



The California State University



Profile of
CSU EMPLOYEES

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PROFILE OF CSU EMPLOYEES, FALL 2007

Dear CSU Friends,

One of the goals in the strategic vision for Human Resources in the CSU is to provide data as a basis for reference, planning, and decision-making. I am pleased to provide a copy of the Profile of CSU Employees Fall 2007¹ for your use. It includes demographic information on employees at all 23 campuses of the CSU plus the Chancellor's Office. There are many statistics about CSU employees in this booklet. For example, the CSU has over 47,000 employees, and minorities comprise one-third of the CSU's workforce.

I welcome your comments and questions about these data. Please send them to:

HRdata@calstate.edu

Sincerely,



Gail E. Brooks
Interim Vice Chancellor, Human Resources
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The California State University
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Long Beach, CA 90802-4210

¹This report and other data on CSU employees are available online:
www.calstate.edu/HR/data_research_analysis.shtml

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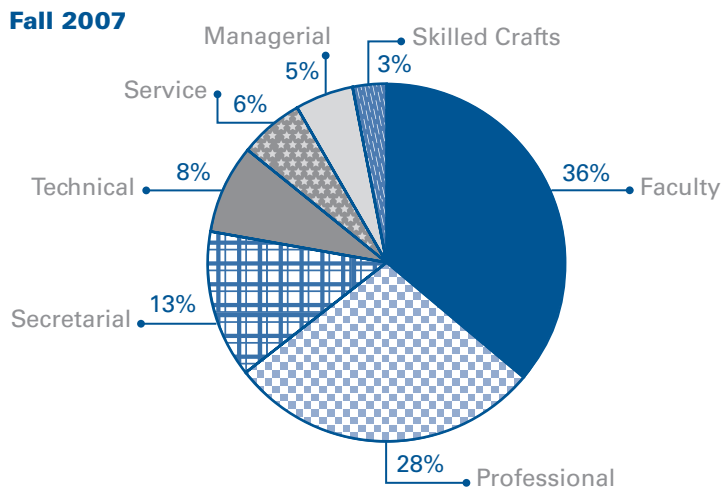
EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 47,000 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as those employed at each campus.

Headcount of Employees by Occupational Group

	Full-Time	Part-Time	Total
Fall 2007			
Faculty	12,063	12,003	24,066
Professional	9,447	862	10,309
Clerical & Secretarial	4,470	449	4,919
Technical & Paraprofessional	2,818	276	3,094
Service & Maintenance	2,048	118	2,166
Managerial	1,526	14	1,540
Skilled Crafts	1,029	1	1,030
GRAND TOTALS	33,401	13,723	47,124
Fall 2006			
Faculty	11,622	11,699	23,321
Professional	9,033	900	9,933
Clerical & Secretarial	4,425	486	4,911
Technical & Paraprofessional	2,808	282	3,090
Service & Maintenance	1,927	127	2,054
Managerial	1,509	13	1,522
Skilled Crafts	1,018	3	1,021
GRAND TOTALS	32,342	13,510	45,852

Occupational Profile of Full-Time Employees (Headcount)



EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Staffing by Campus

	Headcount		Estimated Full Time Equivalents (FTE)	
	Total	Full-Time		Part-Time
Fall 2007				
Bakersfield	922	760	162	829.7
Channel Islands	603	451	152	513.1
Chico	2,015	1,459	556	1,731.3
Dominguez Hills	1,335	909	426	1,075.8
East Bay	1,602	1,101	501	1,325.1
Fresno	2,350	1,716	634	1,964.9
Fullerton	3,337	2,173	1,164	2,662.3
Humboldt	1,156	847	309	986.7
Long Beach	3,716	2,543	1,173	3,048.6
Los Angeles	2,141	1,452	689	1,737.8
Maritime Academy	225	196	29	209.1
Monterey Bay	715	525	190	615.7
Northridge	3,388	2,300	1,088	2,771.1
Pomona	2,292	1,648	644	1,962.4
Sacramento	2,915	2,057	858	2,418.3
San Bernardino	1,807	1,331	476	1,539.9
San Diego	3,589	2,636	953	3,032.6
San Francisco	3,370	2,285	1,085	2,750.3
San José	3,309	2,075	1,234	2,603.4
San Luis Obispo	2,328	1,864	464	2,108.4
San Marcos	1,068	755	313	886.9
Sonoma	1,289	924	365	1,078.7
Stanislaus	1,047	805	242	917.2
Chancellor's Office	605	589	16	599.0
TOTAL	47,124	33,401	13,723	39,368.3

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

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Headcount of Employees by Campus

