



Profile of
CSU EMPLOYEES
Fall 2011



PROFILE OF CSU EMPLOYEES, FALL 2011

Dear CSU Friends,

I am pleased to announce that the Fall 2011 Profile of CSU Employees¹ is now available. The Profile is intended as an easy-to-use reference for demographic information on CSU employees at all 23 campuses plus the chancellor's office. For historical data on CSU employees, I encourage you to consult the chapter on faculty and staff in the CSU Statistical Abstract².

I welcome your comments and questions about the Employee Profile or other data. We are always striving to improve the usefulness of our published data on CSU employees.

Sincerely,



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The California State University
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Please send comments and questions to: HRdata@calstate.edu

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

² To view historical data on faculty and staff see:
www.calstate.edu/as/stat_abstract/stat0809/pdf/z7a09.pdf

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

Note: Enhancements were made to the methodology to calculate the headcount for faculty ranks resulting in slight adjustments to these numbers compared to previous years' data.

Published July 2012

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CSU STAFFING

Fall 2011

The California State University employs over 43,500 faculty and staff statewide. The following tables present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

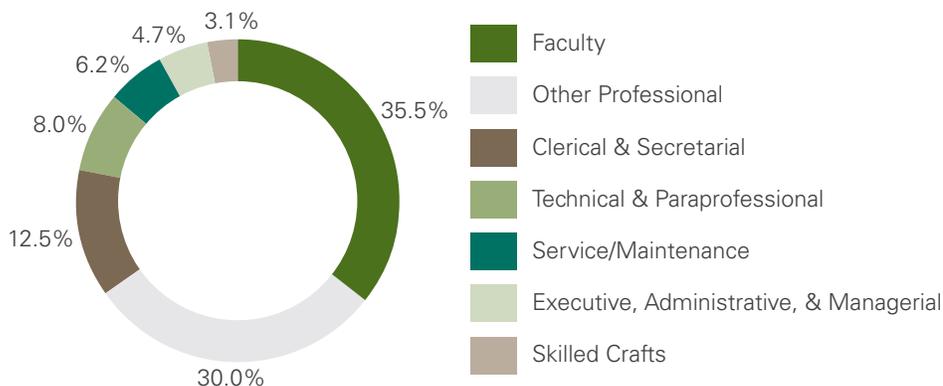
HEADCOUNT OF EMPLOYEES BY OCCUPATIONAL GROUP*, FALL 2011 AND PRIOR YEAR

FALL 2011	Full-Time	Part-Time	Total
Faculty	11,329	10,581	21,910
Other Professional	9,558	792	10,350
Clerical & Secretarial	4,000	335	4,335
Technical & Paraprofessional	2,540	237	2,777
Service/Maintenance	1,979	102	2,081
Executive, Administrative, & Managerial	1,493	10	1,503
Skilled Crafts	979	3	982
GRAND TOTALS	31,878	12,060	43,938

FALL 2010	Full-Time	Part-Time	Total
Faculty	11,227	9,701	20,928
Other Professional	9,381	790	10,171
Clerical & Secretarial	4,035	337	4,372
Technical & Paraprofessional	2,615	247	2,862
Service/Maintenance	1,992	111	2,103
Executive, Administrative, & Managerial	1,492	10	1,502
Skilled Crafts	944	2	946
GRAND TOTALS	31,686	11,198	42,884

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.

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES (HEADCOUNT), FALL 2011*



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

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

STAFFING BY CAMPUS, FALL 2011

	Headcount			Full-Time Equivalents (FTE)
	Total	Full-Time	Part-Time	
Bakersfield	861	684	177	760.8
Channel Islands	659	499	160	581.0
Chico	1,805	1,316	489	1,554.1
Dominguez Hills	1,292	841	451	1024.6
East Bay	1,456	1,026	430	1,236.2
Fresno	2,013	1,522	491	1,716.5
Fullerton	3,196	2,162	1,034	2,610.4
Humboldt	1,173	870	303	1,008.2
Long Beach	3,482	2,410	1,072	2,878.1
Los Angeles	2,000	1,407	593	1,664.9
Maritime Academy	225	192	33	208.2
Monterey Bay	754	568	186	669.6
Northridge	3,374	2,327	1,047	2,772.9
Pomona	2,075	1,512	563	1,789.7
Sacramento	2,543	1,895	648	2,164.5
San Bernardino	1,683	1,287	396	1,461.6
San Diego	3,065	2,356	709	2,651.4
San Francisco	3,074	2,176	898	2,571.2
San José	3,119	1,970	1,149	2,504.3
San Luis Obispo	2,314	1,919	395	2,122.5
San Marcos	1,165	840	325	987.2
Sonoma	1,167	867	300	1,003.9
Stanislaus	907	707	200	786.3
Chancellor's Office	536	525	11	532.0
TOTAL	43,938	31,878	12,060	37,260.0

