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December 1, 2022

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RE: New Tenure-Track Faculty Hiring

The following report outlines California State University campuses' new tenure-track faculty hires. This report fulfills the requirements of the Budget Act of 2018 and Budget Act of 2019, which requires the CSU to report on campus expenditures in the pursuit of hiring new tenure-track faculty until \$35 million has been expended.

The addition of new tenure-track faculty is important to achieving the goals of Graduation Initiative 2025. This report includes total tenure-track faculty recruitments for the 2018-19, 2019-20 and 2020-21 academic years, new tenure-track positions added for recruitment in the 2018-19, 2019-20 and 2020-21 academic years, and net-new tenure-track faculty in fall 2019, 2020 and fall 2021. These additional positions provide students with increased access to courses, more flexibility for student-centered scheduling,

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

CSU Report: New Tenure Track Faculty Hiring Report


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expanded mentorship and advising, and increased collaborative research opportunities with the top professors in their discipline.

Should you have any questions about this report, please contact Eric Bakke, Interim Assistant Vice Chancellor, Advocacy and State Relations at (916) 445-5983.

Sincerely,


Steve Relyea (Dec 1, 2022 11:11 PST)

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

SR:dr

Full report posted to <https://www.calstate.edu/impact-of-the-csu/government/Advocacy-and-State-Relations/Pages/legislative-reports.aspx>

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California State University Tenure-Track Faculty Hiring

1 Background

The Budget Act of 2018 (Senate Bill 840), as amended by the Budget Act of 2019 (Senate Bill 109), requires 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. The report is required every two years until the \$35 million has 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 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 had 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.

2020-2021 Tenure Track Hiring

In 2020-21, the CSU had once again 84 percent systemwide average success rate for tenure-track faculty searches.

Of 390 searches for tenure-track faculty positions attempted in 2020-21, 326 were replacement searches and 64 were net-new searches. Based on a systemwide average salary and benefits of \$130,910 per position in 2020, the remaining allocation from 2018-19 for these 64 new tenure-track faculty recruitments was approximately \$5 million. Of that allocation, approximately \$3.9 million were expended in 30 successful net-new tenure-track faculty appointments for the 2020-21 hiring cycle.

3 Tenure-Track Faculty Hiring – Campuses

The charts below provide campus-specific information related to tenure-track faculty hiring for 2018-19, 2019-20 and 2020-21, including:

- The number of tenure-track faculty searches each campus undertook each year (Column A);
- The number of new tenure-track faculty positions approved 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, \$129,500 in 2019, and \$130,910 in 2020, 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 |

Tenure-Track Hires, 2020-2021

| Campus | Column A | Column B | Column C | Column D |
|------------------------|---------------------------------|---|---|--|
| | Tenure-Track Recruitments 20/21 | Net-New Tenure-Track Recruitments 20/21 | Net-New Tenure Track Appointments 20/21 | Estimated Expenditures for Net-New Tenure-Track Appointments 20/21 |
| Bakersfield | 4 | -4 | -4 | -- |
| Channel Islands | 5 | 2 | 1 | \$130,911 |
| Chico | 19 | -12 | -13 | -- |
| Dominguez Hills | 12 | -2 | -2 | -- |
| East Bay | 27 | 10 | -8 | -- |
| Fresno | 21 | -7 | -8 | -- |
| Fullerton | 37 | 8 | 1 | \$130,911 |
| Humboldt | 6 | -8 | -8 | -- |
| Long Beach | 31 | -6 | -11 | -- |
| Los Angeles | 1 | -20 | -20 | -- |
| Maritime | 5 | -1 | -2 | -- |
| Monterey Bay | 6 | -2 | -3 | -- |
| Northridge | 22 | -14 | -17 | -- |
| Pomona | | -22 | -22 | -- |
| Sacramento | 24 | -14 | -18 | -- |
| San Bernardino | 16 | -7 | -10 | -- |
| San Diego | 47 | 16 | 14 | \$1,832,750 |
| San Francisco | 2 | -37 | -37 | -- |
| San José | 63 | 25 | 13 | \$1,701,839 |
| San Luis Obispo | 13 | -17 | -17 | -- |
| San Marcos | 15 | 3 | 1 | \$130,911 |
| Sonoma | 1 | -16 | -16 | -- |
| Stanislaus | 13 | 0 | -2 | -- |
| All Campuses | 390 | 64 | 30 | \$3,927,322 |

4 Conclusion

In conclusion, approximately \$52.4 million were expended in the 2018-19, 2019-20, and 2020-21 resulting in 297 successful net-new tenure-track faculty appointments over the three-year hiring cycle. These new tenure track faculty are key to helping the CSU achieve the goals of Graduation Initiative 2025. New faculty will 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.