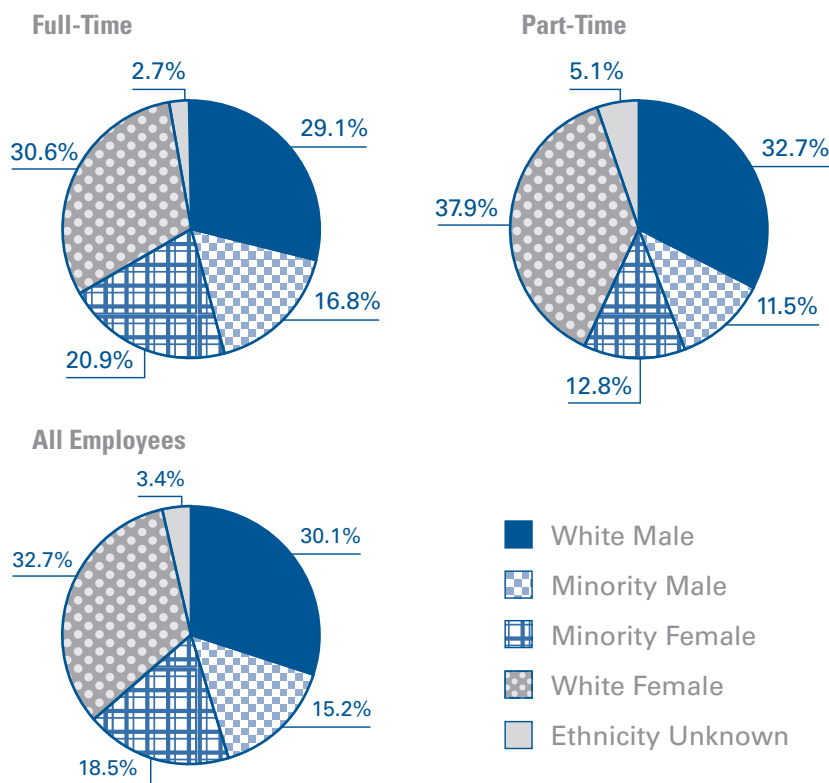
Campus	Full-Time		Part-Time		Grand Total	
	Faculty	Staff	Faculty	Staff	Fall 2007	Fall 2006
Bakersfield	297	463	120	42	922	977
Channel Islands	120	331	150	2	603	520
Chico	554	905	452	104	2,015	1,947
Dominguez Hills	313	596	390	36	1,335	1,256
East Bay	352	749	425	76	1,602	1,525
Fresno	713	1,003	580	54	2,350	2,258
Fullerton	888	1,285	1,089	75	3,337	3,214
Humboldt	281	566	221	88	1,156	1,198
Long Beach	1,020	1,523	1,042	131	3,716	3,700
Los Angeles	571	881	647	42	2,141	2,084
Maritime Academy	57	139	18	11	225	211
Monterey Bay	133	392	156	34	715	689
Northridge	817	1,483	1,001	87	3,388	3,313
Pomona	598	1,050	574	70	2,292	2,167
Sacramento	783	1,274	759	99	2,915	2,901
San Bernardino	465	866	424	52	1,807	1,794
San Diego	963	1,673	841	112	3,589	3,491
San Francisco	839	1,446	834	251	3,370	3,280
San José	746	1,329	1,128	106	3,309	3,128
San Luis Obispo	725	1,139	388	76	2,328	2,274
San Marcos	246	509	272	41	1,068	997
Sonoma	274	650	284	81	1,289	1,347
Stanislaus	308	497	208	34	1,047	1,020
Chancellor's Office	0	589	0	16	605	561
TOTAL	12,063	21,338	12,003	1,720	47,124	45,852

Note: Staff includes all personnel not counted among the instructional faculty.

EMPLOYEES BY GENDER AND ETHNICITY

Pages 4 through 9 provide information on the gender and ethnicity of CSU employees. Pages 4 and 5 include data for all employees (both full-time and part-time), while the remaining pages provide detailed information on only full-time employees.