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

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

HEADCOUNT OF EMPLOYEES BY CAMPUS, FALL 2011 AND PRIOR YEAR

Campus	FALL 2011				Grand Total	
	Full-Time		Part-Time		Fall 2011	Fall 2010
	Faculty	Staff	Faculty	Staff		
Bakersfield	232	452	139	38	861	861
Channel Islands	130	369	140	20	659	640
Chico	483	833	391	98	1,805	1,783
Dominguez Hills	274	567	412	39	1,292	1,199
East Bay	312	714	358	72	1,456	1,396
Fresno	636	886	448	43	2,013	2,088
Fullerton	867	1,295	963	71	3,196	3,018
Humboldt	267	603	234	69	1,173	1,126
Long Beach	967	1,443	951	121	3,482	3,387
Los Angeles	557	850	542	51	2,000	1,923
Maritime Academy	52	140	22	11	225	234
Monterey Bay	161	407	153	33	754	729
Northridge	853	1,474	967	80	3,374	3,254
Pomona	513	999	506	57	2,075	1,995
Sacramento	703	1,192	589	59	2,543	2,445
San Bernardino	432	855	359	37	1,683	1,658
San Diego	844	1,512	615	94	3,065	3,077
San Francisco	796	1,380	711	187	3,074	3,120
San José	708	1,262	1,057	92	3,119	2,910
San Luis Obispo	729	1,190	333	62	2,314	2,309
San Marcos	282	558	287	38	1,165	1,048
Sonoma	257	610	230	70	1,167	1,210
Stanislaus	274	433	174	26	907	922
Chancellor's Office		525		11	536	552
TOTAL	11,329	20,549	10,581	1,479	43,938	42,884

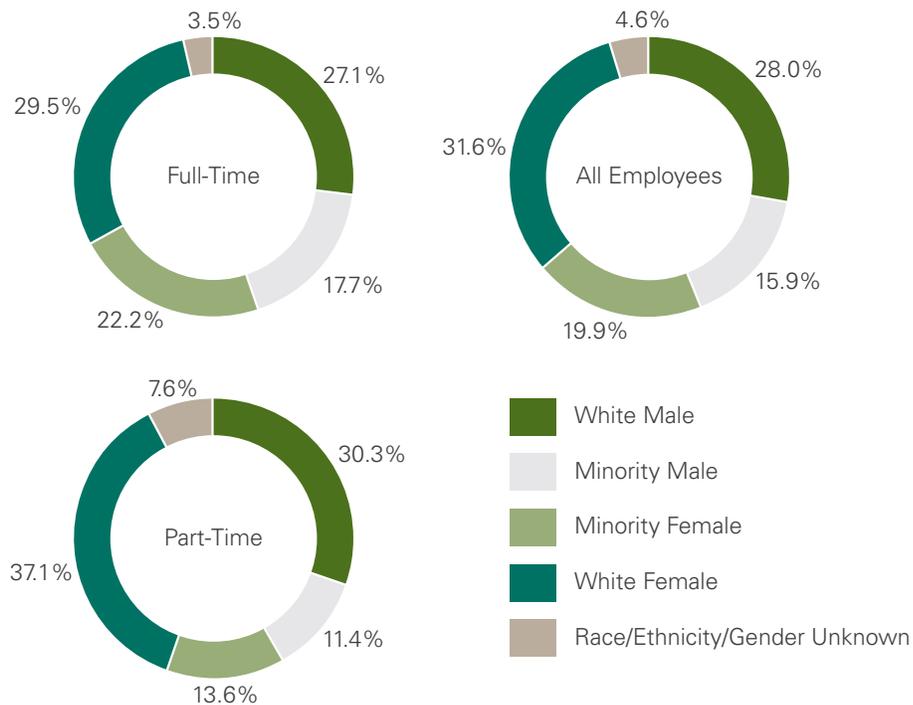
Notes: Staff includes all personnel not counted among the instructional faculty.

