



STRENGTH, DIVERSITY, EXCELLENCE:

The Employees of the
California State University

Fall 2014





LETTER FROM LORI LAMB, Vice Chancellor, Human Resources

Dear Friends of the California State University,

Central to achieving the mission of the California State University is a strong and vibrant cadre of faculty, staff and leaders. What clearly distinguishes the California State University among all others is the depth and breadth of the CSU's employees and the impact of their work—from teaching and research to scholarship, creative activities and service. The teaching, mentoring and supportive relationships the CSU's faculty and staff provide helps students master essential skills for lifelong success: problem-solving, reasoning, critical thinking, communication and cultural competence.

One of the greatest assets of the CSU's employees is the remarkable diversity they bring to every dimension of the organization. The blending of backgrounds, cultures and experience breeds an environment that fosters creativity, innovation and productivity, allowing the CSU to capitalize on an unparalleled set of talents and contributions.

This publication demonstrates the power of the CSU's greatest strength—its faculty, staff and leaders. Rich in stories and information, I hope you find it inspiring and useful.

Warm regards,

A handwritten signature in black ink, reading "Lori Lamb". The signature is fluid and cursive, with a long horizontal stroke at the end.

Lori Lamb
Vice Chancellor, Human Resources

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CSU STAFFING, FALL 2014

The information in this report, drawing on data from the analytics for CSU employees from fall 2014, illustrates not just the growth of the workforce over the past three years, but also underscores the university's ongoing commitment to hiring well-qualified, diverse faculty and staff – one of its top priorities.

The CSU employs more than 47,000 faculty and staff statewide. The tables on the following pages present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Due to significant changes to reporting requirements for Integrated Postsecondary Education Data System (IPEDS), beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles, 2011 and earlier. Employee reporting has been aligned with the Standard Occupational Classifications published by the National Bureau of Labor Standards that were established in 2010.



► LIFELONG DEDICATION TO THE UNDERSERVED

Dr. William Franklin, a two-time CSU alumnus and winner of a 2015 Wang Family Excellence Award, is dedicated to helping CSU Dominguez Hills and its surrounding community advance educational equity, access, learning, assessment, retention and graduation among underserved students.

Now serving as Interim Vice President of Enrollment Management and Student Affairs, Dr. Franklin works to ensure that the university enrolls an academically prepared and diverse student body. He has been instrumental in securing \$12 million in federal, corporate and private grants for student success initiatives and has developed award-winning programs supporting underserved youth.

"As a first-generation student, I attended a CSU school from an underserved South Los Angeles high school. I desperately needed programs and services that encouraged my promise and did not limit me. I consider it both a privilege and an opportunity to give back to the CSU system, because it literally changed my life," says Dr. Franklin.

Employees by Occupational Group and Campus

EMPLOYEE HEADCOUNT BY OCCUPATIONAL GROUP*

Fall 2014 and Prior Years

Fall 2014

Occupational Groups	Full-Time	Part-Time	Total
Faculty	11,833	12,572	24,405
Professional/Technical Occupations	11,798	974	12,772
Office/Administrative Support	4,520	281	4,801
Service Occupations	2,151	100	2,251
Construction/Maintenance/Transportation	1,635	29	1,664
Management	1,515	9	1,524
TOTAL	33,452	13,965	47,417

Fall 2013

Occupational Groups	Full-Time	Part-Time	Total
Faculty	11,453	11,693	23,146
Professional/Technical Occupations	11,249	999	12,248
Office/Administrative Support	4,512	330	4,842
Service Occupations	2,057	105	2,162
Construction/Maintenance/Transportation	1,609	30	1,639
Management	1,411	12	1,423
TOTAL	32,291	13,169	45,460