Employee Headcount by Gender and Ethnicity

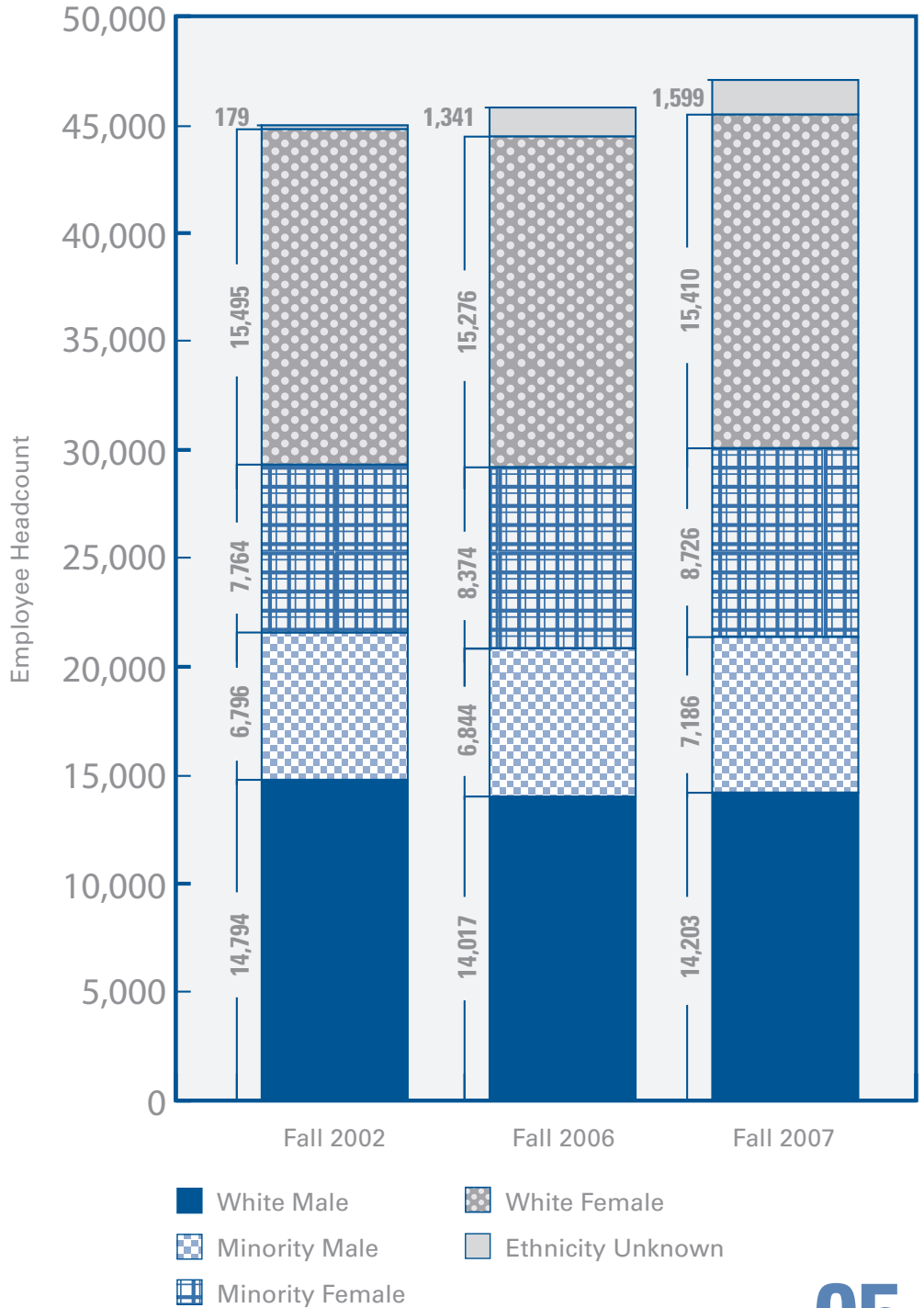


	Full-Time	Part-Time	All Employees
White Male	9,719	4,484	14,203
Minority Male	5,611	1,575	7,186
Minority Female	6,965	1,761	8,726
White Female	10,210	5,200	15,410
Ethnicity Unknown	896	703	1,599
TOTAL	33,401	13,723	47,124
Total Minority	12,576	3,336	15,912
Total White	19,929	9,684	29,613
Total Female	17,617	7,328	24,945
Total Male	15,784	6,395	22,179