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 2011



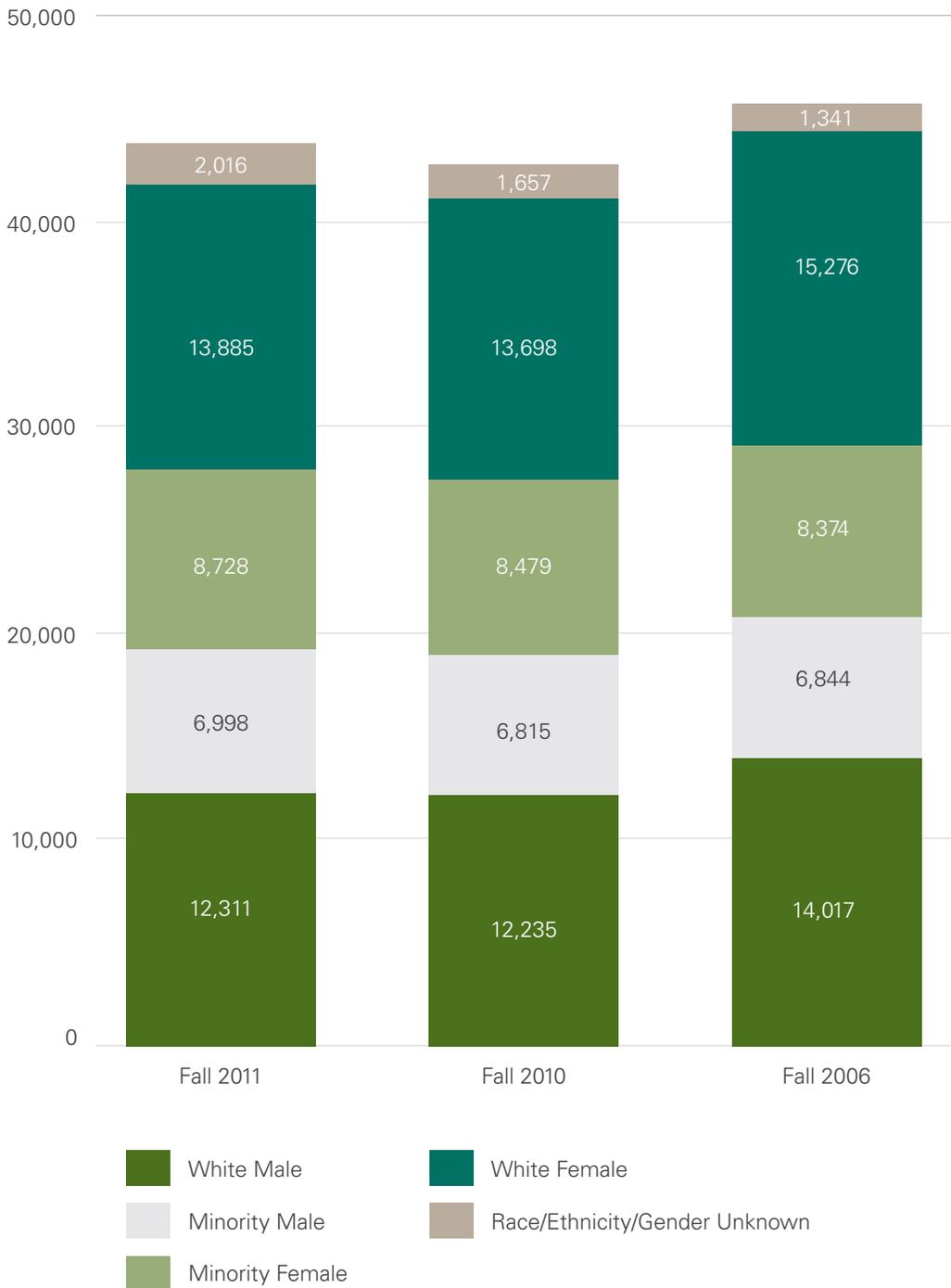
FALL 2011

	Full-Time	Part-Time	All Employees
White Male	8,652	3,659	12,311
Minority Male	5,628	1,370	6,998
Minority Female	7,090	1,638	8,728
White Female	9,406	4,479	13,885
Race/Ethnicity/Gender Unknown	1,102	914	2,016
TOTAL	31,878	12,060	43,938
Total Minority	12,718	3,008	15,726
Total White	18,058	8,138	26,196
Total Female	16,496	6,117	22,613
Total Male	14,280	5,029	19,309

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.

