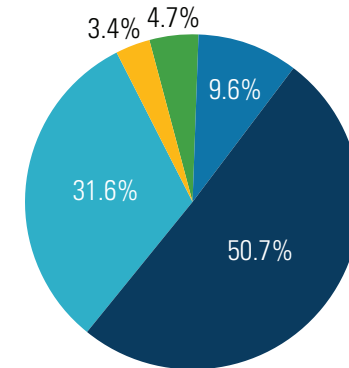
PERCENTAGE OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER AND RACE/ETHNICITY
Fall 2019



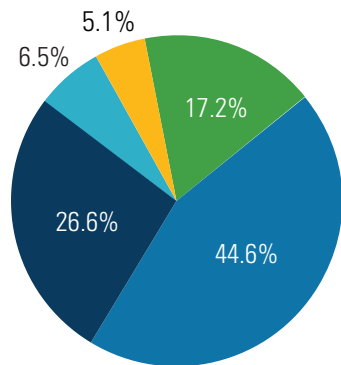
Faculty



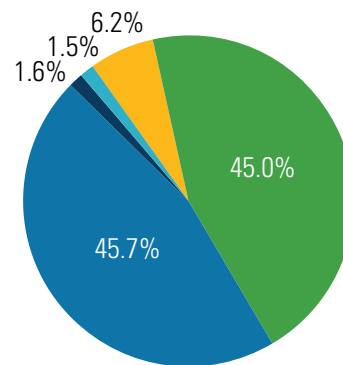
Professional/Technical Occupations



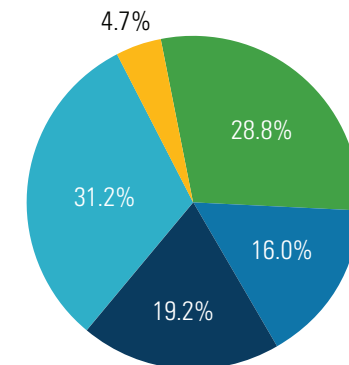
Office/Administrative Support



Service Occupations



Construction/Maintenance/Transportation

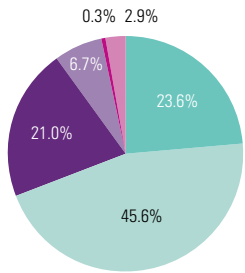


Management

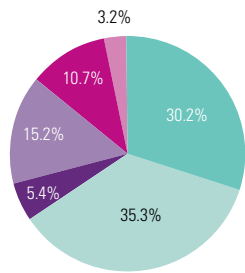
● White Male
 ● Minority Male
 ● Minority Female
 ● White Female
 ● Race/Ethnicity/Gender Unknown

* Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

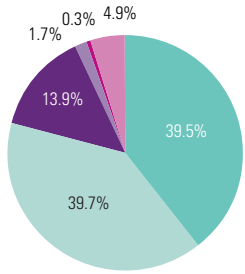
OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES
BY GENDER AND RACE/ETHNICITY*
Fall 2019



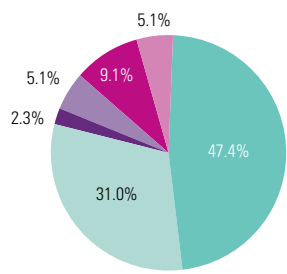
Minority Female



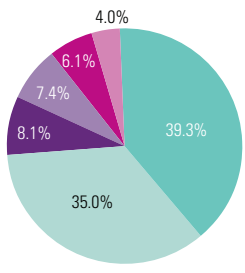
Minority Male



White Female

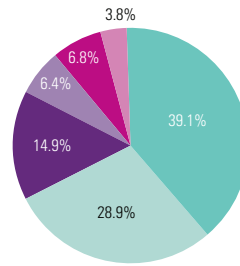


White Male

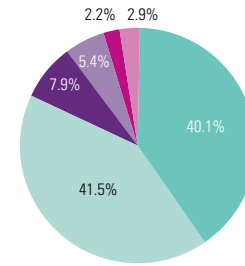


Race/Gender Unknown

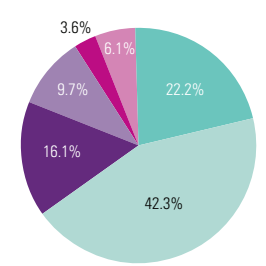
OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES
BY RACE/ETHNICITY*
Fall 2019



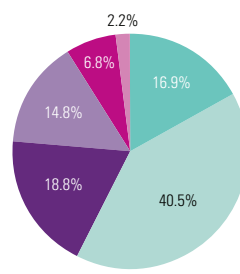
American Indian or Alaska Native



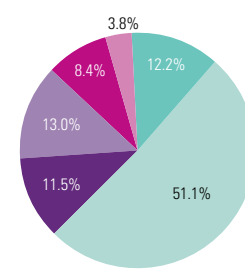
Asian



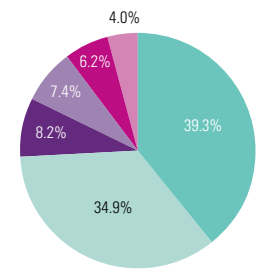
Black or African American



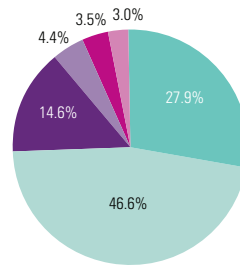
Hispanic or Latino



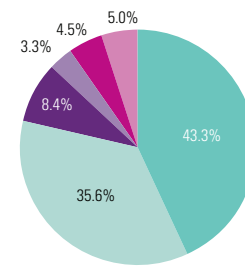
Native Hawaiian or Other Pacific Islander