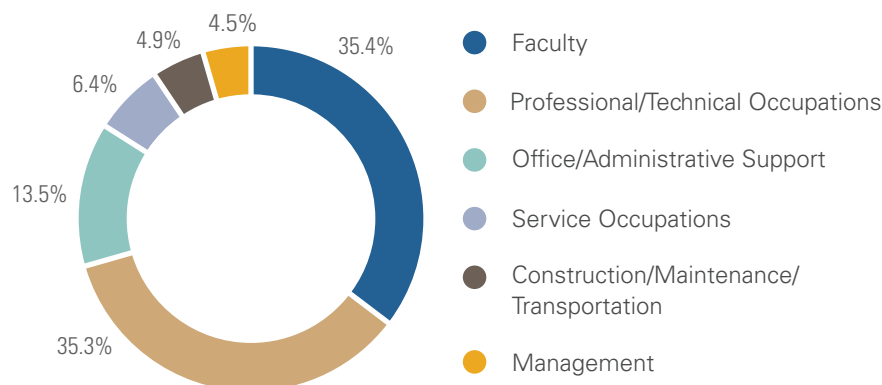
Fall 2012

Occupational Groups	Full-Time	Part-Time	Total
Faculty	11,369	10,907	22,276
Professional/Technical Occupations	10,998	991	11,989
Office/Administrative Support	4,573	366	4,939
Service Occupations	2,058	111	2,169
Construction/Maintenance/Transportation	1,593	35	1,628
Management	1,354	9	1,363
TOTAL	31,945	12,419	44,364

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

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. Information represented includes the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES (HEADCOUNT), Fall 2014



EMPLOYEE HEADCOUNT BY CAMPUS Fall 2014

Campus	Total	Full-Time	Part-Time	Full-Time Equivalents (FTE)
Bakersfield	924	737	187	821.72
Channel Islands	858	642	216	752.81
Chico	1,895	1,372	523	1,636.41
Dominguez Hills	1,334	836	498	1,042.29
East Bay	1,698	1,184	514	1,427.48
Fresno	2,248	1,575	673	1,844.74
Fullerton	3,531	2,386	1,145	2,890.32
Humboldt	1,198	883	315	1,032.27
Long Beach	3,643	2,498	1,145	3,004.82
Los Angeles	2,236	1,474	762	1,839.88
Maritime Academy	271	235	36	255.63
Monterey Bay	939	655	284	795
Northridge	3,630	2,423	1,207	2,971.62
Pomona	2,216	1,572	644	1,903.44
Sacramento	2,745	1,910	835	2,257.34
San Bernardino	1,852	1,366	486	1,595.97
San Diego	3,233	2,376	857	2,721.46
San Francisco	3,195	2,191	1,004	2,644.30
San José	3,100	1,936	1,164	2,469.52
San Luis Obispo	2,515	2,071	444	2,285.07
San Marcos	1,327	927	400	1,118.36
Sonoma	1,262	912	350	1,070.33
Stanislaus	1,020	757	263	866.01
Chancellor's Office	547	534	13	542.65
TOTAL	47,417	33,452	13,965	39,789.40

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.



► ENGAGING THE ARTS AND UNIVERSITY COMMUNITIES

Marilyn Huerta, community liaison for the Community Engagement division, was named Cal State San Marcos 2014 Employee of the Year.

Huerta has been instrumental in raising the university's profile among the arts community through the Arts and Lectures program. She has envisioned and implemented a new level of quality and customer service that has led to the streamlined programming, coordination and planning of events. Huerta also helped create a new ticketing system that maintains student attendance while increasing access to community members.

Her efforts are evident in the addition of an art gallery on San Marcos' Restaurant Row, in increased student participation in local art contests, and in the growing number of community members coming to campus for events. Her colleagues say Huerta has helped Cal State San Marcos "realize a new and exciting level of community engagement that was clearly missing before she joined the team."