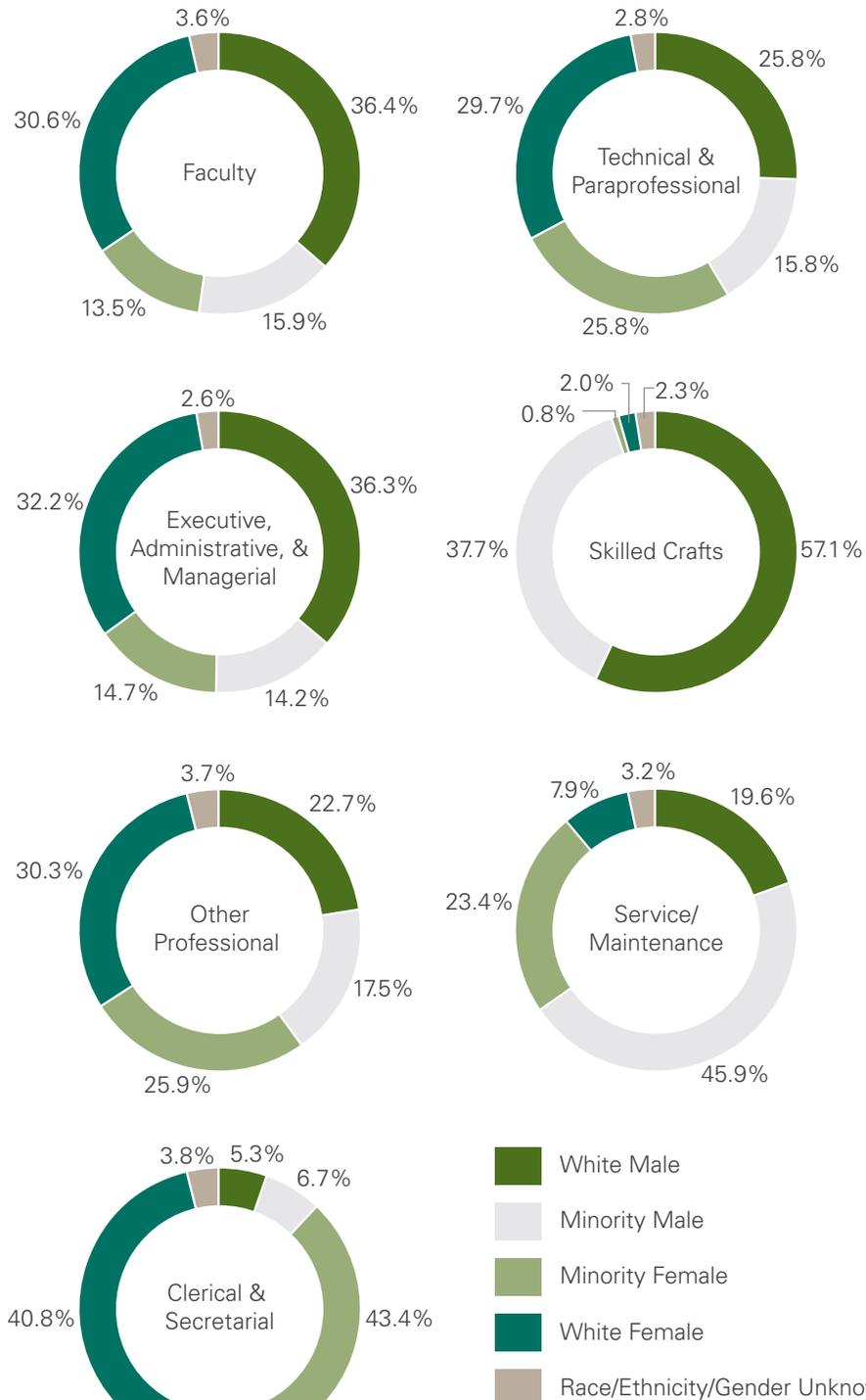
EMPLOYEES BY GENDER AND ETHNICITY

TOTAL EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY, FALL 2011, PRIOR YEAR, AND FIVE YEARS EARLIER



EMPLOYEES BY GENDER AND ETHNICITY

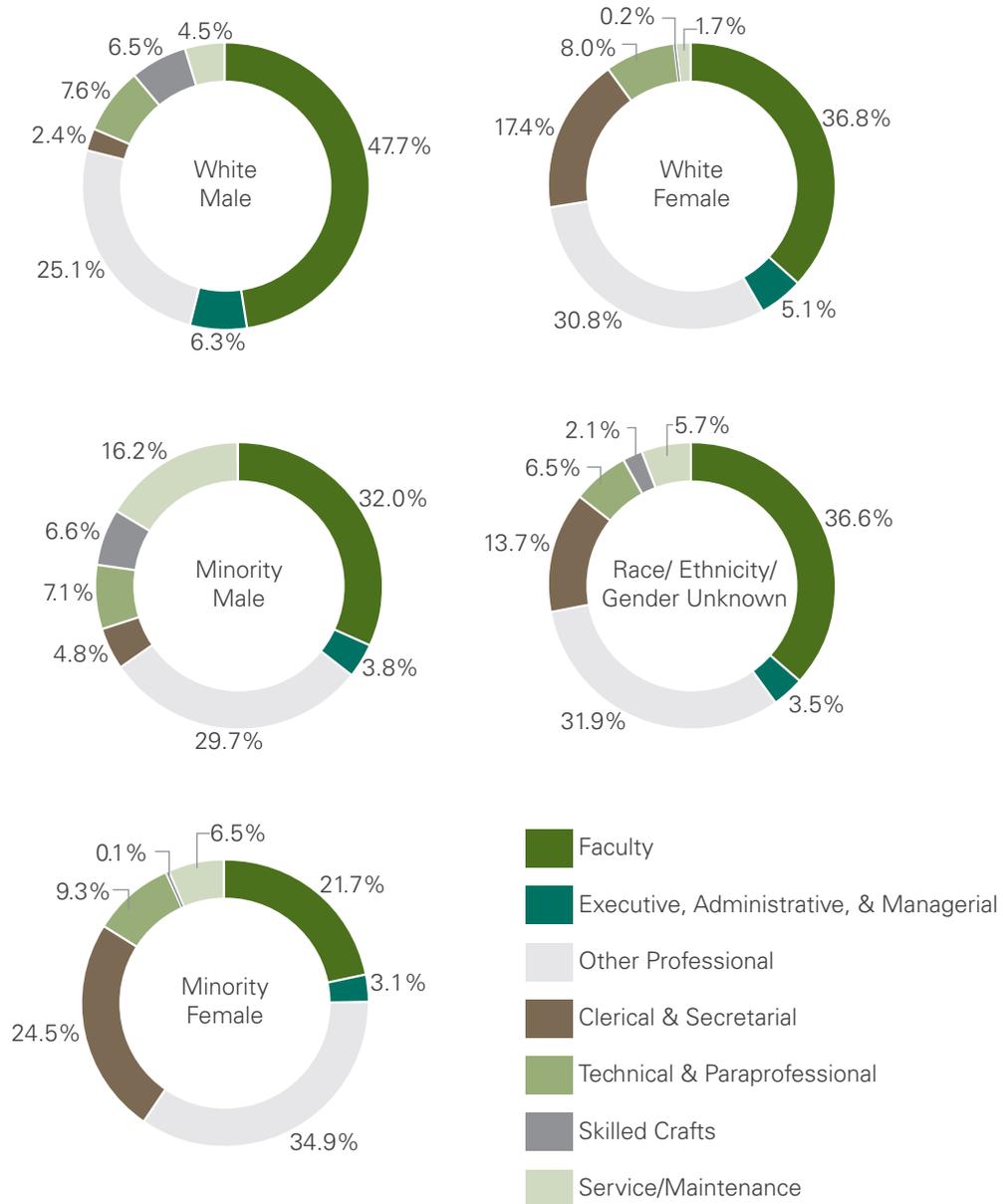
PERCENT OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER & ETHNICITY, FALL 2011