Race/Ethnicity Unknown



Two or More Races



White

● Faculty ● Professional/Technical Occupations ● Office/Administrative Support ● Service Occupations ● Construction/Maintenance/Transportation ● Management

HEAD COUNT OF FULL-TIME EMPLOYEES BY OCCUPATIONAL GROUP* AND RACE/ETHNICITY**

Fall 2019 and Fall 2014

Fall 2019

Occupational Group	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Races/Ethnicities	White	Total
Faculty	92	2,515	544	1,390	16	707	198	8,032	13,494
Professional/Technical Occupations	68	2,604	1,038	3,321	67	627	331	6,608	14,664
Office/Administrative Support	35	494	394	1,545	15	147	104	1,557	4,291
Service Occupations	15	337	239	1,211	17	133	31	615	2,598
Construction/Maintenance/Transportation	16	141	89	562	11	111	25	829	1,784
Management	9	182	149	177	5	72	21	925	1,540
TOTAL	235	6,273	2,453	8,206	131	1,797	710	18,566	38,371

Fall 2014

Occupational Group	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Races/Ethnicities	White	Total
Faculty	75	1,932	423	1,075	21	508	93	7,706	11,833
Professional/Technical Occupations	67	2,040	852	2,095	54	499	187	6,004	11,798
Office/Administrative Support	29	497	436	1,312	13	170	77	1,986	4,520
Service Occupations	17	277	216	898	14	99	21	609	2,151
Construction/Maintenance/Transportation	18	133	101	428	9	71	11	864	1,635
Management	6	173	123	160	3	64	17	969	1,515
TOTAL	212	5,052	2,151	5,968	114	1,411	406	18,138	33,452

*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

**Race and ethnicity are reported according to IPEDS guidelines. All who self-identify their ethnicity as Hispanic or Latino are reported as "Hispanic," regardless of race. Non-Hispanic individuals are reported according to their race.

Age Distribution of CSU Employees

AGE DISTRIBUTION OF FULL-TIME EMPLOYEES BY EMPLOYEE GROUP

Fall 2019

Age	Staff		Faculty		Total	
	Head Count	Percent	Head Count	Percent	Head Count	Percent
60+	3,204	12.9%	2,787	20.7%	5,991	15.6%
50-59	6,277	25.2%	3,540	26.2%	9,817	25.6%
40-49	6,052	24.3%	3,999	29.6%	10,051	26.2%
30-39	6,213	25.0%	2,986	22.1%	9,199	24.0%
Under 30	3,131	12.6%	182	1.3%	3,313	8.6%
TOTAL	24,877	100.0%	13,494	100.0%	38,371	100.0%
Average Age	45.2		49.7		46.8	

AGE DISTRIBUTION OF FULL-TIME EMPLOYEES BY GENDER AND MINORITY STATUS

Fall 2019

Age	Male		Female		Minority		Total*	
	Head Count	Percent	Head Count	Percent	Head Count	Percent	Head Count	Percent
60+	3,006	17.4%	2,985	14.2%	2,128	11.8%	5,991	15.6%
50-59	4,642	26.8%	5,175	24.6%	4,158	23.1%	9,817	25.6%
40-49	4,619	26.7%	5,429	25.8%	4,824	26.8%	10,051	26.2%
30-39	3,838	22.2%	5,354	25.4%	4,660	25.9%	9,199	24.0%
Under 30	1,214	7.0%	2,097	10.0%	2,238	12.4%	3,313	8.6%
TOTAL	17,319	100.0%	21,040	100.0%	18,008	100.0%	38,371	100.0%
Average Age	47.8		45.9		44.8		46.8	

PERCENTAGE OF FULL-TIME MINORITY EMPLOYEES BY JOB CATEGORY AND AGE GROUP

Fall 2019

Age	Support*	Professional, Technical & Managerial**	Faculty	All Full-Time Employees
60+	52.7%	33.6%	28.8%	35.5%
50-59	55.8%	43.6%	32.4%	42.4%
40-49	60.5%	51.5%	38.4%	48.0%
30-39	62.5%	53.3%	39.4%	50.7%
Under 30	75.3%	63.2%	51.1%	67.6%
TOTAL	60.9%	49.2%	35.2%	46.9%