EMPLOYEE HEADCOUNT BY CAMPUS

Fall 2014 and Prior Year

Campus	Full-Time		Part-Time		Total	
	Faculty	Staff	Faculty	Staff	Fall 2014	Fall 2013
Bakersfield	262	475	150	37	924	881
Channel Islands	175	467	201	15	858	794
Chico	500	872	455	68	1,895	1,820
Dominguez Hills	303	533	465	33	1,334	1,311
East Bay	352	832	436	78	1,698	1,592
Fresno	666	909	641	32	2,248	2,191
Fullerton	944	1,442	1,100	45	3,531	3,330
Humboldt	273	610	254	61	1,198	1,213
Long Beach	995	1,503	1,043	102	3,643	3,464
Los Angeles	580	894	707	55	2,236	2,054
Maritime Academy	64	171	26	10	271	259
Monterey Bay	187	468	244	40	939	838
Northridge	893	1,530	1,116	91	3,630	3,536
Pomona	565	1,007	590	54	2,216	2,071
Sacramento	696	1,214	772	63	2,745	2,609
San Bernardino	442	924	441	45	1,852	1,791
San Diego	834	1,542	761	96	3,233	3,082
San Francisco	813	1,378	800	204	3,195	3,207
San José	688	1,248	1,089	75	3,100	3,093
San Luis Obispo	770	1,301	388	56	2,515	2,391
San Marcos	304	623	355	45	1,327	1,239
Sonoma	236	676	301	49	1,262	1,210
Stanislaus	291	466	237	26	1,020	956
Chancellor's Office		534		13	547	528
TOTAL	11,833	21,619	12,572	1,393	47,417	45,460

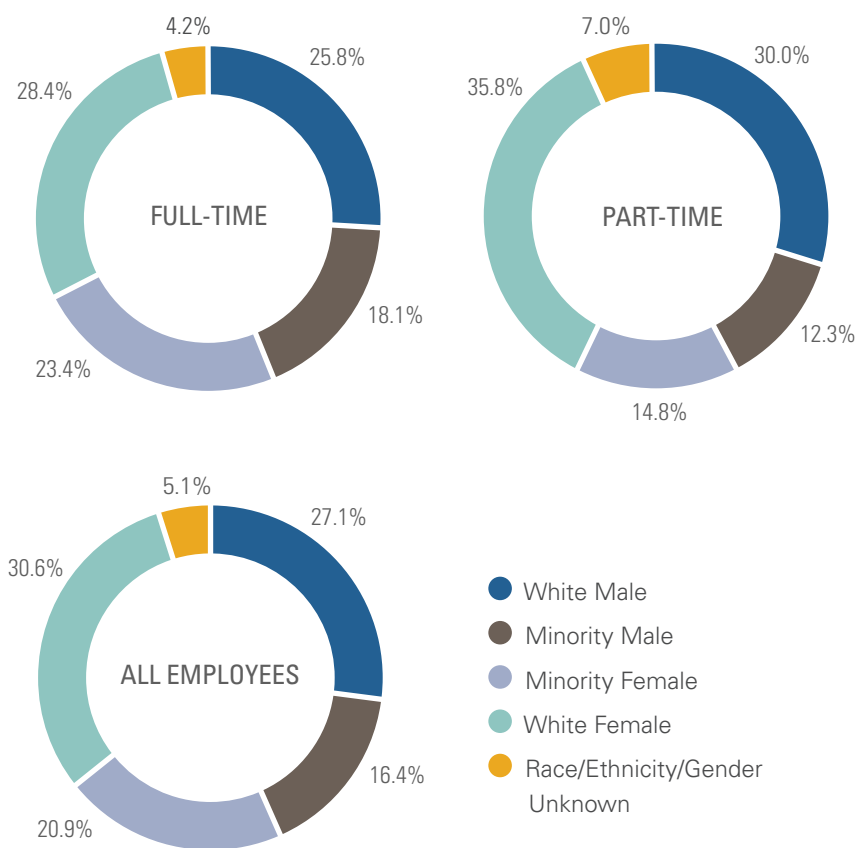
Note: Staff excludes instructional faculty personnel. Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

Employees by Gender and Ethnicity

Increasingly reflecting the CSU's diverse student population, CSU employees as a group now comprise a "majority minority," representing diversity in age, gender and ethnicity. Nearly 70 percent of the 47,417 full- and part-time employees are women and minorities, and the average age of full-time CSU employees is 47.9 years. More than 29 percent of full-time employees are between 50 and 59 years of age.

The changing face of the CSU's employees reflects the university's conscious efforts to invest in people who bring diverse backgrounds to collaborate as team members in service to tomorrow's leaders. In addition to their diversity, today's CSU employees are rich in talent and highly motivated to support students' research, community engagement and classroom experiences.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY Fall 2014



Note: Graph includes information on the gender and ethnicity of CSU employees, data for all employees (both full-time and part-time), and detailed information on only full-time employees. Exceptions include student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Gender was not stated for six full-time employees.

Percentages referenced throughout report may not add up to 100 percent because of rounding.