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

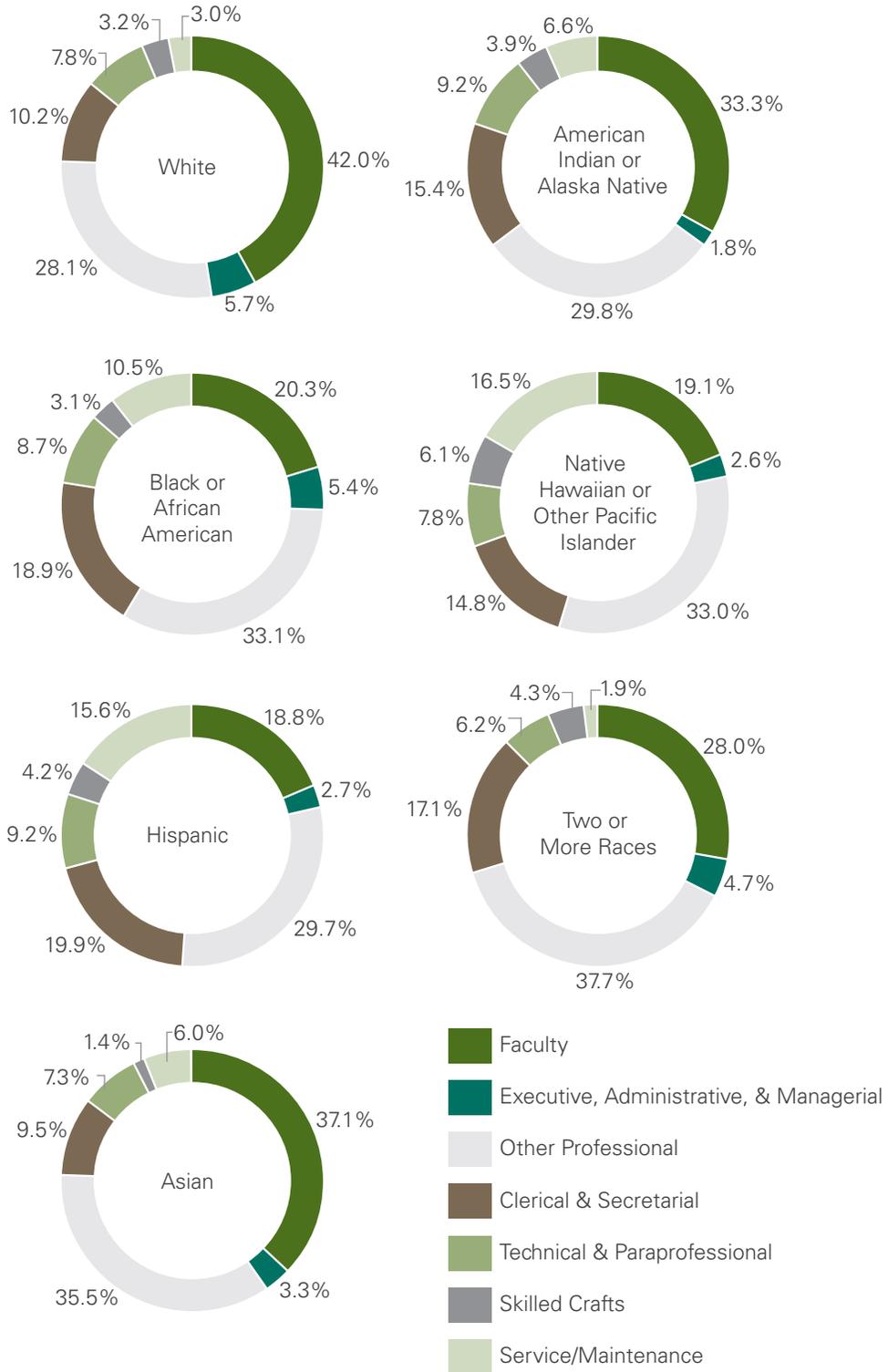
EMPLOYEES BY GENDER AND ETHNICITY

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY, FALL 2011



EMPLOYEES BY GENDER AND ETHNICITY

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY ETHNICITY, FALL 2011



EMPLOYEES BY GENDER AND ETHNICITY

HEADCOUNT OF FULL-TIME EMPLOYEES BY OCCUPATIONAL GROUP* AND ETHNICITY, FALL 2011 AND FIVE YEARS EARLIER

FALL 2011	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Faculty	11,329	428	76	1,730	1,007	7,591	22	72	403
Other Professional	9,558	698	68	1,652	1,588	5,066	38	97	351
Clerical & Secretarial	4,000	400	35	444	1,065	1,845	17	44	150
Technical & Paraprofessional	2,540	183	21	338	490	1,411	9	16	72
Service/Maintenance	1,979	222	15	279	832	544	19	5	63
Executive, Administrative, & Managerial	1,493	115	4	154	143	1,023	3	12	39
Skilled Crafts	979	65	9	63	222	579	7	11	23
TOTAL	31,878	2,111	228	4,660	5,347	18,059	115	257	1,101

FALL 2006	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown
Faculty	11,622	451	72	1,600	959	8,252	288
Other Professional	9,033	691	88	1,530	1,309	5,216	199
Clerical & Secretarial	4,425	483	42	488	1,082	2,227	103
Technical & Paraprofessional	2,808	202	22	382	481	1,664	57
Service/Maintenance	1,927	253	15	271	771	569	48
Executive, Administrative, & Managerial	1,509	121	7	146	138	1,086	11
Skilled Crafts	1,018	72	15	75	218	626	12
TOTAL	32,342	2,273	261	4,492	4,958	19,640	718

*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 gender and ethnicity.

