



*Profile of*  
**CSU EMPLOYEES**

F A L L 2 0 0 9



## PROFILE OF CSU EMPLOYEES, FALL 2009

---

Dear CSU Friends,

I am pleased to announce that the Fall 2009 Profile of CSU Employees<sup>1</sup> is now available. The Profile is intended as an easy-to-use reference for demographic information and statistics on employees at all 23 campuses plus the Chancellor's Office. One of the goals of the strategic vision for human resources is to enhance decision-making and planning supported by appropriate data. I hope you will find this information useful, and I welcome your comments and questions.

Sincerely,



Gail E. Brooks  
Vice Chancellor, Human Resources  
Office of the Chancellor  
The California State University  
401 Golden Shore  
Long Beach, CA 90802-4210

---

Please send comments and questions to: [HRdata@calstate.edu](mailto:HRdata@calstate.edu)

<sup>1</sup>This report and other data on CSU employees are available online:  
<http://www.calstate.edu/hr/DataAnalysis/>

Published April 2010

# CSU STAFFING

---

## EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

- 01 Headcount of Employees by Occupational Group, Fall 2009 and Prior Year
- 01 Occupational Profile of Full-Time Employees (Headcount), Fall 2009
- 02 Staffing by Campus, Fall 2009
- 03 Headcount of Employees by Campus, Fall 2009 and Prior Year

## EMPLOYEES BY GENDER AND ETHNICITY

- 04 Employee Headcount by Gender and Ethnicity, Fall 2009
- 05 Total Employee Headcount by Gender and Ethnicity, Fall 2009, Prior Year, and Five Years Earlier
- 06 Percent of Full-Time Employees Within Occupational Groups by Gender and Ethnicity, Fall 2009
- 07 Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity, Fall 2009
- 08 Occupational Profile of Full-Time Employee Headcount by Ethnicity, Fall 2009
- 09 Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2009 and Five Years Earlier

## AGE DISTRIBUTION OF CSU EMPLOYEES

- 10 Age Distribution of Full-Time Employee Headcount by Faculty Status, Fall 2009
- 10 Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2009
- 11 Full-Time Employee Headcount, Percentage by Age Group, Fall 2009
- 12 Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2009
- 12 Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2009

# CSU FACULTY

---

## GENDER AND ETHNICITY

- 14 Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount), Fall 2009 and Five Years Earlier
- 15 Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount), Fall 2009 and Five Years Earlier
- 16 Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2009

## TENURE STATUS

- 17 Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2009
- 17 Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2009 and Five Years Earlier

## NEW FACULTY

- 18 New Full-Time, Tenure-Track Faculty by Rank (Headcount), Fall 2009 and Five Years Earlier

## PROMOTIONS AND TENURE

- 19 Promotions Among Full-Time Faculty (Headcount), Fall 2009 and Prior Year
- 19 Number of Faculty Granted Tenure (Headcount), Fall 2009

## SEPARATIONS

- 20 Separations Among Full-Time Faculty by Cause and Appointment Status (Headcount), 2008-09 and 2007-08

## SALARY

- 21 Average Salaries for Full-Time Faculty by Rank and Appointment Type (Headcount), Fall 2009

## CAMPUS

- 22 Headcount of Full-Time Faculty by Rank and Campus, Fall 2009

# TECHNICAL NOTES AND GLOSSARY

---

- 23-24 Technical Notes and Glossary

# CSU Staffing Fall 2009

---

# EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 44,000 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

## Headcount of Employees by Occupational Group\*, Fall 2009 and Prior Year

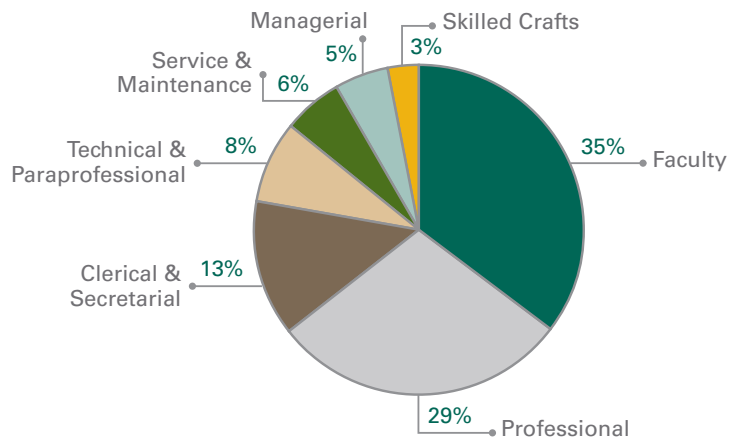
|                              | Full-Time     | Part-Time     | Total         |
|------------------------------|---------------|---------------|---------------|
| <b>Fall 2009</b>             |               |               |               |
| Faculty                      | 11,712        | 9,672         | 21,384        |
| Professional                 | 9,723         | 766           | 10,489        |
| Clerical & Secretarial       | 4,361         | 387           | 4,748         |
| Technical & Paraprofessional | 2,798         | 244           | 3,042         |
| Service & Maintenance        | 2,044         | 94            | 2,138         |
| Managerial                   | 1,518         | 11            | 1,529         |
| Skilled Crafts               | 1,007         | 3             | 1,010         |
| <b>GRAND TOTALS</b>          | <b>33,163</b> | <b>11,177</b> | <b>44,340</b> |

|                              |               |               |               |
|------------------------------|---------------|---------------|---------------|
| <b>Fall 2008</b>             |               |               |               |
| Faculty                      | 12,019        | 11,562        | 23,581        |
| Professional                 | 9,778         | 854           | 10,632        |
| Clerical & Secretarial       | 4,517         | 428           | 4,945         |
| Technical & Paraprofessional | 2,832         | 273           | 3,105         |
| Service & Maintenance        | 2,068         | 102           | 2,170         |
| Managerial                   | 1,540         | 11            | 1,551         |
| Skilled Crafts               | 1,042         | 3             | 1,045         |
| <b>GRAND TOTALS</b>          | <b>33,796</b> | <b>13,233</b> | <b>47,029</b> |

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.