PERCENTAGE OF FULL-TIME FEMALE EMPLOYEES BY JOB CATEGORY AND AGE GROUP

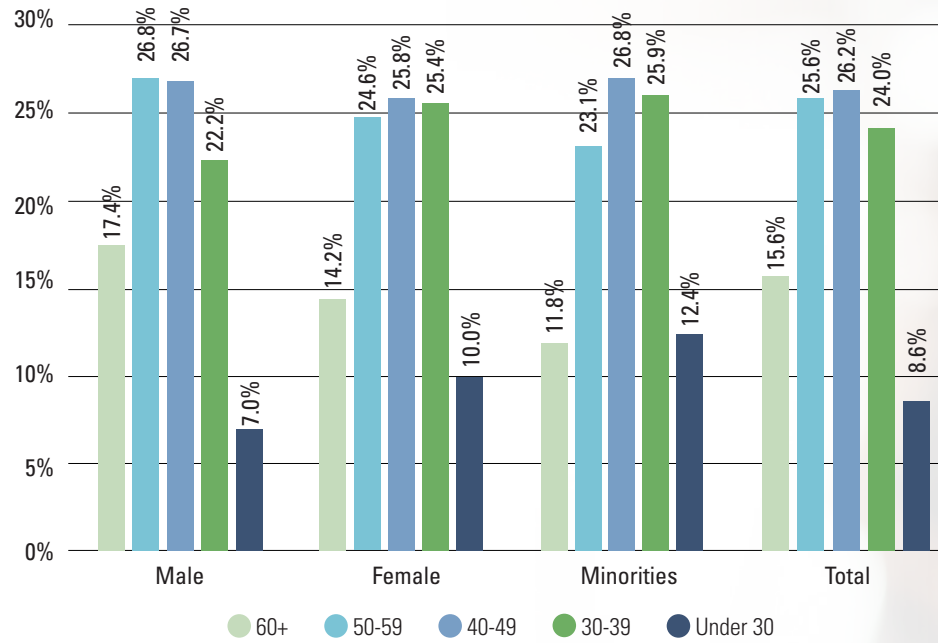
Fall 2019

Age	Support*	Professional, Technical & Managerial**	Faculty	All Full-Time Employees
60+	52.6%	58.3%	42.7%	49.8%
50-59	48.9%	59.9%	46.9%	52.7%
40-49	50.6%	57.7%	51.9%	54.0%
30-39	53.0%	63.0%	54.5%	58.2%
Under 30	64.7%	63.3%	52.7%	63.3%
TOTAL	53.2%	60.3%	49.3%	54.8%

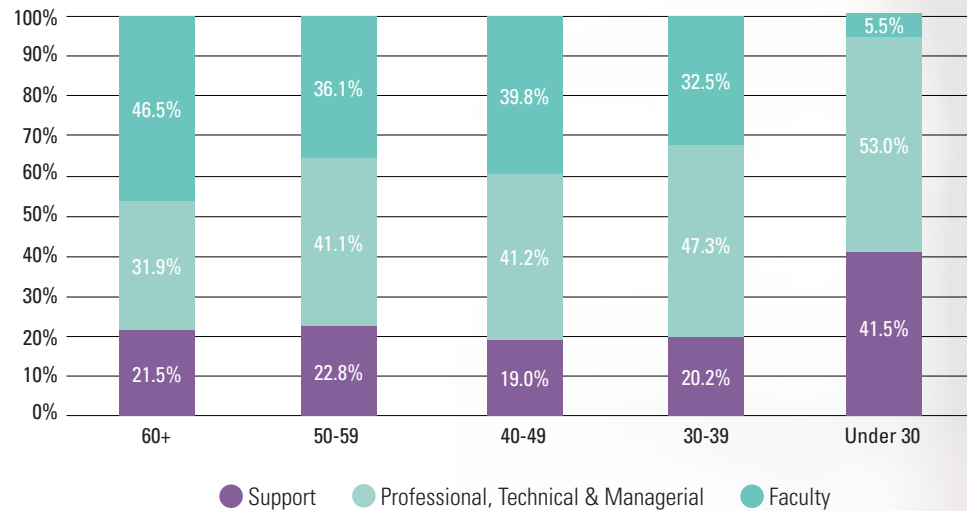
*Support includes persons in the following employee categories: Construction/Maintenance/Transportation, Office/Administrative Support, Service Occupations.

**Professional, Technical & Managerial includes persons in the following employee categories: Management and Professional/Technical Occupations.

PERCENTAGE OF FULL-TIME EMPLOYEES BY GENDER/MINORITY STATUS AND AGE GROUP Fall 2019



PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY Fall 2019





California State University campuses are consistently lauded for academic excellence, value, impact and opportunity. This is possible because of the CSU's quality faculty and staff—and our steadfast commitment to student success.

NEARLY HALF

of California's bachelor's degrees are awarded by the CSU⁸

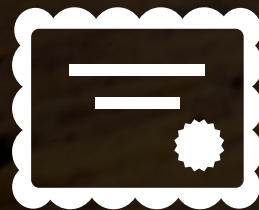
Seventeen CSU campuses are
TOP U.S. INSTITUTIONS FOR
BEST VALUE¹

NATION'S LARGEST
4-year public university system⁸

GRADUATION RATES
for first-time and transfer CSU students reach
ALL-TIME HIGHS⁷

MORE THAN HALF
of the CSU's 23 campuses are
LED BY WOMEN⁸
VERSUS NATIONAL AVERAGE
OF FEMALE LEADERSHIP
AMONG HIGHER EDUCATION
INSTITUTIONS OF 30%

ONE IN TEN
employees in California
is a CSU graduate⁸



Nineteen CSU campuses ranked as a
"TOP MASTER'S INSTITUTION"

BASED ON CONTRIBUTIONS TO THE PUBLIC GOOD
IN SOCIAL MOBILITY, RESEARCH AND PROMOTING
PUBLIC SERVICE²



Nineteen CSU campuses are
**TOP REGIONAL
 UNIVERSITIES IN THE WEST**⁴

Among the TOP 17% of universities in the nation helping low-income students reach
FINANCIAL SUCCESS
 CSU CAMPUSES DOMINATE RANKINGS WITH TWENTY-TWO IN TOP 17% AND TWO-THIRDS IN TOP 20%⁶

All 23 campuses named
“BEST BANG FOR THE BUCK”²



CSU campuses are top performers on
SOCIAL MOBILITY
 ELEVEN CSU CAMPUSES IN TOP 20 AMONG WESTERN REGIONAL UNIVERSITIES⁴

150,000 jobs sustained by the CSU
IN THE STATE OF CALIFORNIA⁹

Eighteen CSU campuses named to
“AMERICA’S TOP COLLEGES”
 INSTITUTIONS DELIVERING TOP ACADEMICS, BEST EXPERIENCES, CAREER SUCCESS & LOWEST DEBT⁵



Twenty-one CSU campuses rank among the
“BEST COLLEGES IN AMERICA”
 FOR QUALITY, AFFORDABILITY & FUTURE CAREER EARNINGS³

CSULB and CSUF among the
“TOP 10 COLLEGES IN CALIFORNIA”
 FOR AFFORDABILITY, QUALITY OF EDUCATION AND STUDENT OUTCOMES³

¹ Forbes’ “America’s Best Value Colleges” (April 2019)
² Washington Monthly’s 2019 College Rankings (August 2019)
³ Money’s “Best Colleges in America” (August 2019)

⁴ U.S. News & World Report (September 2019)
⁵ Forbes’ “America’s Top Colleges” (August 2019)
⁶ Payscale CollegeNET’s “Social Mobility Index” (November 2019)

⁷ Graduation Initiative 2025 Annual Symposium (October 2019)
⁸ CSU Office of the Chancellor’s Department of Institutional Research & Analyses
⁹ The Impact of The California State University System (May 2010)

RAJEE AMARASINGHE, Ph.D.