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY FACULTY STATUS, FALL 2011

Age	Staff*		Faculty		Total	
	Headcount	%	Headcount	%	Headcount	%
60+	2,620	12.8%	2,577	22.7%	5,197	16.3%
50-59	6,538	31.8%	3,523	31.1%	10,061	31.6%
40-49	5,079	24.7%	3,294	29.1%	8,373	26.3%
30-39	4,449	21.7%	1,866	16.5%	6,315	19.8%
Under 30	1,863	9.1%	69	0.6%	1,932	6.1%
TOTAL	20,549	100.0%	11,329	100.0%	31,878	100.0%
AVERAGE AGE	46.7		51.0		48.2	

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

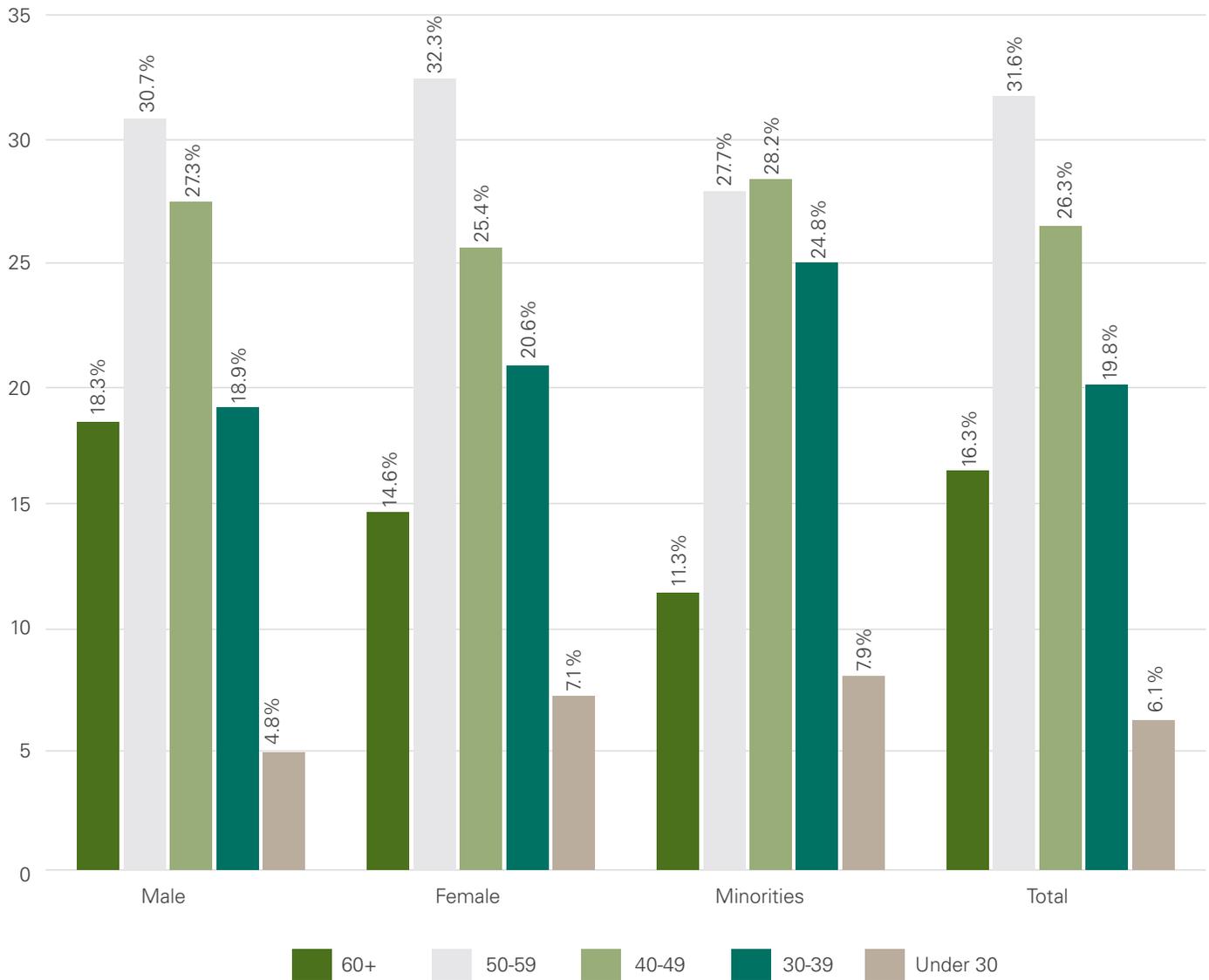
AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND MINORITY STATUS, FALL 2011

Age	Male		Female		Minorities		Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
60+	2,715	18.3%	2,482	14.6%	1,435	11.3%	5,197	16.3%
50-59	4,559	30.7%	5,501	32.3%	3,528	27.7%	10,060	31.6%
40-49	4,047	27.3%	4,326	25.4%	3,587	28.2%	8,373	26.3%
30-39	2,796	18.9%	3,519	20.6%	3,158	24.8%	6,315	19.8%
Under 30	714	4.8%	1,218	7.1%	1,010	7.9%	1,932	6.1%
TOTAL	14,831	100.0%	17,046	100.0%	12,718	100.0%	31,877	100.0%
AVERAGE AGE	48.9		47.6		46.0		48.2	

Note: Gender was not stated for one employee.

AGE DISTRIBUTION OF CSU EMPLOYEES

FULL-TIME EMPLOYEE HEADCOUNT, PERCENTAGE BY AGE GROUP, FALL 2011



AGE DISTRIBUTION OF CSU EMPLOYEES

MINORITY EMPLOYEES AS PERCENT OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), FALL 2011

	Support *	Professional & Managerial**	Faculty	All Full-Time Employees
60+	39.9	27.2	22.2	27.6
50-59	44.6	33.2	27.8	35.1
40-49	54.0	46.5	32.3	42.8
30-39	60.6	51.4	37.6	50.0
Under 30	58.1	47.4	29.0	52.3
All Ages	50.7%	41.4%	29.4%	39.9%

E.g., in the "60 and above" age group of Full-Time Support employees, 39.9 percent are minorities.