## Occupational Profile of Full-Time Employees (Headcount), Fall 2009



# EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

## Staffing by Campus, Fall 2009

|                     | Headcount     |               |               | Full-Time<br>Equivalents (FTE) |
|---------------------|---------------|---------------|---------------|--------------------------------|
|                     | Total         | Full-Time     | Part-Time     |                                |
| Bakersfield         | 882           | 727           | 155           | 793.3                          |
| Channel Islands     | 628           | 477           | 151           | 547.2                          |
| Chico               | 1,839         | 1,379         | 460           | 1,606.4                        |
| Dominguez Hills     | 1,220         | 867           | 353           | 1,005.8                        |
| East Bay            | 1,581         | 1,137         | 444           | 1,346.9                        |
| Fresno              | 2,175         | 1,648         | 527           | 1,853.4                        |
| Fullerton           | 2,984         | 2,170         | 814           | 2,516.3                        |
| Humboldt            | 1,142         | 851           | 291           | 984.1                          |
| Long Beach          | 3,524         | 2,505         | 1,019         | 2,944.1                        |
| Los Angeles         | 1,957         | 1,465         | 492           | 1,676.5                        |
| Maritime Academy    | 229           | 200           | 29            | 212.1                          |
| Monterey Bay        | 693           | 541           | 152           | 621.7                          |
| Northridge          | 3,343         | 2,337         | 1,006         | 2,766.7                        |
| Pomona              | 2,097         | 1,591         | 506           | 1,840.6                        |
| Sacramento          | 2,755         | 2,057         | 698           | 2,348.1                        |
| San Bernardino      | 1,724         | 1,298         | 426           | 1,486.5                        |
| San Diego           | 3,215         | 2,505         | 710           | 2,799.9                        |
| San Francisco       | 3,075         | 2,314         | 761           | 2,665.4                        |
| San José            | 3,129         | 2,057         | 1,072         | 2,530.2                        |
| San Luis Obispo     | 2,354         | 1,999         | 355           | 2,176.6                        |
| San Marcos          | 1,065         | 761           | 304           | 891.5                          |
| Sonoma              | 1,225         | 919           | 306           | 1,056.0                        |
| Stanislaus          | 901           | 764           | 137           | 825.7                          |
| Chancellor's Office | 603           | 594           | 9             | 599.4                          |
| <b>TOTAL</b>        | <b>44,340</b> | <b>33,163</b> | <b>11,177</b> | <b>38,094.4</b>                |

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.

# EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

## Headcount of Employees by Campus, Fall 2009 and Prior Year

| Campus              | Fall 2009     |               |              |              | Grand Total   |               |
|---------------------|---------------|---------------|--------------|--------------|---------------|---------------|
|                     | Full-Time     |               | Part-Time    |              | Fall 2009     | Fall 2008     |
|                     | Faculty       | Staff         | Faculty      | Staff        |               |               |
| Bakersfield         | 251           | 476           | 115          | 40           | 882           | 934           |
| Channel Islands     | 124           | 353           | 140          | 11           | 628           | 654           |
| Chico               | 521           | 858           | 367          | 93           | 1,839         | 1,974         |
| Dominguez Hills     | 295           | 572           | 317          | 36           | 1,220         | 1,313         |
| East Bay            | 354           | 783           | 371          | 73           | 1,581         | 1,692         |
| Fresno              | 654           | 994           | 482          | 45           | 2,175         | 2,386         |
| Fullerton           | 854           | 1,316         | 743          | 71           | 2,984         | 3,230         |
| Humboldt            | 269           | 582           | 220          | 71           | 1,142         | 1,178         |
| Long Beach          | 994           | 1,511         | 910          | 109          | 3,524         | 3,789         |
| Los Angeles         | 571           | 894           | 459          | 33           | 1,957         | 2,128         |
| Maritime Academy    | 57            | 143           | 21           | 8            | 229           | 227           |
| Monterey Bay        | 140           | 401           | 123          | 29           | 693           | 703           |
| Northridge          | 820           | 1,517         | 930          | 76           | 3,343         | 3,436         |
| Pomona              | 557           | 1,034         | 452          | 54           | 2,097         | 2,146         |
| Sacramento          | 770           | 1,287         | 625          | 73           | 2,755         | 2,834         |
| San Bernardino      | 448           | 850           | 370          | 56           | 1,724         | 1,846         |
| San Diego           | 906           | 1,599         | 613          | 97           | 3,215         | 3,541         |
| San Francisco       | 834           | 1,480         | 542          | 219          | 3,075         | 3,302         |
| San José            | 727           | 1,330         | 973          | 99           | 3,129         | 3,333         |
| San Luis Obispo     | 767           | 1,232         | 296          | 59           | 2,354         | 2,394         |
| San Marcos          | 245           | 516           | 264          | 40           | 1,065         | 1,042         |
| Sonoma              | 270           | 649           | 231          | 75           | 1,225         | 1,279         |
| Stanislaus          | 284           | 480           | 108          | 29           | 901           | 1,047         |
| Chancellor's Office | 0             | 594           | 0            | 9            | 603           | 621           |
| <b>TOTAL</b>        | <b>11,712</b> | <b>21,451</b> | <b>9,672</b> | <b>1,505</b> | <b>44,340</b> | <b>47,029</b> |

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

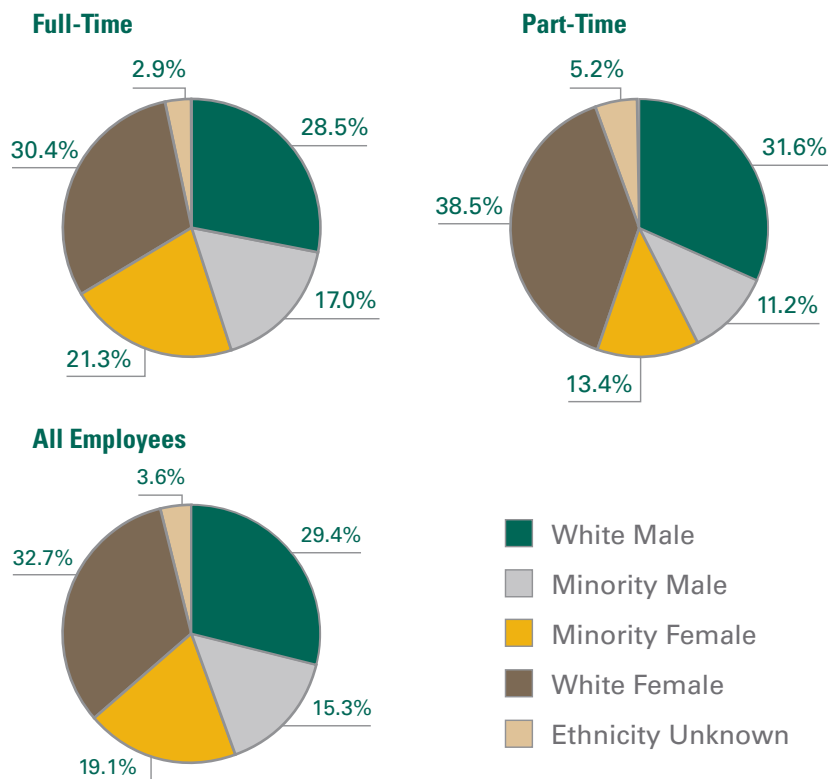
Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.