PROFESSOR AND CHAIR OF MATHEMATICS
California State University, Fresno

Dr. Amarasinghe's expertise includes using technology in mathematics teaching and learning; understanding students' attitudes toward and beliefs about mathematics; and using interdisciplinary tools to teach math. He is the founder and director of Fresno State's Summer Academy in STEM. Since his arrival in 2000, he has procured more than \$13 million in grant funding. He has been the co-principal investigator and faculty adviser for the San Joaquin Valley Mathematics Project since 2001, as well as the team leader for programs such as the Mathematics Teaching Scholar's program, Integrated Credential Program in Mathematics and Subject Matter Authorization Program in Introductory Mathematics. In August 2018, he was awarded a 2018-19 Faculty Innovation and Leadership Award, and in 2020 was honored with a Wang Award as an Outstanding Faculty Innovator in Student Success.

"Oftentimes, there are students and teachers who've never had that opportunity to see, feel and enjoy the beauty of mathematics. It's such a joy when someone gets that 'aha!' moment when they realize mathematics is beautiful and that they had fun engaging in it. I truly fell in love with the work I am doing when I realized that I could bring this joy to people every day."





Kimberly Berry, Ph.D.

PROFESSOR OF CRITICAL RACE, GENDER & SEXUALITY STUDIES | HUMBOLDT STATE UNIVERSITY

Dr. Berry helped establish the Sexual Assault Prevention Committee (SAPC), which focuses on equitable student outcomes central to persistence and degree completion. SAPC provides faculty workshops on supporting student survivors, trauma-informed training for University Police and the Dean of Students offices, and collaborates with community organizations to support survivors. All of their initiatives provide students with learning opportunities by serving as team members, leaders and trainers. Minority students hold key leadership roles in all programs, with the first cohort of SVP (Students for Violence Prevention) primarily comprising of students of color. This year, she received a 2019-20 Faculty Innovation and Leadership Award for her contribution to institutionalizing an award-winning, survivor-centered approach to sexual violence prevention and intervention at HSU.



Walter Zelman, Ph.D.

CHAIR AND PROFESSOR, PUBLIC HEALTH DEPARTMENT | CALIFORNIA STATE UNIVERSITY, LOS ANGELES

Dr. Zelman received a 2019-20 Faculty Innovation and Leadership Award for his commitment to igniting students' interest in the field of public health. He organized the CSU Health Policy Conference (CSU-HPC) in Sacramento, a yearly event for hundreds of students and faculty to convene with legislators, lobbyists, journalists, staffers and public health professionals. Students are exposed to careers in public health as they network, attend hearings and learn about different perspectives on public health. Zelman established an internship program with the California Department of Public Health and piloted the Careers in Health project at Cal State LA. He also secured a \$1.25 million education grant from Covered California resulting in a reduction of uninsured CSU students from 25-30% to less than 10%.



Alicia Kinoshita, Ph.D.

ASSOCIATE PROFESSOR, WATER RESOURCES ENGINEERING | SAN DIEGO STATE UNIVERSITY

Alicia Kinoshita is a longtime outdoor enthusiast who finds satisfaction in investigating the landscape after it has been disturbed and observing the changes over time. She studies the impacts of wildfires in urban environments, and how fire alters the landscape, contributes to erosion and flooding and affects water quality. Wildfires in the western United States are becoming larger and more severe, and as cities and populations grow in fire-prone areas and introduce new fire management challenges, the need to develop a deeper understanding of wildfires and their impact is critical. Her research on "coupling post-fire vegetation and volumetric sediment regimes in urban Mediterranean systems" is funded by a prestigious National Science Foundation (NSF) CAREER award, the San Diego River Conservancy and the California State University's Council on Ocean Affairs, Science & Technology (COAST).

Fall 2019

CSU FACULTY



The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs 27,682 faculty members, who account for the majority of CSU employees. Of the nearly 13,500-plus full-time faculty, approximately 78 percent are tenured or on the tenure-track. Of full-time faculty employed by the CSU, 4,821 are full professors.

The increasingly diverse composition of CSU's faculty reflects its student body and California's population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members ensure that graduates are well prepared for a lifetime of career advancement as productive and engaged citizens.

Gender and Race/Ethnicity

These tables represent information on the gender and ethnicity of CSU full-time faculty in fall 2019 and fall 2014. In fall 2019, over 35 percent of full-time CSU faculty were ethnic minorities, and approximately 49 percent were female. In fall 2014, 31 percent of full-time faculty were ethnic minorities, and approximately 47 percent were female.