FEMALE EMPLOYEES AS PERCENT OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), FALL 2011

	Support *	Professional & Managerial**	Faculty	All Full-Time Employees
60+	58.0	56.5	38.2	47.8
50-59	57.8	61.2	45.8	54.7
40-49	54.9	54.0	47.4	51.7
30-39	62.1	54.6	51.1	55.7
Under 30	67.8	57.4	65.2	63.0
All Ages	59.0%	56.8%	45.5%	53.5%

E.g., in the "60 and above" age group of Full-Time Support employees, 58 percent are female.

* Support includes persons in the following employee categories:
Clerical & Secretarial, Technical & Paraprofessional, Skilled Crafts, and Service/Maintenance.

** Professional & Managerial includes persons in the following employee categories:
Other Professional and Executive, Administrative, & Managerial.

CSU FACULTY

Fall 2011

The California State University employs around 21,000 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 11,300-plus full-time faculty in the CSU. More than 83 percent of the CSU full-time faculty are tenured or on the tenure track.

GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU full-time faculty in fall 2011, as well as five years earlier. In fall 2011, over 29 percent of full-time CSU faculty were ethnic minorities, and 44 percent were female.

(In fall 2006, over 26 percent of full-time CSU faculty were ethnic minorities, and 42 percent were female.)

FULL-TIME FACULTY BY RANK, GENDER, AND ETHNICITY (HEADCOUNT), FALL 2011 AND FIVE YEARS EARLIER

FALL 2011	White Male	Minorities		White Female	Race/Ethnicity/Gender Unknown	Total	% of Grand Total
		Male	Female				
Professor	1,999	808	460	1,200	82	4,549	40.2
Associate Professor	944	450	409	808	95	2,706	23.9
Assistant Professor	604	387	440	659	157	2,247	19.8
Instructor	0	0	0	0	0	0	0.0
Tenure-Track Subtotal	3,547	1,645	1,309	2,667	334	9,502	83.9
Lecturer	581	155	226	796	69	1,827	16.1
All Full-Time	4,128	1,800	1,535	3,463	403	11,329	100

FALL 2006

Professor	2,222	758	355	1,162	47	4,544	39.1
Associate Professor	873	378	299	773	60	2,383	20.5
Assistant Professor	920	435	491	844	140	2,830	24.4
Instructor	4	1	0	2	0	7	0.06
Tenure-Track Subtotal	4,019	1,572	1,145	2,781	247	9,764	84.0
Lecturer	655	178	187	797	41	1,858	16.0
All Full-Time	4,674	1,750	1,332	3,578	288	11,622	100

GENDER AND ETHNICITY

FULL-TIME FACULTY BY TENURE STATUS, GENDER, AND ETHNICITY (HEADCOUNT), FALL 2011 AND FIVE YEARS EARLIER

FALL 2011	White Male	Minorities		White Female	Race/ Ethnicity/ Gender Unknown	Total	% of Grand Total
		Male	Female				
Tenured	2,889	1,222	861	1,969	173	7,114	62.8
Probationary	644	410	441	690	163	2,348	20.7
Tenure-Track Sub-total	3,533	1,632	1,302	2,659	336	9,462	83.5
Temporary	595	168	233	804	67	1,867	16.5
TOTAL	4,128	1,800	1,535	3,463	403	11,329	100

FALL 2006

Tenured	2,979	1,085	636	1,857	86	6,643	57.2
Probationary	1,040	487	509	924	161	3,121	26.9
Tenure-Track Subtotal	4,019	1,572	1,145	2,781	247	9,764	84.0
Temporary	655	178	187	797	41	1,858	16.0
TOTAL	4,674	1,750	1,332	3,578	288	11,622	100

GENDER AND ETHNICITY

HEADCOUNT OF PART-TIME FACULTY BY GENDER AND ETHNICITY, FALL 2011

	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Female	5,591	201	43	555	464	3,856	11	37	424
Male	4,989	184	28	502	450	3,389	14	24	398
Unknown	1								1
TOTAL	10,581	385	71	1,057	914	7,245	25	61	823

TENURE STATUS

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

HEADCOUNT OF FULL-TIME FACULTY WITH TENURE, WITH DOCTORATE, BY RANK, FALL 2011

	Total	With Tenure		With Doctorate	
		Total	%	Total	%
Professor	4,549	4,504	99.0	3,977	87.4
Associate Professor	2,706	2,502	92.5	2,272	84.0
Assistant Professor	2,247	103	4.6	1,842	82.0
Instructor	0	0	0.0	0	0.0
Tenure-Track Subtotal	9,502	7,109	74.8	8,091	85.2
Lecturer	1,827	5	0.3	485	26.5
ALL FULL-TIME	11,329	7,114	62.8%	8,576	75.7%

HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS AND ETHNICITY, FALL 2011 AND FIVE YEARS EARLIER

FALL 2011	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Tenured	7,114	273	53	1,076	629	4,858	13	39	173
Probationary	2,348	101	14	510	210	1,334	2	14	163
Temporary	1,867	54	9	144	168	1,399	7	19	67
TOTAL	11,329	428	76	1,730	1,007	7,591	22	72	403

FALL 2006	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown	Two or More Races	Race/Ethnicity Unknown
Tenured	6,643	255	40	899	527	4,836	86	N/A	N/A
Probationary	3,121	137	20	547	292	1,964	161	N/A	N/A
Temporary	1,858	59	12	154	140	1,452	41	N/A	N/A
TOTAL	11,622	451	72	1,600	959	8,252	288	N/A	N/A

NEW FACULTY

The CSU hired 453 new tenure-track faculty for fall 2011. 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 2011 AND FIVE YEARS EARLIER

FALL 2011	Total	Male	Female	Minorities
Professor	18	15	3	7
Associate Professor	30	21	9	15
Assistant Professor	405	200	205	156
Instructor	0			
GRAND TOTAL	453	236	217	178

FALL 2006	Total	Male	Female	Minorities
Professor	43	29	14	6
Associate Professor	98	57	41	21
Assistant Professor	739	358	381	239
Instructor	2	1	1	1
GRAND TOTAL	882	445	437	267

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 (www.calstate.edu/hr/FacRecSurvRep10.pdf), which collects comprehensive information on faculty recruitment in the CSU.