## 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, Fall 2009



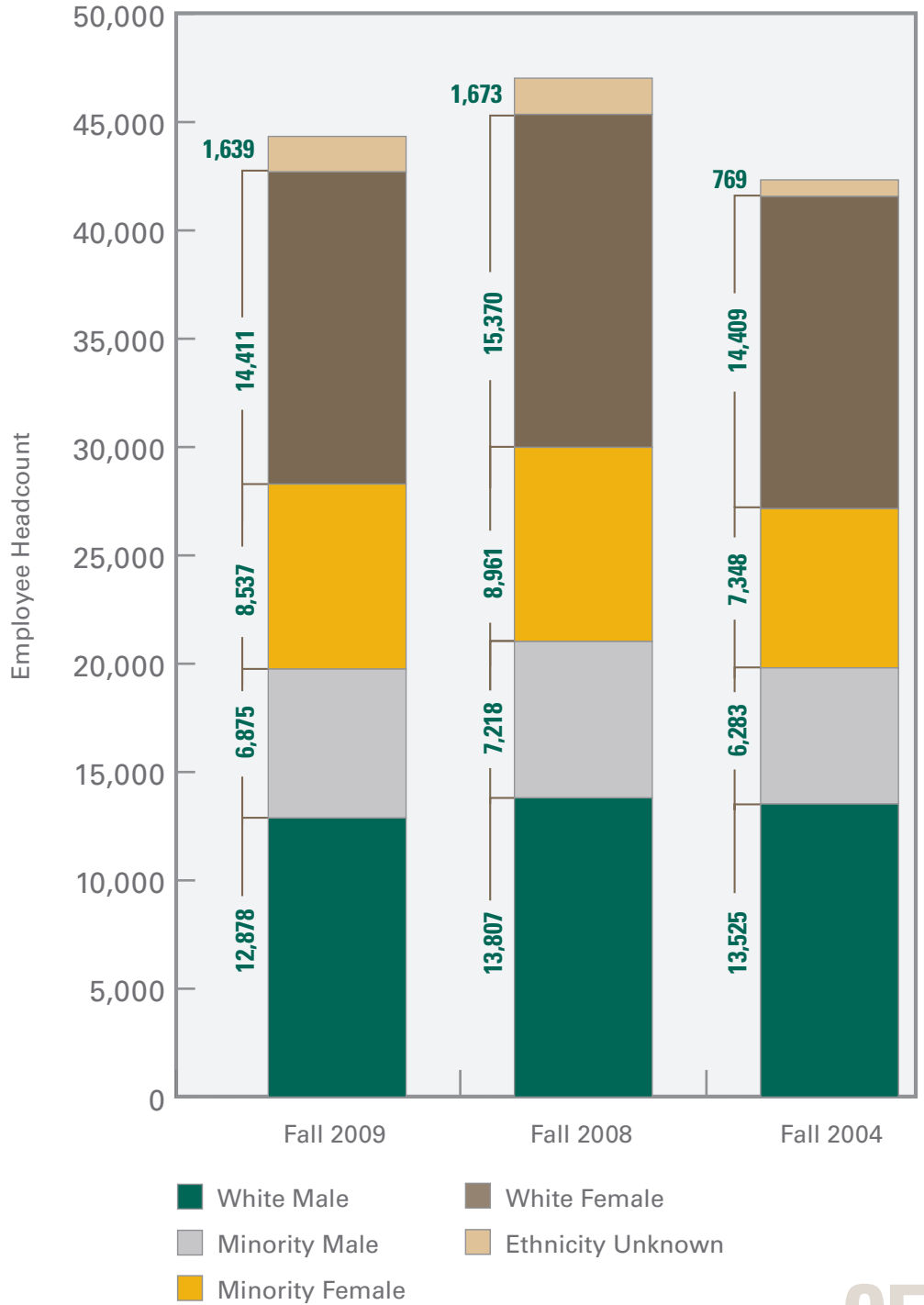
Note: Percentages may not add to 100% because of rounding.

| Fall 2009         | Full-Time     | Part-Time     | All Employees |
|-------------------|---------------|---------------|---------------|
| White Male        | 9,329         | 3,549         | 12,878        |
| Minority Male     | 5,661         | 1,214         | 6,875         |
| Minority Female   | 7,122         | 1,415         | 8,537         |
| White Female      | 10,006        | 4,405         | 14,411        |
| Ethnicity Unknown | 1,045         | 594           | 1,639         |
| <b>TOTAL</b>      | <b>33,163</b> | <b>11,177</b> | <b>44,340</b> |
| Total Minority    | 12,783        | 2,629         | 15,412        |
| Total White       | 19,335        | 7,954         | 27,289        |
| Total Female      | 17,659        | 6,161         | 23,820        |
| Total Male        | 15,504        | 5,016         | 20,520        |

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.