FULL-TIME FACULTY BY RANK, GENDER AND RACE/ETHNICITY

Fall 2019 and Fall 2014

Fall 2019

Faculty Rank	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/Gender Unknown*	Total	Percent of Grand Total
Professor	1,821	893	696	1,259	152	4,821	35.7%
Associate Professor	643	422	451	644	122	2,282	16.9%
Assistant Professor	808	634	784	922	277	3,425	25.4%
Tenure-Track Subtotal	3,272	1,949	1,931	2,825	551	10,528	78.0%
Lecturer	897	357	515	1,037	160	2,966	22.0%
TOTAL	4,169	2,306	2,446	3,862	711	13,494	100.0%

Fall 2014

Faculty Rank	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/Gender Unknown*	Total	Percent of Grand Total
Professor	1,971	841	523	1,267	112	4,714	39.8%
Associate Professor	836	462	464	806	118	2,686	22.7%
Assistant Professor	549	335	416	570	163	2,033	17.2%
Tenure-Track Subtotal	3,356	1,638	1,403	2,643	393	9,433	79.7%
Lecturer	746	250	326	961	117	2,400	20.3%
TOTAL	4,102	1,888	1,729	3,604	510	11,833	100.0%

*Race/Ethnicity/Gender Unknown reflects employees who either did not indicate their race/ethnicity or did not indicate their gender (e.g., race/ethnicity is unknown, gender is unknown or both are unknown). For full-time faculty, 342 women and 365 men did not indicate their race/ethnicity.

HEAD COUNT OF FULL-TIME FACULTY BY TENURE STATUS, GENDER AND RACE/ETHNICITY*

Fall 2019 and Fall 2014

Fall 2019

Tenure Status	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/Gender Unknown**	Total	Percent of Grand Total
Tenured	2,415	1,283	1,107	1,874	265	6,944	51.5%
Probationary	857	666	824	951	286	3,584	26.6%
Tenure-Track Subtotal	3,272	1,949	1,931	2,825	551	10,528	78.0%
Temporary	897	357	515	1,037	160	2,966	22.0%
TOTAL	4,169	2,306	2,446	3,862	711	13,494	100.0%

Fall 2014

Tenure Status	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/Gender Unknown**	Total	Percent of Grand Total
Tenured	2,746	1,270	955	2,016	220	7,207	60.9%
Probationary	610	368	448	627	173	2,226	18.8%
Tenure-Track Subtotal	3,356	1,638	1,403	2,643	393	9,433	79.7%
Temporary	746	250	326	961	117	2,400	20.3%
TOTAL	4,102	1,888	1,729	3,604	510	11,833	100.0%

**Race/Ethnicity/Gender Unknown reflects employees who either did not indicate their race/ethnicity or did not indicate their gender (e.g., race/ethnicity is unknown, gender is unknown or both are unknown). For full-time faculty, 342 women and 365 men did not indicate their race/ethnicity.

HEAD COUNT OF PART-TIME FACULTY BY GENDER AND RACE/ETHNICITY*

Fall 2019

Gender	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Race/Ethnicities	White	Total
Female	49	871	385	987	14	535	161	4,676	7,678
Male	52	817	270	832	11	524	83	3,898	6,487
Nonbinary	0	0	0	1	0	3	0	12	16
Unknown	0	0	1	1	0	2	0	3	7
TOTAL	101	1,688	656	1,821	25	1,064	244	8,589	14,188

*Race and ethnicity are reported according to IPEDS guidelines: All who self-identify their ethnicity as Hispanic or Latino are reported as "Hispanic," regardless of race. Non-Hispanic individuals are reported according to their race.

Tenure Status

HEAD COUNT OF FULL-TIME FACULTY WITH TENURE OR WITH DOCTORATE, BY RANK

Fall 2019

Full-Time Faculty	Total	With Tenure		With Doctorate	
		Total	Percent	Total	Percent
Professor	4,821	4,795	99.5%	4,384	90.9%
Associate Professor	2,282	2,128	93.3%	2,064	90.4%
Assistant Professor	3,425	21	0.6%	3,085	90.1%
Tenure-Track Subtotal	10,528	6,944	66.0%	9,533	90.5%
Lecturer	2,966	0	0.0%	934	31.5%
TOTAL	13,494	6,944	51.5%	10,467	77.6%

HEAD COUNT OF FULL-TIME FACULTY BY TENURE STATUS AND RACE/ETHNICITY*

Fall 2019 and Fall 2014

Fall 2019

Tenure Status	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Races/Ethnicities	White
Tenured	6,944	36	1,402	241	641	8	265	62	4,289
Probationary	3,584	36	796	190	396	1	282	74	1,809
Temporary	2,966	20	317	113	353	7	160	62	1,934
TOTAL	13,494	92	2,515	544	1,390	16	707	198	8,032

Fall 2014

Tenure Status	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Races/Ethnicities	White
Tenured	7,207	39	1,230	257	639	10	220	50	4,762
Probationary	2,226	25	483	88	199	3	171	20	1,237
Temporary	2,400	11	219	78	237	8	117	23	1,707
TOTAL	11,833	75	1,932	423	1,075	21	508	93	7,706

*Race and ethnicity are reported according to IPEDS guidelines: All who self-identify their ethnicity as Hispanic or Latino are reported as "Hispanic," regardless of race. Non-Hispanic individuals are reported according to their race.

New Faculty

Continued high levels of faculty recruitment supported a fourth consecutive year of growth in total numbers of tenure-track faculty. Of the CSU's 665 new tenure-track faculty members, 45% are minorities and 54% are female, compared with 35% minorities and 50% females hired to tenure-track positions in fall 2014. Most of this year's new faculty members fill assistant professor positions, but faculty were hired in all academic ranks.

More information on new faculty hired by the CSU is available in the annual Faculty Recruitment Survey. This report contains detailed information on faculty recruitment, faculty demographics and salaries offered to new faculty.