► A CATALYST FOR SOCIAL CHANGE

A professor in CSU Northridge's Department of Cinema and Television Arts for 25 years, Nate Thomas is a 2015 Outstanding Faculty Award recipient of the Wang Family Excellence Award. But it is just the latest honor for Thomas, who is head of the Film Production Option.

Thomas recently was invited to teach in China as a guest film lecturer at several universities. He also received a commendation from the FBI and Department of Justice for a public service announcement dealing with cyber predators and children. He believes film and TV can inform and inspire, as well as entertain.

"While many in the pervasive film and television industries succumb to commercial sensationalism, I view the cinematic arts as an ever-changing art form with the capacity to become a catalyst of societal change," he noted. "It's important to me to share this perspective and I attempt to instill these values in each and every one of my students."

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY

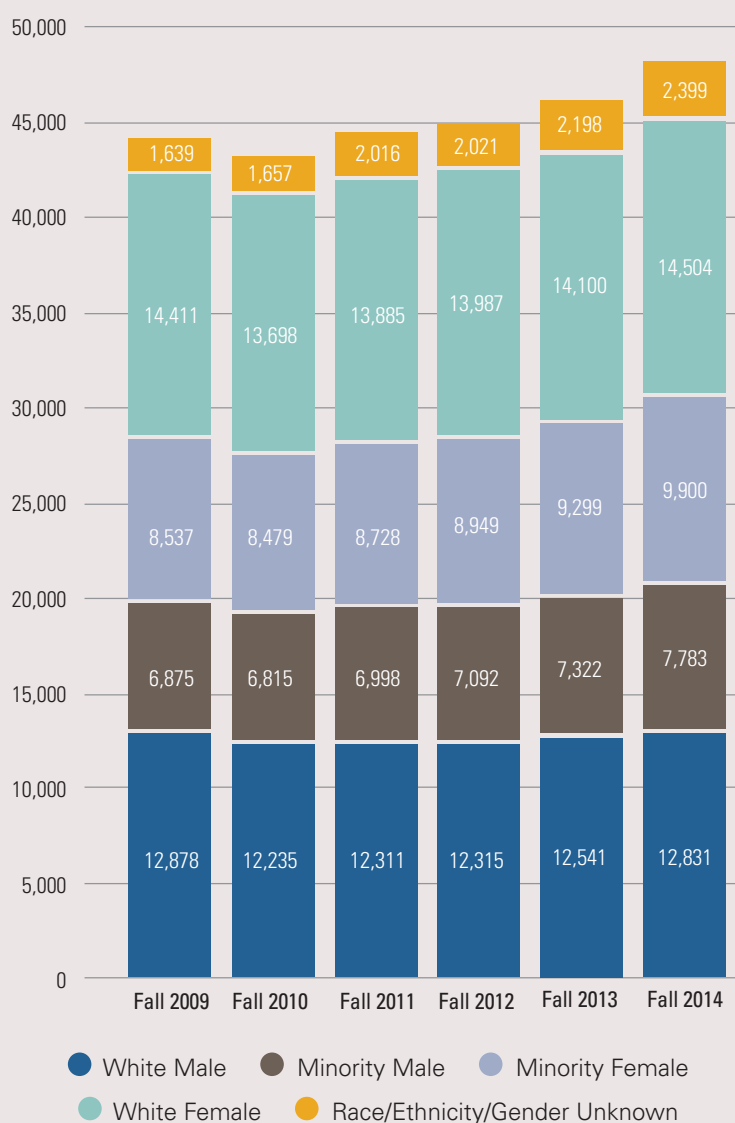
Fall 2014

	Full-Time	Percent	Part-Time	Percent	Total	Percent
White Male	8,637	25.8%	4,194	30.0%	12,831	27.1%
Minority Male	6,070	18.1%	1,713	12.3%	7,783	16.4%
Minority Female	7,828	23.4%	2,072	14.8%	9,900	20.9%
White Female	9,498	28.4%	5,006	35.8%	14,504	30.6%
Race/Ethnicity/Gender Unknown	1,419	4.2%	980	7.0%	2,399	5.1%
TOTAL	33,452	100%	13,965	100%	47,417	100%