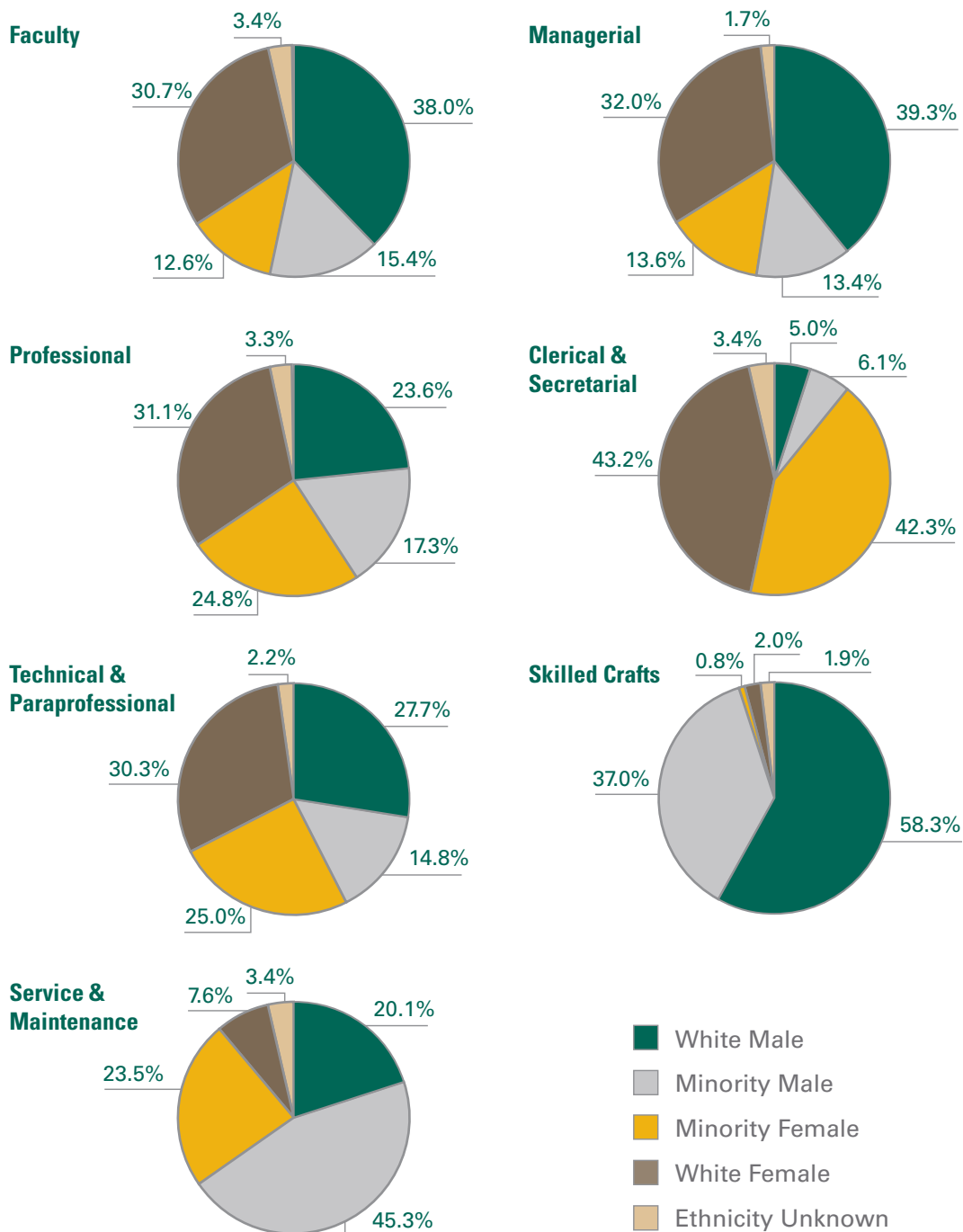
## EMPLOYEES BY GENDER AND ETHNICITY

**Total Employee Headcount by Gender and Ethnicity, Fall 2009, Prior Year, and Five Years Earlier**



# EMPLOYEES BY GENDER AND ETHNICITY

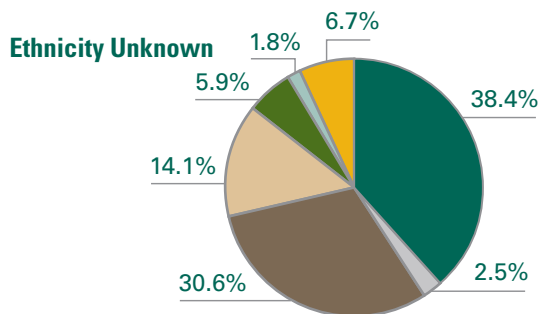
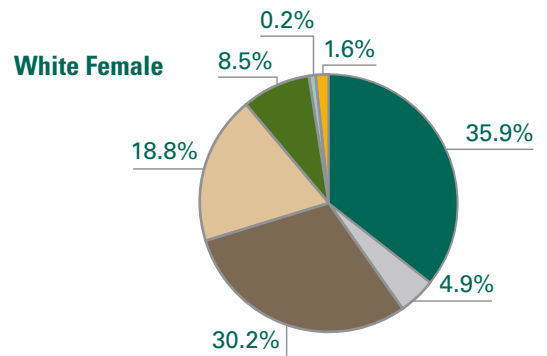
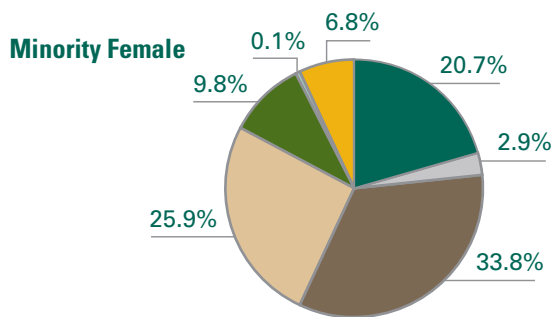
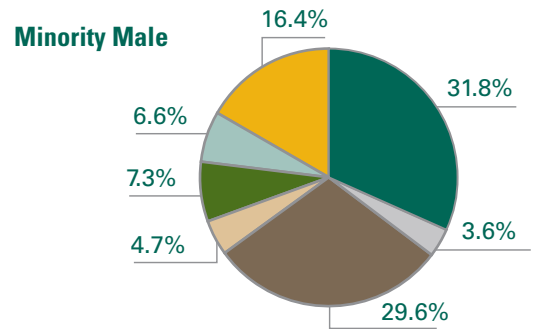
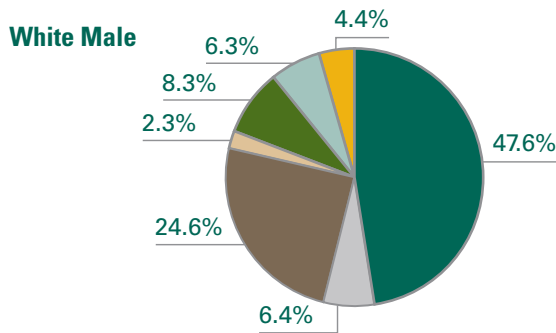
Percent of Full-Time Employees Within Occupational Groups\* by Gender and Ethnicity, Fall 2009



Note: Percentages may not add to 100 percent because of rounding.  
 \*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

# EMPLOYEES BY GENDER AND ETHNICITY

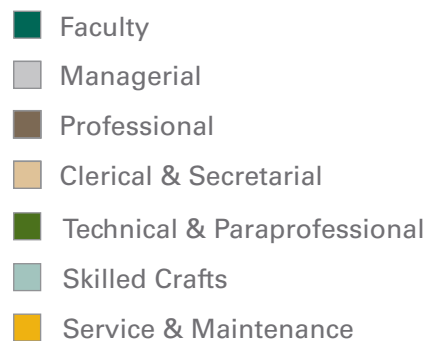
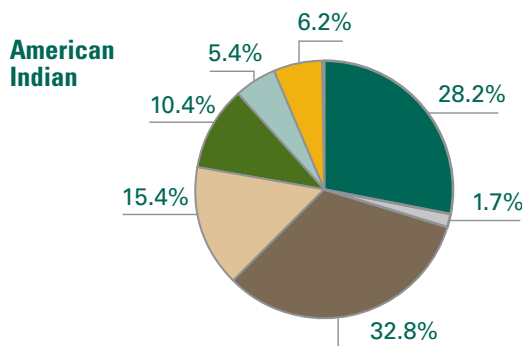
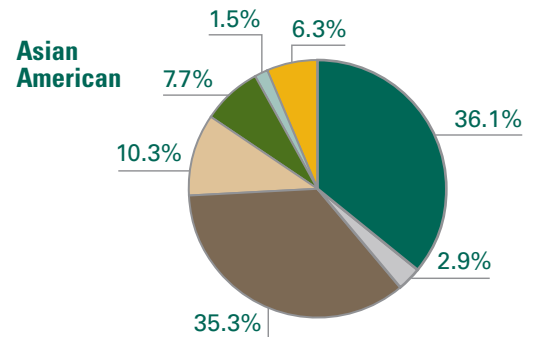
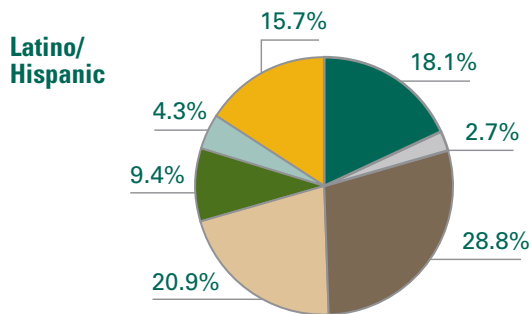
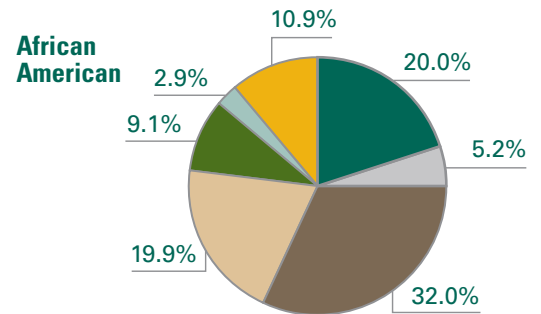
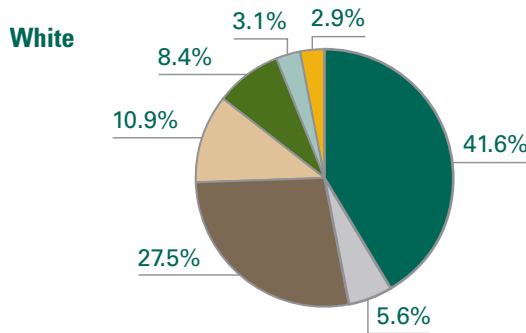
## Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity, Fall 2009