NEW FULL-TIME, TENURE-TRACK FACULTY BY RANK

Fall 2019 and Fall 2014

Fall 2019

Academic Rank	Total	Male	Female	Nonbinary	Minorities
Professor	17	10	7	0	9
Associate Professor	35	20	15	0	18
Assistant Professor	613	272	339	2	274
TOTAL	665	302	361	2	301

Fall 2014

Academic Rank	Total	Male	Female	Nonbinary*	Minorities
Professor	24	18	6	-	6
Associate Professor	52	27	25	-	18
Assistant Professor	666	329	337	-	233
TOTAL	742	374	368	-	257

Source: CSU Annual Report on Faculty Recruitment Survey

*Tracking of employees who identify as nonbinary began in 2019. No comparisons can be made to prior years.

Promotions and Tenure

The following tables present data on the number of faculty unit employees promoted to a higher academic rank effective fall 2018 and fall 2019, and the number of faculty who earned tenure effective fall 2019. This data includes promotions and awards of tenure to instructional faculty as well as noninstructional members of the faculty bargaining unit eligible for tenure (counselors and librarians).

PROMOTIONS AMONG FULL-TIME FACULTY

Fall 2019 and Fall 2018

Promotion to:	Fall 2019	Fall 2018
Professor	336	371
Associate Professor	439	314
TOTAL	775	685

Ranks include equivalent ranks for librarians and counselor faculty.

Source: Campus Information Retrieval System (CIRS) AN snapshot files (10/31/18, 3/31/19, 10/13/19)

NUMBER OF FACULTY GRANTED TENURE

Fall 2019 and Fall 2018

	Fall 2019	Fall 2018
TOTAL	485	350

Source: CIRS AN snapshot files (10/31/18, 3/31/19, 10/31/19)

Separations

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2018-2019 and in the prior year. In 2018-2019, 65% percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS

2018-19 and 2017-18

2018-19

Tenure Status	Full-Time Head Count (Fall 2018)	Death		Not Reired		Resignation		Retirement		Total Separations	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	6,849	10	0.1%	1	0.0%	43	0.6%	347	5.1%	401	5.9%
Probationary	3,585	2	0.1%	8	0.2%	102	2.8%	13	0.4%	125	3.5%
Temporary	2,873	3	0.1%	47	1.6%	23	0.8%	76	2.6%	149	5.2%
TOTAL	13,307	15	0.1%	56	0.4%	168	1.3%	436	3.3%	675	5.1%

2017-18

Tenure Status	Full-Time Head Count (Fall 2017)	Death		Not Reired		Resignation		Retirement		Total Separations	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	6,927	20	0.3%	1	0.0%	61	0.9%	389	5.6%	471	6.8%
Probationary	3,345	1	0.0%	7	0.2%	135	4.0%	4	0.1%	147	4.4%
Temporary	2,831	4	0.1%	73	2.6%	21	0.7%	74	2.6%	172	6.1%
TOTAL	13,103	25	0.2%	81	0.6%	217	1.7%	467	3.6%	790	6.0%

*Separations as percent of full-time employees within each tenure status (tenured, probationary, temporary or total faculty).

Note: Tables on faculty separations exclude all temporary faculty with part-time appointments.

Retiring faculty who enter FERP are included, but FERP faculty who exited the program during the years reported are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19

Salary

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE

Fall 2019

Academic Rank	Academic Year		12-Month	
	Head Count	Average Salary	Head Count	Average Salary
Professor	4,268	\$112,397	553	\$138,373
Associate Professor	2,201	\$97,593	81	\$118,941
Assistant Professor	3,400	\$86,138	25	\$97,734
Lecturer	2,823	\$66,159	143	\$88,511
TOTAL	12,692	\$92,511	802	\$126,253

*Base salaries only; additional compensation earned through additional appointments, such as extra quarter assignments and summer sessions, are not included.

Campus

HEAD COUNT OF FULL-TIME FACULTY BY RANK AND CAMPUS Fall 2019

Campus	Professor	Associate Professor	Assistant Professor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	77	44	100	221	97	318
Channel Islands	54	26	70	150	86	236
Chico	188	83	152	423	107	530
Dominguez Hills	103	62	110	275	128	403
East Bay	126	74	126	326	57	383
Fresno	233	128	227	588	199	787
Fullerton	348	220	222	790	217	1,007
Humboldt	104	58	76	238	54	292
Long Beach	383	177	228	788	290	1,078
Los Angeles	256	84	175	515	166	681
Maritime Academy	16	18	21	55	16	71
Monterey Bay	62	35	79	176	51	227
Northridge	404	166	184	754	148	902
Pomona	252	97	177	526	114	640
Sacramento	338	99	243	680	150	830
San Bernardino	192	67	126	385	120	505
San Diego	325	226	214	765	199	964
San Francisco	350	169	199	718	152	870
San José	295	135	252	682	171	853
San Luis Obispo	334	141	201	676	218	894
San Marcos	112	81	90	283	109	392
Sonoma	135	39	70	244	32	276
Stanislaus	134	53	83	270	85	355
Total	4,821	2,282	3,425	10,528	2,966	13,494