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

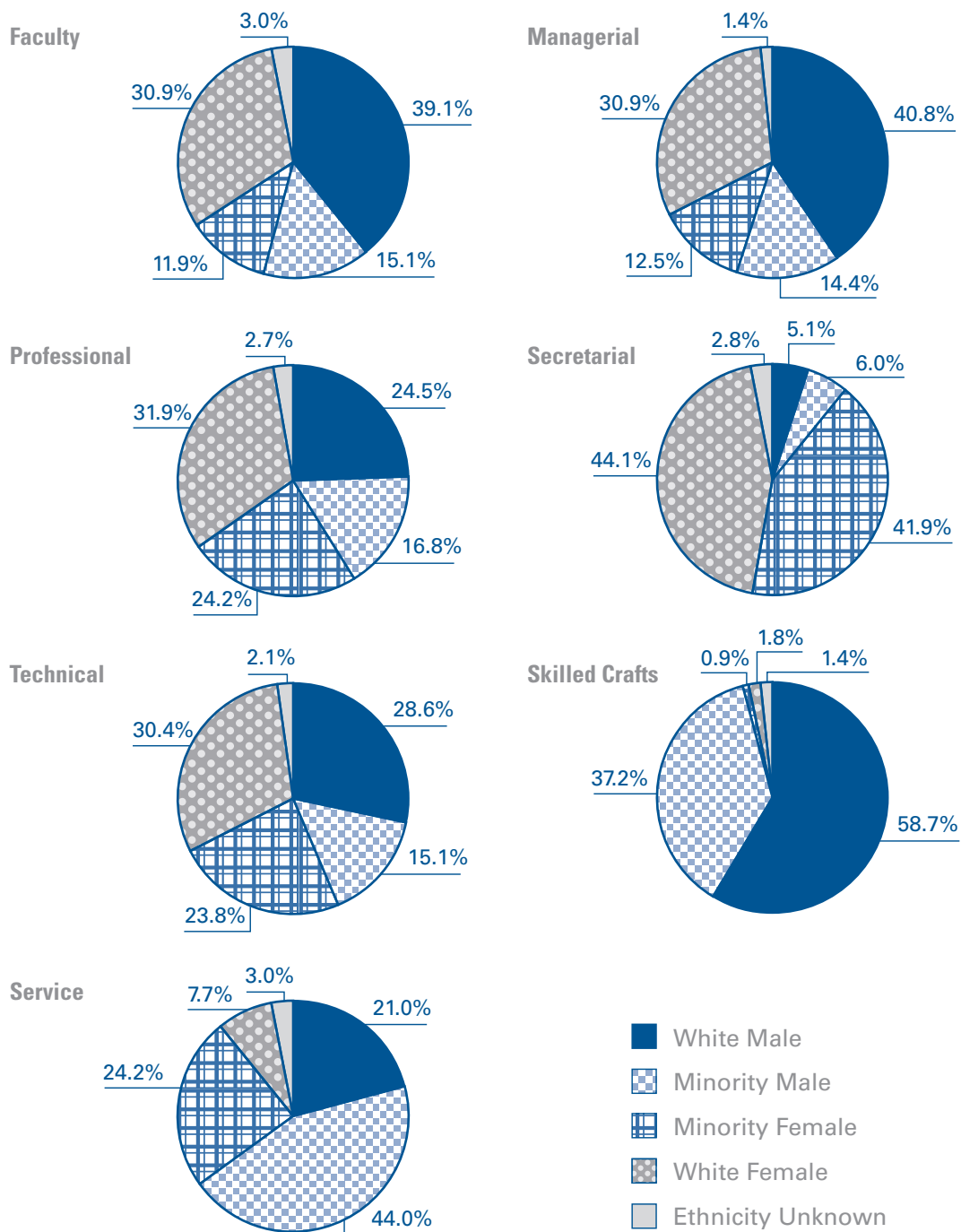
EMPLOYEES BY GENDER AND ETHNICITY

Total Employee Headcount by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

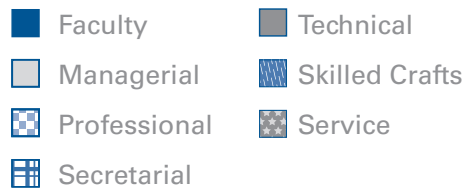
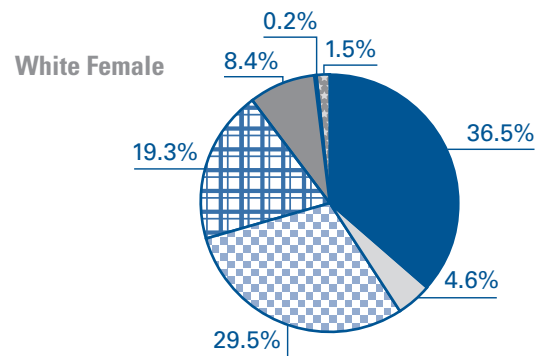
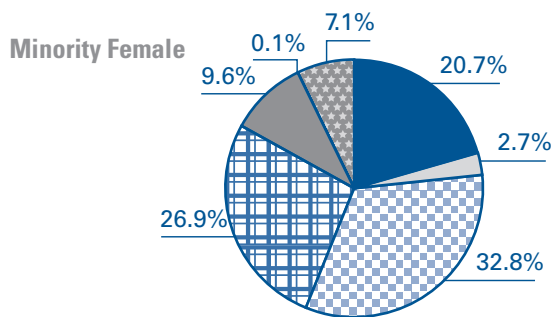
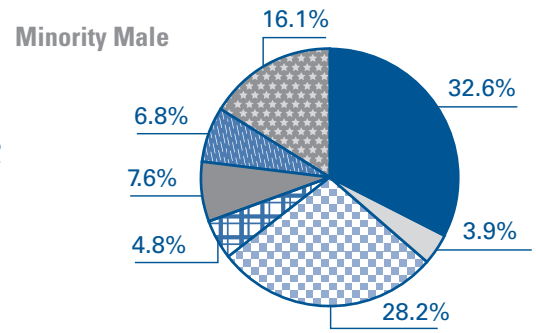
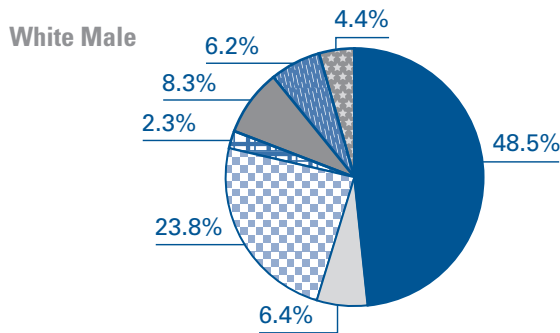
Percent of Full-Time Employees Within Occupational Groups by Gender and Ethnicity