- Faculty
- Managerial
- Professional
- Clerical & Secretarial
- Technical & Paraprofessional
- Skilled Crafts
- Service & Maintenance

# EMPLOYEES BY GENDER AND ETHNICITY

## Occupational Profile of Full-Time Employee Headcount by Ethnicity, Fall 2009



## EMPLOYEES BY GENDER AND ETHNICITY

### Headcount of Full-Time Employees by Occupational Group\* and Ethnicity, Fall 2009 and Five Years Earlier

|                              | Total         | African American | American Indian | Asian American | Latino/Hispanic | White         | Ethnicity Unknown |
|------------------------------|---------------|------------------|-----------------|----------------|-----------------|---------------|-------------------|
| <b>Fall 2009</b>             |               |                  |                 |                |                 |               |                   |
| Faculty                      | 11,712        | 463              | 68              | 1,786          | 958             | 8,036         | 401               |
| Professional                 | 9,723         | 740              | 79              | 1,748          | 1,520           | 5,316         | 320               |
| Clerical & Secretarial       | 4,361         | 459              | 37              | 509            | 1,106           | 2,103         | 147               |
| Technical & Paraprofessional | 2,798         | 210              | 25              | 381            | 497             | 1,623         | 62                |
| Service & Maintenance        | 2,044         | 251              | 15              | 311            | 830             | 567           | 70                |
| Managerial                   | 1,518         | 120              | 4               | 142            | 143             | 1,083         | 26                |
| Skilled Crafts               | 1,007         | 68               | 13              | 74             | 226             | 607           | 19                |
| <b>Total</b>                 | <b>33,163</b> | <b>2,311</b>     | <b>241</b>      | <b>4,951</b>   | <b>5,280</b>    | <b>19,335</b> | <b>1,045</b>      |
| <b>Fall 2004</b>             |               |                  |                 |                |                 |               |                   |
| Faculty                      | 11,069        | 421              | 67              | 1,442          | 878             | 8,087         | 174               |
| Professional                 | 8,070         | 632              | 76              | 1,287          | 1,070           | 4,886         | 119               |
| Clerical & Secretarial       | 4,261         | 457              | 48              | 464            | 983             | 2,240         | 69                |
| Technical & Paraprofessional | 2,916         | 206              | 24              | 374            | 476             | 1,808         | 28                |
| Service & Maintenance        | 1,866         | 258              | 22              | 257            | 720             | 581           | 28                |
| Managerial                   | 1,374         | 119              | 10              | 112            | 126             | 1,001         | 6                 |
| Skilled Crafts               | 949           | 73               | 14              | 68             | 197             | 591           | 6                 |
| <b>Total</b>                 | <b>30,505</b> | <b>2,166</b>     | <b>261</b>      | <b>4,004</b>   | <b>4,450</b>    | <b>19,194</b> | <b>430</b>        |

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

## 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, Fall 2009

| Age                | Staff*        |              | Faculty       |              | Total         |              |
|--------------------|---------------|--------------|---------------|--------------|---------------|--------------|
|                    | Headcount     | %            | Headcount     | %            | Headcount     | %            |
| 60+                | 2,390         | 11.1         | 2,524         | 21.6         | 4,914         | 14.8         |
| 50-59              | 6,789         | 31.6         | 3,714         | 31.7         | 10,503        | 31.7         |
| 40-49              | 5,373         | 25.0         | 3,157         | 27.0         | 8,530         | 25.7         |
| 30-39              | 4,550         | 21.2         | 2,217         | 18.9         | 6,767         | 20.4         |
| Under 30           | 2,349         | 11.0         | 100           | 0.9          | 2,449         | 7.4          |
| <b>TOTAL</b>       | <b>21,451</b> | <b>100.0</b> | <b>11,712</b> | <b>100.0</b> | <b>33,163</b> | <b>100.0</b> |
| <b>AVERAGE AGE</b> | <b>46.1</b>   |              | <b>50.5</b>   |              | <b>47.7</b>   |              |

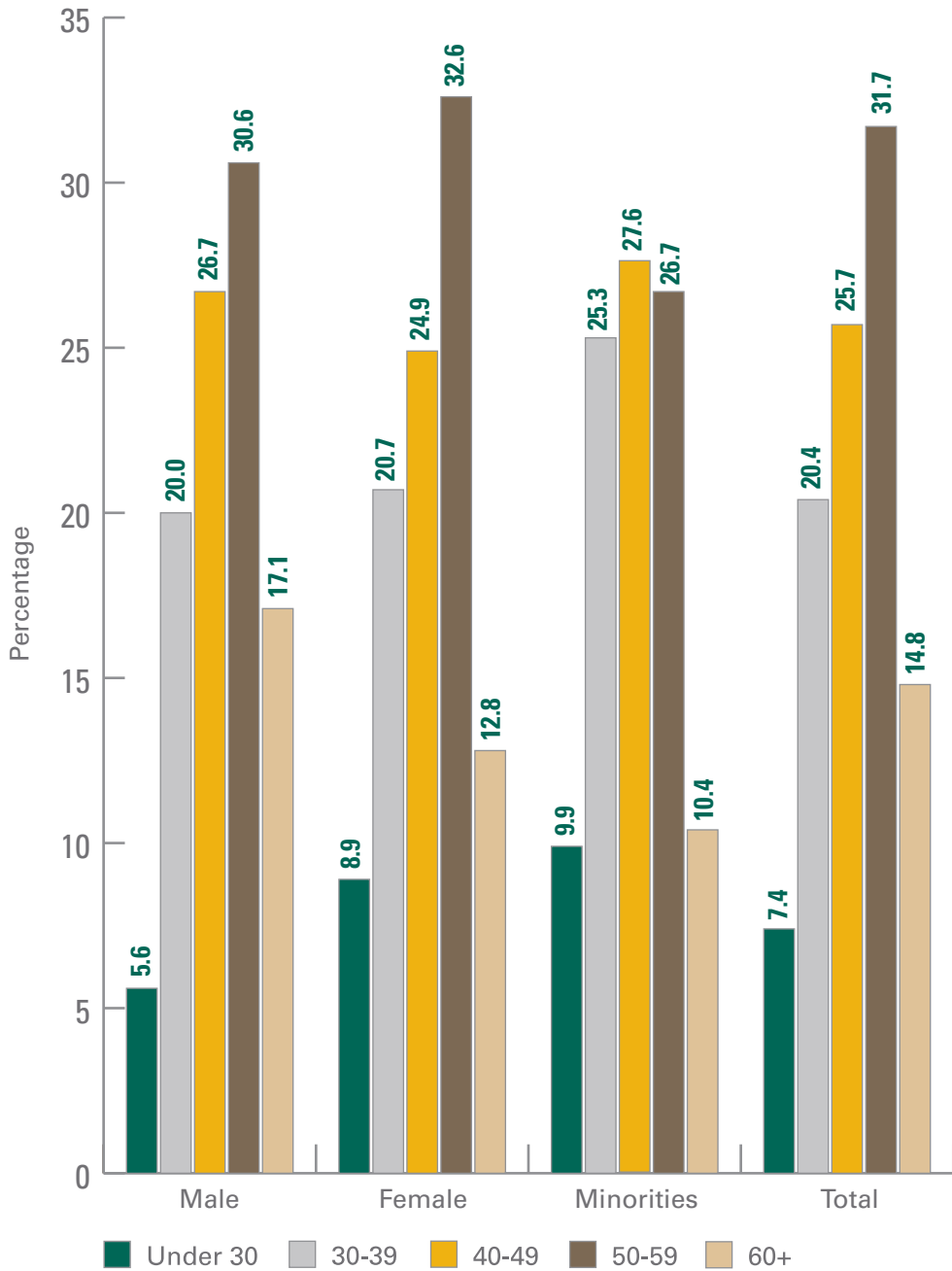
\*Staff includes all personnel not counted among the instructional faculty.

### Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2009

| Age                | Male          |              | Female        |              | Minorities    |              | Total         |              |
|--------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|
|                    | Headcount     | %            | Headcount     | %            | Headcount     | %            | Headcount     | %            |
| 60+                | 2,650         | 17.1         | 2,264         | 12.8         | 1,327         | 10.4         | 4,914         | 14.8         |
| 50-59              | 4,743         | 30.6         | 5,760         | 32.6         | 3,418         | 26.7         | 10,503        | 31.7         |
| 40-49              | 4,137         | 26.7         | 4,393         | 24.9         | 3,532         | 27.6         | 8,530         | 25.7         |
| 30-39              | 3,104         | 20.0         | 3,663         | 20.7         | 3,237         | 25.3         | 6,767         | 20.4         |
| Under 30           | 870           | 5.6          | 1,579         | 8.9          | 1,269         | 9.9          | 2,449         | 7.4          |
| <b>TOTAL</b>       | <b>15,504</b> | <b>100.0</b> | <b>17,659</b> | <b>100.0</b> | <b>12,783</b> | <b>100.0</b> | <b>33,163</b> | <b>100.0</b> |
| <b>AVERAGE AGE</b> | <b>48.4</b>   |              | <b>47.0</b>   |              | <b>45.2</b>   |              | <b>47.7</b>   |              |

# AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employee Headcount, Percentage by Age Group, Fall 2009





# AGE DISTRIBUTION OF CSU EMPLOYEES

## Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2009

| Age             | Support*     | Professional & Managerial | Faculty      | All Full-Time Employees |
|-----------------|--------------|---------------------------|--------------|-------------------------|
| 60+             | 38.4         | 28.0                      | 21.5         | 27.0                    |
| 50-59           | 41.8         | 30.4                      | 25.9         | 32.5                    |
| 40-49           | 50.9         | 44.0                      | 31.5         | 41.4                    |
| 30-39           | 60.4         | 50.6                      | 33.9         | 47.8                    |
| Under 30        | 57.5         | 47.1                      | 25.0         | 51.8                    |
| <b>ALL AGES</b> | <b>49.1%</b> | <b>40.0%</b>              | <b>28.0%</b> | <b>38.5%</b>            |

E.g., In the “60 and above” age group of Full-Time Support employees, 38.4 percent are minorities.

## Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2009

| Age             | Support*     | Professional & Managerial | Faculty      | All Full-Time Employees |
|-----------------|--------------|---------------------------|--------------|-------------------------|
| 60+             | 59.2         | 55.1                      | 35.7         | 46.1                    |
| 50-59           | 58.7         | 60.7                      | 46.0         | 54.8                    |
| 40-49           | 55.5         | 54.7                      | 45.5         | 51.5                    |
| 30-39           | 61.2         | 52.0                      | 50.7         | 54.1                    |
| Under 30        | 70.3         | 57.1                      | 64.0         | 64.5                    |
| <b>ALL AGES</b> | <b>59.9%</b> | <b>56.1%</b>              | <b>44.7%</b> | <b>53.2%</b>            |

E.g., In the “60 and above” age group of Full-Time Support employees, 59.2 percent are female.

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

The California State University employs over 21,300 total faculty. The diverse composition of CSU faculty also reflects the general characteristics of California's population. This section of the profile focuses primarily on the 11,700-plus full-time faculty in the CSU. More than 85 percent 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 2009, as well as five years earlier. In fall 2009, over 27 percent of full-time CSU faculty were ethnic minorities and 45 percent were female.

### Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount), Fall 2009 and Five Years Earlier

|                       | White Male   | Minorities   |              | White Female | Ethnicity Unknown | Total         | % of Total |
|-----------------------|--------------|--------------|--------------|--------------|-------------------|---------------|------------|
|                       |              | Male         | Female       |              |                   |               |            |
| <b>Fall 2009</b>      |              |              |              |              |                   |               |            |
| Professor             | 2,108        | 785          | 399          | 1,216        | 66                | 4,574         | 39.1       |
| Associate Professor   | 999          | 428          | 390          | 831          | 91                | 2,739         | 23.4       |
| Assistant Professor   | 788          | 441          | 503          | 811          | 195               | 2,738         | 23.4       |
| Instructor            | 3            | 1            | 0            | 2            | 0                 | 6             | 0.1        |
| Tenure-Track Subtotal | 3,898        | 1,655        | 1,292        | 2,860        | 352               | 10,057        | 85.9       |
| Lecturer              | 547          | 145          | 183          | 731          | 49                | 1,655         | 14.1       |
| <b>ALL FULL-TIME</b>  | <b>4,445</b> | <b>1,800</b> | <b>1,475</b> | <b>3,591</b> | <b>401</b>        | <b>11,712</b> | <b>100</b> |
| <b>Fall 2004</b>      |              |              |              |              |                   |               |            |
| Professor             | 2,486        | 771          | 310          | 1,220        | 34                | 4,821         | 43.6       |
| Associate Professor   | 757          | 352          | 264          | 658          | 30                | 2,061         | 18.6       |
| Assistant Professor   | 940          | 410          | 411          | 859          | 86                | 2,706         | 24.4       |
| Instructor            | 6            | 2            | 0            | 3            | 0                 | 11            | 0.1        |
| Tenure-Track Subtotal | 4,189        | 1,535        | 985          | 2,740        | 150               | 9,599         | 86.7       |
| Lecturer              | 538          | 146          | 142          | 620          | 24                | 1,470         | 13.3       |
| <b>ALL FULL-TIME</b>  | <b>4,727</b> | <b>1,681</b> | <b>1,127</b> | <b>3,360</b> | <b>174</b>        | <b>11,069</b> | <b>100</b> |