HEAD COUNT OF FULL-TIME FACULTY BY RANK Fall 2019 and Prior Years



Fall 2019

ACADEMIC STUDENT EMPLOYEES



Academic Student Employees

HEAD COUNT OF STUDENT EMPLOYEES BY RACE/ETHNICITY*

Fall 2019

Campus	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Nonresident alien	Race/Ethnicity Unknown	Two or More Races/Ethnicities	White	Total
Bakersfield	0	1	0	4	0	1	0	1	10	17
Channel Islands	0	4	1	4	0	0	0	0	8	17
Chico	0	4	0	20	0	2	4	5	44	79
Dominguez Hills	0	1	1	3	0	0	2	0	0	7
East Bay	0	13	1	8	0	12	0	0	17	51
Fresno	2	19	1	65	0	20	11	7	56	181
Fullerton	1	43	9	83	1	21	13	8	110	289
Humboldt	1	2	0	4	0	1	3	2	54	67
Long Beach	0	63	9	109	0	36	9	15	148	389
Los Angeles	0	28	8	103	0	19	3	7	43	211
Maritime Academy	0	0	0	0	0	0	0	0	0	0
Monterey Bay	0	1	0	2	0	0	0	0	7	10
Northridge	1	31	4	64	1	12	49	7	104	273
Pomona	0	18	3	52	0	7	5	7	44	136
Sacramento	0	11	1	21	1	4	5	3	59	105
San Bernardino	0	13	11	58	2	12	12	7	42	157
San Diego	0	64	19	139	1	108	37	30	302	700
San Francisco	0	54	16	58	2	33	15	16	156	350
San José	0	38	2	54	1	50	48	10	65	268
San Luis Obispo	0	14	0	19	0	4	3	7	78	125
San Marcos	1	5	1	23	0	2	3	3	34	72
Sonoma	0	1	0	8	0	0	9	1	17	36
Stanislaus	0	0	0	4	0	0	0	0	6	10
Total	6	428	87	905	9	344	231	136	1,404	3,550

HEAD COUNT OF STUDENT EMPLOYEES BY GENDER

Fall 2019

Campus	Male	Female	Total
Bakersfield	8	9	17
Channel Islands	12	5	17
Chico	31	48	79
Dominguez Hills	2	5	7
East Bay	21	30	51
Fresno	83	98	181
Fullerton	117	172	289
Humboldt	28	39	67
Long Beach	186	203	389
Los Angeles	91	120	211
Maritime Academy	0	0	0
Monterey Bay	3	7	10
Northridge	147	126	273
Pomona	67	69	136
Sacramento	52	53	105
San Bernardino	61	96	157
San Diego	317	383	700
San Francisco	173	177	350
San José	127	141	268
San Luis Obispo	57	68	125
San Marcos	35	37	72
Sonoma	13	23	36
Stanislaus	0	10	10
TOTAL	1,631	1,919	3,550

Note: Academic Student Employees includes teaching associates, graduate assistants and instructional student assistants.

*Race and ethnicity are reported according to IPEDS guidelines: All who self-identify their ethnicity as Hispanic or Latino are reported as "Hispanic," regardless of race. Non-Hispanic individuals are reported according to their race.

Technical Notes

This reference booklet contains fall 2019 snapshot information on employees at all 23 campuses and the Chancellor's Office. All tables and charts in the Employee Profile exclude student employees, other intermittent or casual employees and faculty teaching in extension, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries. Due to significant changes to reporting requirements for the Integrated Postsecondary Education Data System (IPEDS) beginning in 2012, reporting groups have been realigned and cannot be compared directly with groups reported in prior Employee Profiles. Employee reporting has been aligned with the 2018 Standard Occupational Classifications published by the National Bureau of Labor Statistics. Data presented in this report were obtained from the following sources:

1. OCCUPATIONAL GROUPS

CONSTRUCTION/MAINTENANCE/TRANSPORTATION

Consolidates two IPEDS reporting groups: 1. Natural Resources, Construction and Maintenance Occupations; 2. Production, Transportation and Material Moving Occupations. Includes electricians, mechanics, carpenters, painters, agricultural workers, gardeners, equipment technicians, equipment operators, etc. Most employees in this group were previously reported in the Skilled Crafts group; of the remainder, most were previously reported in the Technical and Paraprofessional or Service/Maintenance groups.

FACULTY

All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors. Also excludes extension or summer session faculty.

MANAGEMENT*

Includes executives, vice presidents, directors, managers, deans and other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. Employees in the Management group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations (supervisors are no longer included in this group). All employees in the Management group are classified by the CSU as either Executives or members of the Management Personnel Plan. Employees in this group were previously reported in the Executive, Administrative and Managerial group.

OFFICE/ADMINISTRATIVE SUPPORT

Includes departmental secretaries; payroll, receiving and account clerks; administrative assistants and coordinators; accounting technicians, data entry operators, credential analysts and evaluators; property clerks; police dispatchers, etc. Most employees in this group were previously reported in the Clerical and Secretarial group; of the remainder, most were formerly reported in the Technical and Paraprofessional or Service/Maintenance groups.

PROFESSIONAL/TECHNICAL OCCUPATIONS

Consolidates six IPEDS reporting groups: 1. Community Service, Legal, Arts and Media Occupations; 2. Business and Financial Operations Occupations; 3. Health Care Practitioner and Technical Occupations; 4. Computer, Engineering and Science Occupations; 5. Non-Postsecondary Teaching; 6. Librarians, Archivists and Curators. Most employees in these six groups were previously reported either as Professional or Technical and Paraprofessional. Also includes coaches and counselors.

SERVICE OCCUPATIONS

Includes custodians, grounds workers, police officers, food service workers, parking officers, etc. Most employees in this group were previously reported in the Service/Maintenance group; of the remainder, most were previously reported in the Other Professional or Technical and Paraprofessional groups.

2. CSU FACULTY RECRUITMENT AND RETENTION SURVEY REPORT

NEW FACULTY

Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2019-20 academic year, as reported by campuses in the annual CSU Faculty Recruitment and Retention Survey Report. Includes all employees newly appointed to tenure-track positions at the reporting campus, including those who previously held tenure-track appointments elsewhere in the CSU or temporary appointments at the reporting campus or other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.

*Employees in CSU's Management Personnel Plan (MPP) are assigned to IPEDS occupational groups based on their job responsibilities. Besides the Management group, MPP employees are distributed across several other occupational groups.