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

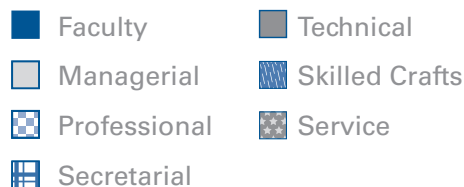
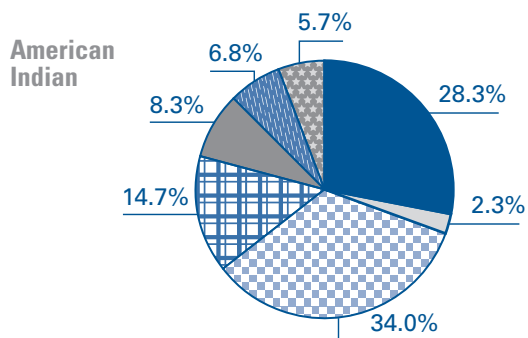
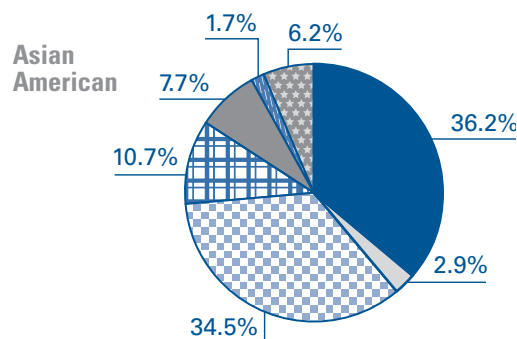
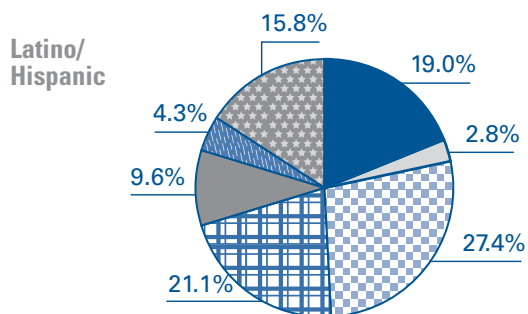
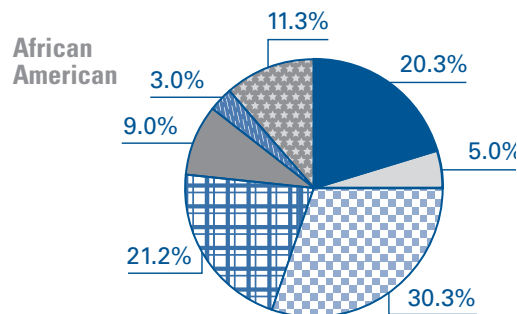
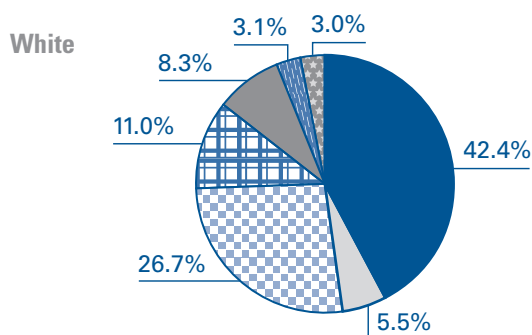
EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employee Headcount by Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

Headcount of Full-Time Employees by Occupational Group and Ethnicity

	Total	African American	American Indian	Asian American	Latino/Hispanic	White	Ethnicity Unknown
Fall 2007							
Faculty	12,063	475	75	1,733	983	8,440	357
Professional	9,447	707	90	1,652	1,419	5,322	257
Secretarial	4,470	495	39	514	1,096	2,199	127
Technical	2,818	210	22	368	497	1,662	59
Service	2,048	264	15	299	820	589	61
Managerial	1,526	117	6	141	147	1,094	21
Skilled Crafts	1,029	69	18	81	224	623	14
Total	33,401	2,337	265	4,788	5,186	19,929	896
Fall 2002							
Faculty	11,782	449	69	1,513	875	8,848	28
Professional	8,159	662	85	1,287	1,076	5,027	22
Secretarial	4,634	542	54	518	1,027	2,482	11
Technical	3,077	214	25	402	483	1,949	4
Service	1,878	261	26	271	712	601	7
Managerial	1,395	123	9	104	138	1,020	1
Skilled Crafts	989	81	14	72	198	622	2
Total	31,914	2,332	282	4,167	4,509	20,549	75

AGE DISTRIBUTION OF CSU EMPLOYEES

The following tables provide information on the age distribution of full-time employees by occupational group, gender, and ethnicity.