Source: CSU Annual Reports on Faculty Recruitment Survey

PROMOTIONS & TENURE

The following tables present data on the number of full-time faculty who were promoted to a higher academic rank effective fall 2010 and fall 2011 and the number of faculty who earned tenure effective fall 2011.

PROMOTIONS AMONG FULL-TIME FACULTY (HEADCOUNT), FALL 2011 AND PRIOR YEAR

Promotion To:	Fall 2010	Fall 2011
Professor	313	361
Associate Professor	341	397
Assistant Professor	5	1
TOTAL	659	759
Unknown		10

Source: CIRS Compendium Report G01

NUMBER OF FACULTY GRANTED TENURE (HEADCOUNT), FALL 2011*

TOTAL	455
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Source: Data from custom report run using PIMS (Personnel/Payroll Information Management System) data program pgm9(pdc9520a/b)

*Includes those granted tenure between 7/1/11 and 12/31/11

SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2010-11 and in the prior year. In 2010-11, 57 percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS (HEADCOUNT), 2010-11 AND 2009-10

2010-11	Full-Time Headcount (Fall 2010)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	%*	Number	%*	Number	%*	Number	%*	Number	%*
Tenured	6,992	298	4.3	22	0.3	58	0.8	2	0.0	380	5.4
Probationary	2,526	11	0.4	3	0.1	104	4.1	11	0.4	129	5.1
Temporary	1,709	48	2.8	1	0.1	17	1.0	47	2.8	113	6.6
TOTAL	11,227	357	3.2	26	0.2	179	1.6	60	0.5	622	5.5

2009-10	(Fall 2009)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	%*	Number	%*	Number	%*	Number	%*	Number	%*
Tenured	7,107	468	6.6	22	0.3	45	0.6	2	0.0	537	7.6
Probationary	2,950	8	0.3	2	0.1	115	3.9	13	0.4	138	4.7
Temporary	1,655	52	3.1	2	0.1	13	0.8	40	2.4	107	6.5
TOTAL	11,712	528	4.5	26	0.2	173	1.5	55	0.5	782	6.7

*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

Sources: for separations, datafile derived from CIRS report PDC 4202 for promotions, CIRS compendium report G01

SALARY

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE (HEADCOUNT), FALL 2011

Rank	Academic Year		12-Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Professor	4,092	\$94,748	457	\$118,069
Associate Professor	2,621	\$75,896	85	\$95,435
Assistant Professor	2,231	\$67,310	16	\$88,390
Instructor	0	\$0	0	\$0
Lecturer	1,710	\$56,932	117	\$75,125
ALL FULL-TIME FACULTY	10,654	\$78,295	675	\$107,072

*Only includes base salaries; additional compensation earned through periodic pay appointments, such as extra quarter assignments and summer sessions, are not included.

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 2011

Campus	Professor	Associate Professor	Assistant Professor	Instructor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	77	61	31	0	169	63	232
Channel Islands	32	36	10	0	78	52	130
Chico	224	106	97	0	427	56	483
Dominguez Hills	82	71	45	0	198	76	274
East Bay	112	88	78	0	278	34	312
Fresno	223	154	136	0	513	123	636
Fullerton	261	212	225	0	698	169	867
Humboldt	120	61	35	0	216	51	267
Long Beach	385	181	194	0	760	207	967
Los Angeles	271	130	96	0	497	60	557
Maritime Academy	18	10	14	0	42	10	52
Monterey Bay	53	31	34	0	118	43	161
Northridge	349	206	183	0	738	115	853
Pomona	264	87	102	0	453	60	513
Sacramento	289	205	117	0	611	92	703
San Bernardino	215	70	76	0	361	71	432
San Diego	351	233	132	0	716	128	844
San Francisco	306	220	191	0	717	79	796
San José	328	163	125	0	616	92	708
San Luis Obispo	266	185	155	0	606	123	729
San Marcos	90	77	59	0	226	56	282
Sonoma	120	60	56	0	236	21	257
Stanislaus	113	59	56	0	228	46	274
TOTAL	4,549	2,706	2,247	0	9,502	1,827	11,329

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2011 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 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 & SECRETARIAL* Includes departmental secretaries; payroll, receiving and account clerks; etc.

EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL** Includes campus executives, deans, personnel officers, directors of physical plant, and other managers and supervisors. All employees within the Executive, Administrative, & Managerial group are part of the Management Personnel Plan.

FACULTY* All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors (counted among "Other Professional"). 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).

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 "Race/Ethnicity/Gender Unknown" category.

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

TECHNICAL NOTES AND GLOSSARY

OTHER PROFESSIONAL* Includes persons whose jobs require a college education or comparable experience; excludes faculty and individuals meeting the IPEDS definition of Executive, Administrative, & Managerial employees.

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

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

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

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.

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

TECHNICAL & 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>).