Glossary

ACADEMIC STUDENT EMPLOYEE

Employees whose primary appointment is as a teaching associate, graduate assistant or instructional student assistant.

FACULTY

Employees with a primary appointment as instructional faculty (tenure/tenure-track and lecturers). Excludes librarians, coaches, and counselors.

FERP FACULTY

Faculty employees who participate in the Faculty Early Retirement Program.

FTE POSITIONS

The total “full-time equivalent positions” filled by all full-time and part-time employees.

FULL-TIME

Individuals employed “100% time”; includes full-time employees on leave with pay.

LECTURER

Includes all instructional faculty with temporary appointments (not tenure-track).

MINORITY

Includes individuals who reported an ethnic/racial background other than “White.” Individuals who did not report an ethnic/racial background are counted in a “Race/Ethnicity/Gender Unknown” category.

PART-TIME

Includes employees whose assignments at a given campus are less than 100% time. Individuals employed simultaneously at two campuses are counted as two employees.

PROBATIONARY FACULTY

Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a “terminal” year.

RACE/ETHNICITY/GENDER UNKNOWN

Includes all individuals who did not self-report a racial/ethnic background and/or gender.

STAFF EMPLOYEES

Employees with a primary appointment other than faculty or student employee.

SUPPORT

Includes persons in the following employee categories: Clerical and Secretarial, Technical and Paraprofessional, Skilled Crafts and Service/Maintenance.

TEMPORARY FACULTY

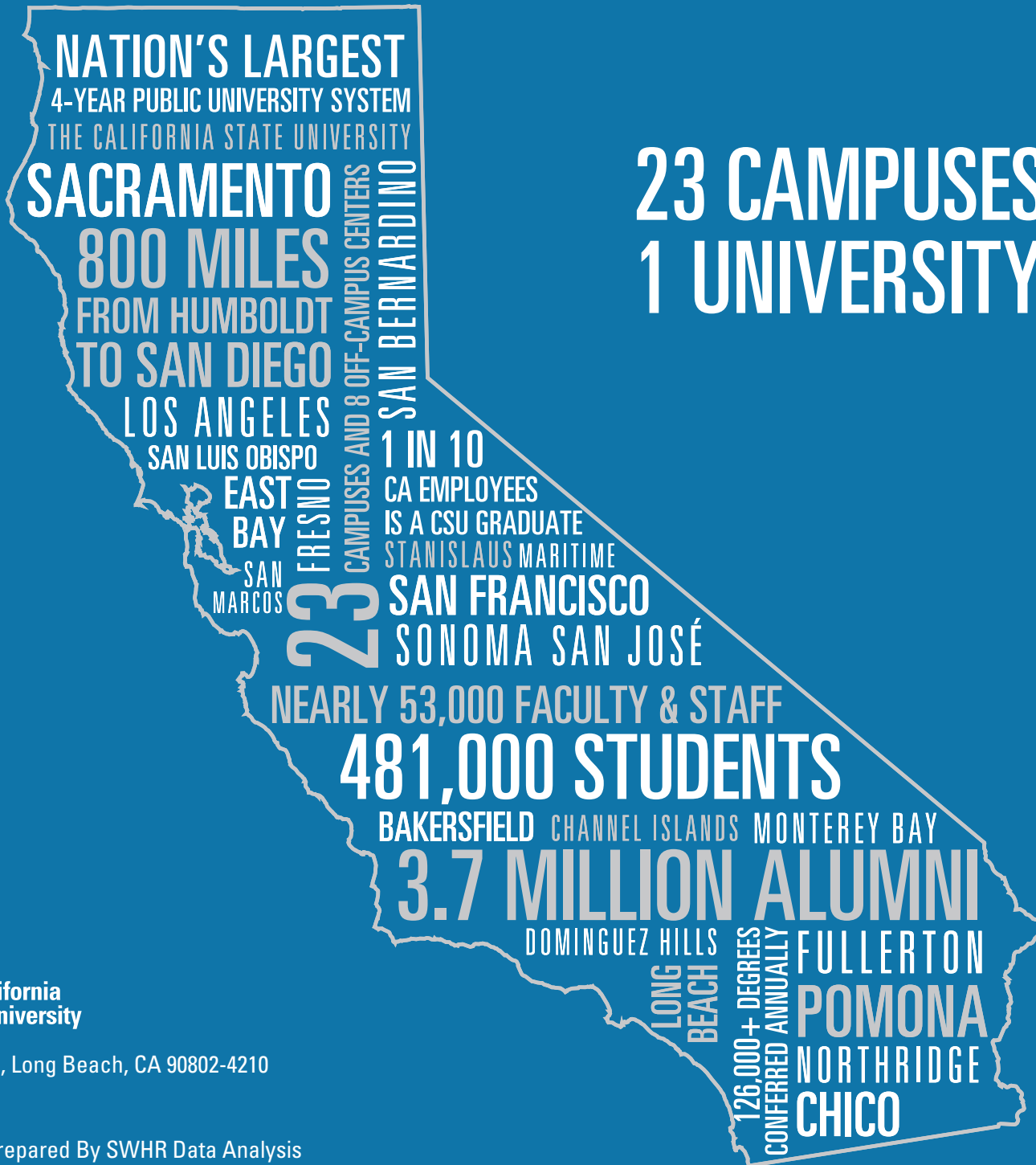
Members of the faculty bargaining unit with temporary appointments not tenure-track. Include lecturers, temporary librarians, faculty coaches and temporary faculty counselors.

TENURED FACULTY

Tenure-track faculty employees who have been awarded tenure.

TOTAL

Data shown throughout this report exclude student employees, intermittent employees and extension and summer session faculty.



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June 2020 | Prepared By SWHR Data Analysis