## GENDER AND ETHNICITY

### Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount), Fall 2009 and Five Years Earlier

|                       | White<br>Male | Minorities   |              | White<br>Female | Ethnicity<br>Unknown | Total         | % of<br>Total |
|-----------------------|---------------|--------------|--------------|-----------------|----------------------|---------------|---------------|
|                       |               | Male         | Female       |                 |                      |               |               |
| <b>Fall 2009</b>      |               |              |              |                 |                      |               |               |
| Tenured               | 3,018         | 1,176        | 778          | 1,990           | 145                  | 7,107         | 60.7          |
| Probationary          | 880           | 479          | 514          | 870             | 207                  | 2,950         | 25.2          |
| Tenure-Track Subtotal | 3,898         | 1,655        | 1,292        | 2,860           | 352                  | 10,057        | 85.9          |
| Temporary             | 547           | 145          | 183          | 731             | 49                   | 1,655         | 14.1          |
| <b>Total</b>          | <b>4,445</b>  | <b>1,800</b> | <b>1,475</b> | <b>3,591</b>    | <b>401</b>           | <b>11,712</b> | <b>100</b>    |
| <b>Fall 2004</b>      |               |              |              |                 |                      |               |               |
| Tenured               | 3,109         | 1,068        | 540          | 1,781           | 59                   | 6,557         | 59.2          |
| Probationary          | 1,080         | 467          | 445          | 959             | 91                   | 3,042         | 27.5          |
| Tenure-Track Subtotal | 4,189         | 1,535        | 985          | 2,740           | 150                  | 9,599         | 86.7          |
| Temporary             | 538           | 146          | 142          | 620             | 24                   | 1,470         | 13.3          |
| <b>Total</b>          | <b>4,727</b>  | <b>1,681</b> | <b>1,127</b> | <b>3,360</b>    | <b>174</b>           | <b>11,069</b> | <b>100</b>    |

## GENDER AND ETHNICITY

### Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2009

|              | Total        | African American | American Indian | Asian American | Latino/Hispanic | White        | Ethnicity Unknown |
|--------------|--------------|------------------|-----------------|----------------|-----------------|--------------|-------------------|
| Female       | 5,109        | 185              | 46              | 465            | 390             | 3,730        | 293               |
| Male         | 4,563        | 157              | 28              | 465            | 407             | 3,285        | 221               |
| <b>TOTAL</b> | <b>9,672</b> | <b>342</b>       | <b>74</b>       | <b>930</b>     | <b>797</b>      | <b>7,015</b> | <b>514</b>        |

## 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, Fall 2009

|                       | Total         | With Tenure  |              | With Doctorate |              |
|-----------------------|---------------|--------------|--------------|----------------|--------------|
|                       |               | Total        | %            | Total          | %            |
| Professor             | 4,574         | 4,543        | 99           | 3,977          | 86.9         |
| Associate Professor   | 2,739         | 2,460        | 90           | 2,307          | 84.2         |
| Assistant Professor   | 2,738         | 98           | 4            | 2,243          | 81.9         |
| Instructor            | 6             | 6            | 100          | 0              | 0            |
| Tenure-Track Subtotal | 10,057        | 7,107        | 70.7         | 8,527          | 84.8         |
| Lecturer              | 1,655         | 0            | 0.0          | 425            | 25.7         |
| <b>ALL FULL-TIME</b>  | <b>11,712</b> | <b>7,107</b> | <b>60.7%</b> | <b>8,952</b>   | <b>76.4%</b> |

### Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2009 and Five Years Earlier

|                  | Total         | African American | American Indian | Asian American | Latino/Hispanic | White        | Ethnicity Unknown |
|------------------|---------------|------------------|-----------------|----------------|-----------------|--------------|-------------------|
| <b>Fall 2009</b> |               |                  |                 |                |                 |              |                   |
| Tenured          | 7,107         | 275              | 49              | 1,041          | 589             | 5,008        | 145               |
| Probationary     | 2,950         | 133              | 11              | 607            | 242             | 1,750        | 207               |
| Temporary        | 1,655         | 55               | 8               | 138            | 127             | 1,278        | 49                |
| <b>TOTAL</b>     | <b>11,712</b> | <b>463</b>       | <b>68</b>       | <b>1,786</b>   | <b>958</b>      | <b>8,036</b> | <b>401</b>        |
| <b>Fall 2004</b> |               |                  |                 |                |                 |              |                   |
| Tenured          | 6,557         | 253              | 36              | 833            | 486             | 4,890        | 59                |
| Probationary     | 3,042         | 118              | 21              | 494            | 279             | 2,039        | 91                |
| Temporary        | 1,470         | 50               | 10              | 115            | 113             | 1,158        | 24                |
| <b>TOTAL</b>     | <b>11,069</b> | <b>421</b>       | <b>67</b>       | <b>1,442</b>   | <b>878</b>      | <b>8,087</b> | <b>174</b>        |

## NEW FACULTY

The CSU hired 359 new tenure-track faculty for fall 2009. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More 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), Fall 2009 and Five Years Earlier

|                     | Total      | Male       | Female     | Minorities |
|---------------------|------------|------------|------------|------------|
| <b>Fall 2009</b>    |            |            |            |            |
| Professor           | 9          | 5          | 4          | 3          |
| Associate Professor | 27         | 16         | 11         | 9          |
| Assistant Professor | 323        | 150        | 173        | 124        |
| Instructor          | 0          | 0          | 0          | 0          |
| <b>GRANDTOTAL</b>   | <b>359</b> | <b>171</b> | <b>188</b> | <b>136</b> |
| <b>Fall 2004</b>    |            |            |            |            |
| Professor           | 13         | 8          | 5          | 3          |
| Associate Professor | 42         | 23         | 19         | 18         |
| Assistant Professor | 333        | 162        | 171        | 108        |
| Instructor          | 5          | 3          | 2          | 1          |
| <b>GRANDTOTAL</b>   | <b>393</b> | <b>196</b> | <b>197</b> | <b>130</b> |

Note: Prior to 2002, these tables in the Employee Profile excluded persons with prior appointments in the CSU system. Data in these tables reported in the Employee Profile since 2002 are from the annual Faculty Recruitment Survey, which collects comprehensive information on faculty recruitment in the CSU.

Source: CSU annual report on Faculty Recruitment Survey

## PROMOTIONS AND TENURE

The following tables present data on the number of full-time faculty who were promoted to a higher academic rank effective fall 2008 and fall 2009 and the number of faculty who earned tenure effective fall 2009.

### Promotions Among Full-Time Faculty (Headcount), Fall 2009 and Prior Year

| Promotion To:       | Fall 2008  | Fall 2009  |
|---------------------|------------|------------|
| Professor           | 281        | 310        |
| Associate Professor | 411        | 407        |
| Assistant Professor | 1          | 10         |
| <b>TOTAL</b>        | <b>693</b> | <b>727</b> |

Source: CIRS Compendium Report G01

### Number of Faculty Granted Tenure (Headcount), Fall 2009\*

|              |            |
|--------------|------------|
| <b>TOTAL</b> | <b>488</b> |
|--------------|------------|

Source: Data from custom report run using PIMS (Personnel Information Management System) data Program [Pgm9(pdc9520a/b)]

\*Includes those granted tenure between 7/1/09 and 12/31/09



## SEPARATIONS

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2008-09 and in the prior year. In 2008-09, 52 percent of the separations were retirements.

