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December 1, 2020

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Sacramento, CA 95814

Sue Parker
Chief Clerk of the Assembly
State Capitol, Room 3196
Sacramento, CA 95814

RE: California State University Tenure-Track Faculty Hiring

The following report outlines California State University campuses' new tenure-track faculty hires, corresponding to the funds received in the 2019-20 state general fund allocation, consistent with the goals of Graduation Initiative 2025. Total tenure-track faculty recruitments for the 2019-20 academic year, new tenure-track positions added for recruitment in the 2019-20 academic year, net-new tenure-track faculty in fall 2020 and dollars allocated for new tenure-track positions and appointments are herein reported, along with figures from the previous 2018-19 tenure-track hiring cycle.

The addition of new tenure-track faculty is important to achieving the goals of Graduation Initiative 2025. These additional positions provide students with increased access to courses, more flexibility for student-centered scheduling, expanded mentorship and advising, and increased collaborative research opportunities with the top professors in their discipline.

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

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As required by the Budget Acts of 2018 and 2019, the California State University shall report on campus expenditures in the pursuit of hiring new tenure-track faculty for the \$25 million allocated in 2018 and \$35 million allocated in 2019. As required, the CSU shall report on campus progress to spend any remaining funds on December 1, 2022.

Senate Bill 840 in 2018 and 109 in 2019 require the CSU to prepare this report for the budget committees of the Legislature. This document fulfills the requirements of the budget language. Should you have any questions about this report, please contact Nichole Muñoz-Murillo, Assistant Vice Chancellor, Advocacy and State Relations at (916) 445-5983.

Sincerely,


Steven Relyea (Dec 2, 2020 11:26 PST)

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

SR:dr

Full report posted to <https://www.calstate.edu/legislativereports/>

c: Members, California State Legislature
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1 Background

The Budget Acts of 2018 and 2019 (Senate Bills 840 and 109, respectively) required the California State University (CSU) to report on the funds allocated for tenure-track faculty hiring at each campus, based on the university's state budget appropriation. These reports will continue every two years (next report on December 1, 2022) until the \$25 million allocation from 2018 and \$35 million allocation from 2019 have been expended.

2 Tenure-Track Faculty Hiring – Systemwide

At the CSU, tenure-track faculty hiring is a critical component of Graduation Initiative 2025. It has been a high priority for campuses over the last three years as new initiative dollars have been allocated in the CSU operating fund budget.

2018-2019 Tenure Track Hiring

Hiring tenure-track faculty requires significant time and personnel resources on each campus. In 2018-19, the CSU had an 84 percent systemwide average success rate for tenure-track faculty searches.

Of 789 searches for tenure-track faculty positions attempted in 2018-19, 576 were searches to replace faculty who have retired or otherwise separated from the university. The remaining 213 recruitments were net-new positions. Based on a systemwide average salary and benefits of \$127,434 per position in 2018, the budget allocated for these 213 new tenure-track faculty recruitments was approximately \$31.5 million. Of that allocation, approximately \$19.7 million were expended in 89 successful net-new tenure-track faculty appointments for the 2018-19 hiring cycle.

2019-2020 Tenure Track Hiring

In 2019-20, the CSU has a 77 percent systemwide average success rate for tenure-track faculty searches. This is below a multi-year average of 84-85 percent due to a hiring chill that took place following decisions made to curb budget challenges due to effects of the Covid-19 pandemic.

Of 886 searches for tenure-track faculty positions attempted in 2019-20, 501 were replacement searches and 385 were net-new searches. Based on a systemwide average salary and benefits of \$129,500 per position in 2019, the budget allocated for these 385 new tenure-track faculty recruitments was approximately \$53.4 million. Of that allocation, approximately \$28.7 million were expended in 178 successful net-new tenure-track faculty appointments for the 2019-20 hiring cycle.

3 Tenure-Track Faculty Hiring – Campuses

The charts below provide campus-specific information related to tenure-track faculty hiring for 2018-19 and 2019-20, including:

- The number of tenure-track faculty searches each campus undertook each year (Column A);
- The number of new tenure-track faculty recruitments each year (Column B);
- The number of net-new tenure-track faculty hired each year (Column C); and
- The estimated dollar amount expended on new tenure-track faculty appointments each year, based on the average new-hire rate of \$127,434 in 2018 and \$129,500 in 2019, inclusive of salary and benefits (Column D).

Tenure-Track Hires, 2018-2019

Campus	Column A	Column B	Column C	Column D
	Tenure-Track Recruitments 18/19	Net-New Tenure- Track Recruitments 18/19	Net-New Tenure Track Appointments 18/19	Estimated Expenditures for Net-New Tenure- Track Appointments 18/19
Bakersfield	21	4	1	\$ 127,434
Channel Islands	15	10	7	\$ 892,038
Chico	23	-8	-13	-
Dominguez Hills	37	30	23	\$ 2,930,982
East Bay	30	10	5	\$ 637,170
Fresno	23	-10	-15	-
Fullerton	55	18	8	\$ 1,019,472
Humboldt	20	2	2	\$ 254,868
Long Beach	37	-6	-13	-
Los Angeles	52	14	1	\$ 127,434
Maritime	5	2	2	\$ 254,868
Monterey Bay	31	20	14	\$ 1,784,076
Northridge	28	-8	-18	-
Pomona	50	17	10	\$ 1,274,340
Sacramento	53	29	23	\$ 2,930,982
San Bernardino	38	11	11	\$ 1,401,774
San Diego	54	20	12	\$ 1,529,208
San Francisco	39	-2	-6	-
San José	69	13	4	\$ 509,736
San Luis Obispo	54	38	29	\$ 3,695,586
San Marcos	17	2	1	\$ 127,434
Sonoma	19	2	-1	-
Stanislaus	19	5	2	\$ 254,868
All Campuses	789	213	89	\$ 19,752,270

Tenure-Track Hires, 2019-2020

Campus	Column A	Column B	Column C	Column D
	Tenure-Track Recruitments 19/20	Net-New Tenure-Track Recruitments 19/20	Net-New Tenure Track Appointments 19/20	Estimated Expenditures for Net-New Tenure-Track Appointments 19/20
Bakersfield	31	18	14	\$ 1,813,000
Channel Islands	15	8	-1	-
Chico	29	-7	-14	-
Dominguez Hills	33	23	18	\$ 2,331,000
East Bay	33	16	10	\$ 1,295,000
Fresno	22	-11	-19	-
Fullerton	52	29	13	\$ 1,683,500
Humboldt	8	-7	-8	-
Long Beach	62	29	23	\$ 2,978,500
Los Angeles	61	38	29	\$ 3,755,500
Maritime		-2	-2	-
Monterey Bay	21	14	8	\$ 1,036,000
Northridge	54	19	4	\$ 518,000
Pomona	54	37	21	\$ 2,719,500
Sacramento	52	25	6	\$ 777,000
San Bernardino	48	17	17	\$ 2,201,500
San Diego	73	39	14	\$ 1,813,000
San Francisco	50	24	9	\$ 1,165,500
San José	74	22	15	\$ 1,942,500
San Luis Obispo	45	14	6	\$ 777,000
San Marcos	28	15	1	\$ 129,500
Sonoma	20	9	5	\$ 647,500
Stanislaus	21	16	9	\$ 1,165,500
All Campuses	886	385	178	\$ 28,749,000