Age Distribution of Full-Time Employee Headcount by Faculty Status

Age	Staff	Faculty	Total
Fall 2007			
60+	1,960	2,274	4,234
50-59	6,845	4,086	10,931
40-49	5,504	3,105	8,609
30-39	4,426	2,422	6,848
Under 30	2,603	176	2,779
TOTAL	21,338	12,063	33,401
AVERAGE AGE	45.6	50.0	47.2

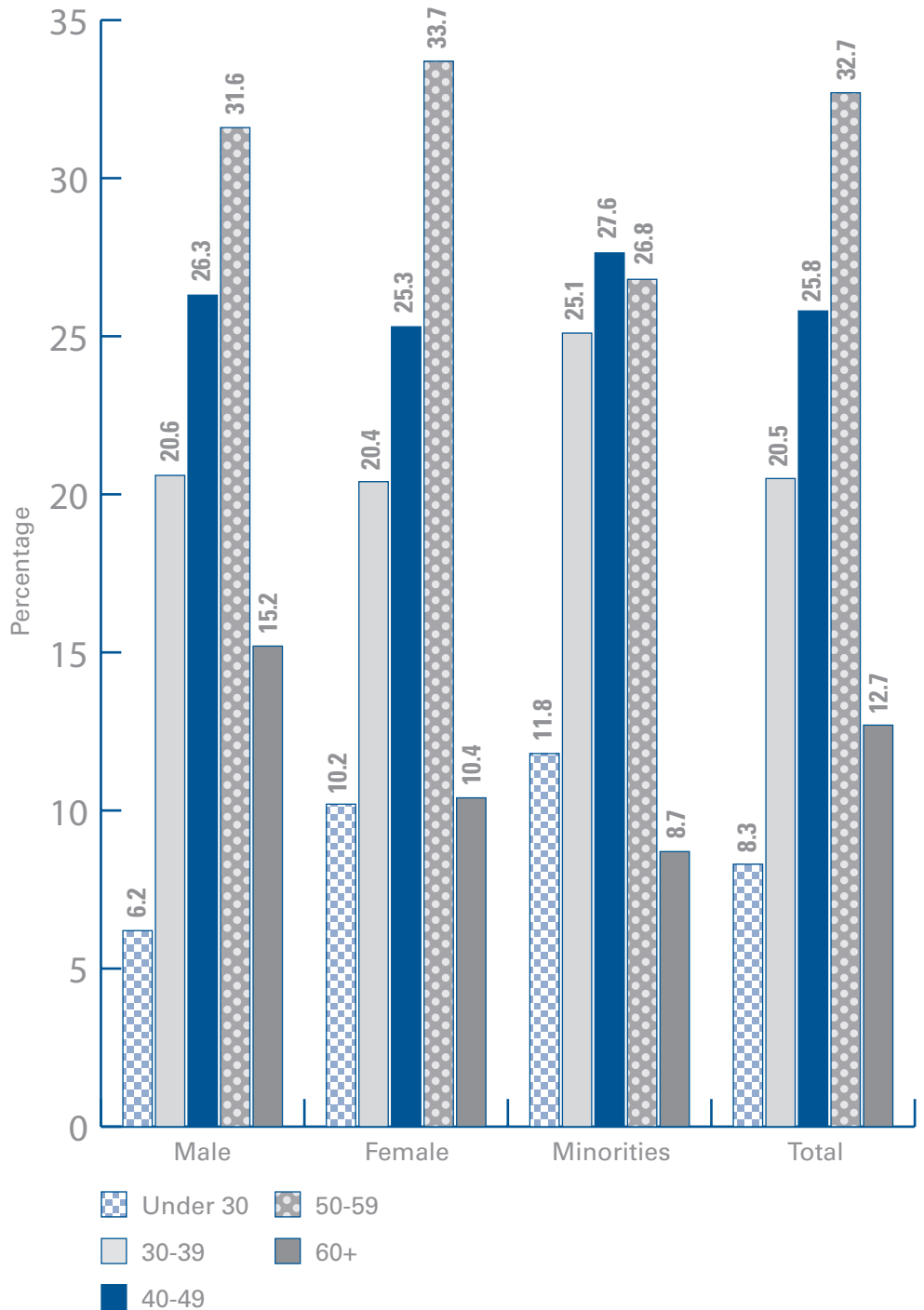
Note: Staff includes all personnel not counted among the instructional faculty.

Age Distribution of Full-time Employee Headcount by Gender and Minority Status

Age	Male	Female	Minorities	Total
Fall 2007				
60+	2,404	1,830	1,091	4,234
50-59	4,989	5,942	3,372	10,931
40-49	4,153	4,456	3,476	8,609
30-39	3,258	3,590	3,157	6,848
Under 30	980	1,799	1,480	2,779
TOTAL	15,784	17,617	12,576	33,401
AVERAGE AGE	48.0	46.4	44.6	47.2

AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employee Headcount, Percentage by Age Group



AGE DISTRIBUTION OF CSU EMPLOYEES

Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount)

Age	Support	Professional & Managerial	Faculty	All Full-Time Employees
Fall 2007				
60+	39.6	24.9	20.7	25.8
50-59	40.1	29.7	24.1	30.8
40-49	49.7	41.8	31.0	40.4
30-39	58.7	49.7	32.6	46.1
Under 30	58.7	49.5	32.4	53.3
ALL AGES	48.5%	39.0%	27.1%	37.7%

E.g., in the "60 and above" age group of Full-Time Support employees, 39.6% are minorities.

Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount)

Age	Support	Professional & Managerial	Faculty	All Full-Time Employees
Fall 2007				
60+	56.3	52.6	33.7	43.2
50-59	58.9	61.1	44.9	54.4
40-49	57.1	53.7	45.3	51.8
30-39	59.2	50.6	49.1	52.4
Under 30	70.5	58.0	60.2	64.7
ALL AGES	59.9%	55.6%	44.0%	52.7%

E.g., in the "60 and above" age group of Full-Time Support employees, 56.3% are female.

The California State University employs over 24,000 total faculty, nearly equally divided between full-time and part-time faculty. The diverse composition of CSU faculty also reflects the general characteristics of California's population. This section of the profile focuses mostly on the 12,000 plus full-time faculty in the CSU. The majority of the CSU full-time faculty are tenured or on tenure track.

GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU full-time faculty in Fall 2007, as well as five years earlier. In Fall 2007, over 25 percent of full-time CSU faculty were ethnic minorities and 44 percent were female.

Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
Fall 2007							
Professor	2,151	763	367	1,167	55	4,503	37.3
Associate Professor	951	406	342	817	79	2,595	21.5
Assistant Professor	924	449	503	861	161	2,898	24.0
Instructor	4	1	0	2	0	7	0.1
Tenure-Track Subtotal	4,030	1,619	1,212	2,847	295	10,003	82.9
Lecturer	687	208	227	876	62	2,060	17.1
ALL FULL-TIME	4,717	1,827	1,439	3,723	357	12,063	100.0
Fall 2002							
Professor	3,035	850	317	1,322	1	5,225	46.9
Associate Professor	688	337	229	595	3	1,852	15.7
Assistant Professor	918	416	401	883	17	2,635	22.4
Instructor	8	4	2	2	0	16	0.1
Tenure-Track Subtotal	4,649	1,607	949	2,802	21	10,028	85.1
Lecturer	680	180	170	717	7	1,754	14.9
ALL FULL-TIME	5,329	1,787	1,119	3,519	28	11,782	100.0

GENDER AND ETHNICITY

Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
Fall 2007							
Tenured	2,973	1,112	690	1,907	106	6,788	56.3
Probationary	1,057	507	522	940	189	3,215	26.7
Tenure-Track Subtotal	4,030	1,619	1,212	2,847	295	10,003	82.9
Temporary	687	208	227	876	62	2,060	17.1
Total	4,717	1,827	1,439	3,723	357	12,063	100.0
Fall 2002							
Tenured	3,543	1,110	512	1,809	4	6,978	59.2
Probationary	1,106	497	437	993	17	3,050	25.9
Tenure-Track Subtotal	4,649	1,607	949	2,802	21	10,028	85.1
Temporary	680	180	170	717	7	1,754	14.9
Total	5,329	1,787	1,119	3,519	28	11,782	100.0

GENDER AND ETHNICITY

Headcount of Part-Time Faculty, by Gender and Ethnicity

	Total	African American	American Indian	Asian American	Latino/Hispanic	White	Ethnicity Unknown
Fall 2007							
Female	6,144	271	53	576	474	4,441	329
Male	5,859	204	44	610	523	4,172	306
TOTAL	12,003	475	97	1,186	997	8,613	635

TENURE STATUS

The following tables present tenure status data for full-time faculty by academic rank, gender, and ethnicity.

Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank

	Total	Tenure		Doctorate	
		Total	%	Total	%
Fall 2007					
Professor	4,503	4,460	99.0	3,893	86.5
Associate Professor	2,595	2,207	85.0	2,191	84.4
Assistant Professor	2,898	115	4.0	2,317	80.0
Instructor	7	6	85.7	1	14.3
Tenure-Track Subtotal	10,003	6,788	67.9	8,402	84.0
Lecturer	2,060	0	0.0	580	28.2
ALL FULL-TIME	12,063	6,788	56.3%	8,982	74.5%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity

	Total	African American	American Indian	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2007							
Tenured	6,788	263	39	943	557	4,880	106
Probationary	3,215	134	23	594	278	1,997	189
Temporary	2,060	78	13	196	148	1,563	62
TOTAL	12,063	475	75	1,733	983	8,440	357
Fall 2002							
Tenured	6,978	278	39	835	470	5,352	4
Probationary	3,050	114	21	517	282	2,099	17
Temporary	1,754	57	9	161	123	1,397	7
TOTAL	11,782	449	69	1,513	875	8,848	28

NEW FACULTY

The CSU hired almost 850 new tenure-track faculty for Fall 2007. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More detailed information on new faculty hired by the CSU is available in an annual report on the 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 (Headcount)

	Total	Male	Female	Minorities
Fall 2007				
Professor	32	20	12	12
Associate Professor	85	54	31	34
Assistant Professor	719	349	370	290
Instructor	6	0	6	2
GRAND TOTAL	842	423	419	338
Fall 2002				
Professor	55	43	12	9
Associate Professor	89	59	30	24
Assistant Professor	794	430	362	233
Instructor	12	7	5	3
GRAND TOTAL	950	539	409	269

Source: CSU annual report on Faculty Recruitment Survey

PROMOTIONS

The following table indicates the number of full-time faculty who were promoted to a higher academic rank during Fall 2006 and Fall 2007.