### Separations Among Full-Time Faculty by Cause and Appointment Status (Headcount), 2008-2009 and 2007-2008

|                | Full-Time<br>Headcount | Retirement |            | Death     |            | Resignation |            | Not Rehired |            | Total<br>Separations |            |  |
|----------------|------------------------|------------|------------|-----------|------------|-------------|------------|-------------|------------|----------------------|------------|--|
|                |                        | Number     | %*         | Number    | %*         | Number      | %*         | Number      | %*         | Number               | %*         |  |
| <b>2008-09</b> |                        |            |            |           |            |             |            |             |            |                      |            |  |
| Tenured        | 6,876                  | 274        | 4.0        | 14        | 0.2        | 57          | 0.8        | 1           | 0.0        | 346                  | 5.0        |  |
| Probationary   | 3,217                  | 7          | 0.2        | 1         | 0.0        | 112         | 3.5        | 12          | 0.4        | 132                  | 4.1        |  |
| Temporary      | 1,926                  | 27         | 1.4        | 4         | 0.2        | 13          | 0.7        | 72          | 3.7        | 116                  | 6.0        |  |
| <b>TOTAL</b>   | <b>12,019</b>          | <b>308</b> | <b>2.6</b> | <b>19</b> | <b>0.2</b> | <b>182</b>  | <b>1.5</b> | <b>85</b>   | <b>0.7</b> | <b>594</b>           | <b>4.9</b> |  |
| <b>2007-08</b> |                        |            |            |           |            |             |            |             |            |                      |            |  |
| Tenured        | 6,788                  | 284        | 4.2        | 14        | 0.2        | 55          | 0.8        | 1           | 0.0        | 354                  | 5.2        |  |
| Probationary   | 3,215                  | 16         | 0.5        | 0         | 0.0        | 119         | 3.7        | 12          | 0.4        | 147                  | 4.6        |  |
| Temporary      | 2,060                  | 35         | 1.7        | 3         | 0.1        | 18          | 0.9        | 97          | 4.7        | 153                  | 7.4        |  |
| <b>TOTAL</b>   | <b>12,063</b>          | <b>335</b> | <b>2.8</b> | <b>17</b> | <b>0.1</b> | <b>192</b>  | <b>1.6</b> | <b>110</b>  | <b>0.9</b> | <b>654</b>           | <b>5.4</b> |  |

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

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 the years reported are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19/L08

## SALARY

### Average Salaries\* for Full-Time Faculty by Rank and Appointment Type (Headcount), Fall 2009

|                              | Academic Year |                  | 12-Month   |                  |
|------------------------------|---------------|------------------|------------|------------------|
|                              | Headcount     | Average Salaries | Headcount  | Average Salaries |
| <b>Fall 2009</b>             |               |                  |            |                  |
| Professor                    | 4,061         | \$96,192         | 513        | \$120,633        |
| Associate Professor          | 2,641         | \$76,346         | 98         | \$93,179         |
| Assistant Professor          | 2,716         | \$67,201         | 22         | \$82,933         |
| Instructor                   | 6             | \$56,900         | 0          |                  |
| Lecturer                     | 1,511         | \$59,896         | 144        | \$79,464         |
| <b>ALL FULL-TIME FACULTY</b> | <b>10,935</b> | <b>\$79,161</b>  | <b>777</b> | <b>\$108,473</b> |

\*Only includes base salaries; additional compensation earned through periodic pay appointments, such as extra quarter assignments and summer sessions, are not included. Since average salaries are derived from base salaries rather than actual salaries, salary reductions from employee furloughs are not reflected in the data provided.

Note: In the 2007 and prior editions of the Profile of CSU Employees, 12-month faculty salaries were adjusted using a conversion factor of 9/11 and then combined with academic-year salaries to provide average salaries by rank on an academic-year basis. Beginning in 2008, in an effort to provide more detailed information about salaries, the academic-year and 12-month salaries are reported separately and without any adjustments.

# CAMPUS

## Headcount of Full-Time Faculty by Rank and Campus, Fall 2009

| Campus           | Professor    | Associate Professor | Assistant Professor | Instructor | Tenure-Track Subtotal | Lecturer     | All Full-Time |
|------------------|--------------|---------------------|---------------------|------------|-----------------------|--------------|---------------|
| Bakersfield      | 84           | 61                  | 41                  | 0          | 186                   | 65           | 251           |
| Channel Islands  | 20           | 39                  | 21                  | 0          | 80                    | 44           | 124           |
| Chico            | 240          | 102                 | 128                 | 0          | 470                   | 51           | 521           |
| Dominguez Hills  | 85           | 68                  | 76                  | 0          | 229                   | 66           | 295           |
| East Bay         | 117          | 86                  | 115                 | 0          | 318                   | 36           | 354           |
| Fresno           | 226          | 134                 | 176                 | 1          | 537                   | 117          | 654           |
| Fullerton        | 262          | 200                 | 254                 | 0          | 716                   | 138          | 854           |
| Humboldt         | 119          | 66                  | 52                  | 1          | 238                   | 31           | 269           |
| Long Beach       | 373          | 208                 | 232                 | 0          | 813                   | 181          | 994           |
| Los Angeles      | 276          | 126                 | 116                 | 0          | 518                   | 53           | 571           |
| Maritime Academy | 15           | 9                   | 17                  | 4          | 45                    | 12           | 57            |
| Monterey Bay     | 44           | 27                  | 39                  | 0          | 110                   | 30           | 140           |
| Northridge       | 309          | 231                 | 163                 | 0          | 703                   | 117          | 820           |
| Pomona           | 274          | 111                 | 115                 | 0          | 500                   | 57           | 557           |
| Sacramento       | 293          | 221                 | 168                 | 0          | 682                   | 88           | 770           |
| San Bernardino   | 213          | 79                  | 84                  | 0          | 376                   | 72           | 448           |
| San Diego        | 368          | 235                 | 160                 | 0          | 763                   | 143          | 906           |
| San Francisco    | 324          | 194                 | 240                 | 0          | 758                   | 76           | 834           |
| San José         | 333          | 159                 | 175                 | 0          | 667                   | 60           | 727           |
| San Luis Obispo  | 288          | 163                 | 189                 | 0          | 640                   | 127          | 767           |
| San Marcos       | 79           | 81                  | 51                  | 0          | 211                   | 34           | 245           |
| Sonoma           | 119          | 68                  | 62                  | 0          | 249                   | 21           | 270           |
| Stanislaus       | 113          | 71                  | 64                  | 0          | 248                   | 36           | 284           |
| <b>TOTAL</b>     | <b>4,574</b> | <b>2,739</b>        | <b>2,738</b>        | <b>6</b>   | <b>10,057</b>         | <b>1,655</b> | <b>11,712</b> |

## TECHNICAL NOTES AND GLOSSARY

*This reference booklet contains fall 2009 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.*

*Data presented in this report were developed using the CSU's 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](mailto:HRdata@calstate.edu).*

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

**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.

**FTE Positions** Refers to 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 only (non-tenure track).

**Managerial\*(\*\*)** Includes campus executives, deans, personnel officers, directors of physical plant, and other managers and supervisors. All employees within the Managerial group are part of the Management Personnel Plan.

\* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government (see <http://nces.ed.gov/ipeds/glossary/index.asp?id=505>).

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

## TECHNICAL NOTES AND GLOSSARY

---

**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.

**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 individuals meeting the IPEDS definition of managerial employees.

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

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

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

**Student Employees** Data shown throughout this report exclude student employees; includes all represented and excluded student employees.

**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 (see <http://nces.ed.gov/ipeds/glossary/index.asp?id=505>).