Promotions Among Full-Time Faculty (Headcount)

To:	Fall 2006	Fall 2007
Professor	248	244
Associate Professor	427	467
Assistant Professor	6	17
TOTAL	681	728

Source: CIRS Compendium Report G01

SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2006-07 and in the prior year. In 2006-07, 42 percent of the separations were retirements.

Separations Among Faculty by Cause and Appointment Status (Headcount)

	Retirement	Death	Resignation	Not Reired	Total
2006-07					
Tenured	256	18	65	1	340
Probationary	15	3	183	14	215
Temporary	26	0	17	107	150
TOTAL	297	21	265	122	705
2005-06					
Tenured	320	10	83	2	415
Probationary	8	3	161	11	183
Temporary	28	1	10	72	111
TOTAL	356	14	254	85	709

Notes: 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 2005-06 are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19/L08

SALARY

The table below presents information on average salaries paid to full-time faculty employees as of October 2007. These averages are based on salaries earned through regular academic year or 12-month appointments. Salaries earned through irregular pay appointments, such as extra quarter assignments, are not included in these calculations. Salaries of faculty on 12-month appointments have been adjusted to academic year equivalents by applying a 9/11th factor commonly used in higher education salary studies.

Average Salaries for Full-Time Faculty by Rank (Headcount)

Fall 2007		
	Number	Average Salary
Professor	4,503	\$93,643
Associate Professor	2,595	\$75,166
Assistant Professor	2,898	\$65,467
Instructor	7	\$56,736
Lecturer	2,060	\$58,205
ALL FULL-TIME FACULTY	12,063	\$76,826

CAMPUS

Headcount of Full-Time Faculty by Rank and Campus

Campus	Professor	Associate Professor	Assistant Professor	Instructor	Tenure-Track Sub-total	Lecturer	All Full-Time
Fall 2007							
Bakersfield	88	61	64	0	213	84	297
Channel Islands	20	25	31	0	76	44	120
Chico	240	130	113	0	483	71	554
Dominguez Hills	99	57	86	0	242	71	313
East Bay	117	86	105	0	308	44	352
Fresno	223	131	172	1	527	186	713
Fullerton	257	192	249	0	698	190	888
Humboldt	118	80	59	1	258	23	281
Long Beach	368	198	233	0	799	221	1,020
Los Angeles	266	102	114	0	482	89	571
Maritime Academy	13	9	16	4	42	15	57
Monterey Bay	40	30	32	0	102	31	133
Northridge	299	204	206	0	709	108	817
Pomona	287	112	124	0	523	75	598
Sacramento	296	172	204	1	673	110	783
San Bernardino	187	99	87	0	373	92	465
San Diego	366	240	182	0	788	175	963
San Francisco	303	165	271	0	739	100	839
San José	344	152	164	0	660	86	746
San Luis Obispo	271	156	176	0	603	122	725
San Marcos	82	64	68	0	214	32	246
Sonoma	105	71	66	0	242	32	274
Stanislaus	114	59	76	0	249	59	308
TOTAL	4,503	2,595	2,898	7	10,003	2,060	12,063

TECHNICAL NOTES & GLOSSARY

This reference booklet contains Fall 2007 snapshot information on employees at all 23 CSU campuses and the Chancellor's Office. All tables 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.

Data presented in this report were developed using the CSU's Corporate Faculty and Staff Data Warehouse. Additional data were obtained from the annual CSU Faculty Recruitment Survey and Campus Information Retrieval System (CIRS).

Questions about the data in the Employee Profile should be directed to: HRdata@calstate.edu

Clerical and Secretarial* Includes departmental secretaries, payroll, receiving and account clerks, etc.

Estimated FTE Positions Refers to the total "full-time equivalent positions" filled by all full-time and part-time employees.

Ethnicity Unknown Includes all individuals who did not self-report a racial/ethnic background.

Faculty* All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors (counted among "professionals"). Also excludes extension or summer session faculty.

FERP Faculty Refers to faculty employees who participate in the Faculty Early Retirement Program.

Full Time Individuals employed "100% time"; includes full-time employees on leave with pay.

Lecturer Includes all instructional faculty with temporary appointments only (non-tenure-track).

Managerial* Includes campus executives, deans, personnel officers, directors of physical plant, and all other managers and supervisors in the Management Personnel Plan.

Minority Includes individuals who reported an ethnic/racial background other than "White." Individuals who did not report an ethnic/racial background are counted in an "Ethnicity Unknown" category.

* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.

GLOSSARY

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.

Professional* Includes persons whose jobs require a college education or comparable experience; excludes faculty and managerial employees.

Service & Maintenance* Includes custodians, gardeners, laborers, campus guards, etc.

Staff Employees Refers to all employees who are not “faculty,” as defined above.

Skilled Crafts* Includes electricians, mechanics, carpenters, etc.

Support Includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

Technical and Paraprofessional* Includes persons whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support, and equipment technicians.

Temporary Faculty Faculty appointed for a discrete time period, usually one term or one academic year.

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

* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.