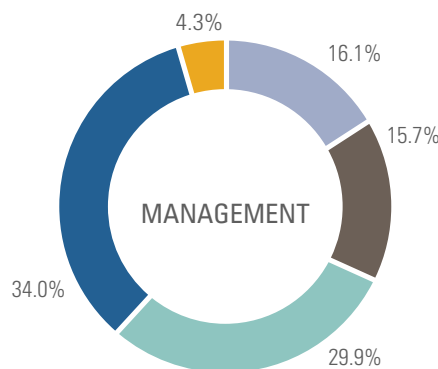
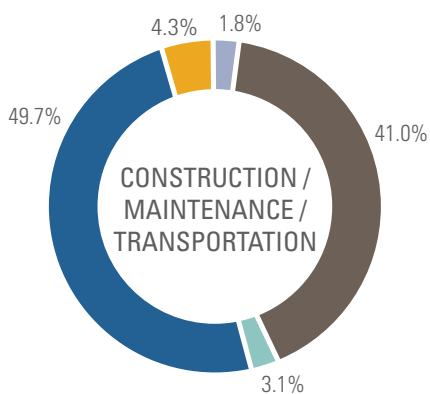
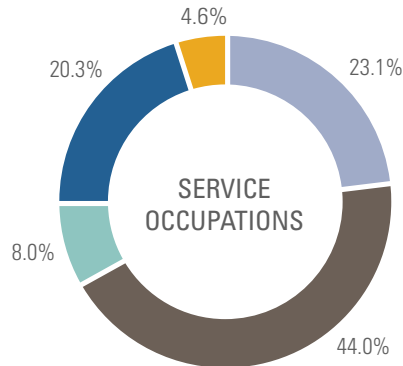
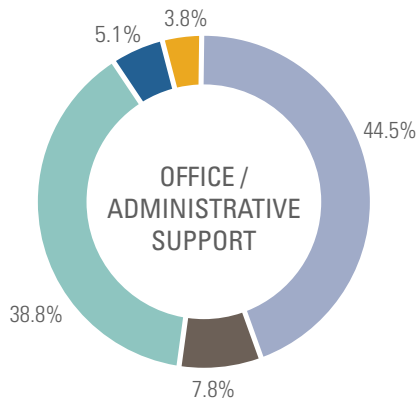
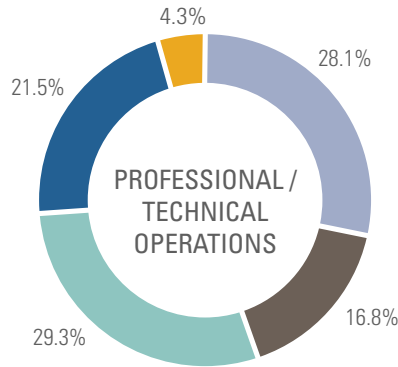
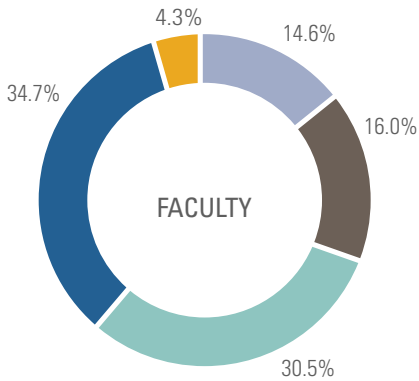
Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Gender was not stated for six full-time employees.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY

Fall 2014, Prior Year and Five Years Earlier



PERCENTAGE OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER AND ETHNICITY Fall 2014



● Minority Female
 ● Minority Male
 ● White Female
● White Male
 ● Race/Ethnicity/Gender Unknown

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



RESEARCH INTO HEALTH DISPARITIES BENEFITS MINORITY COMMUNITIES

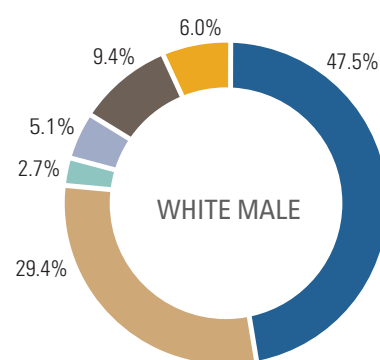
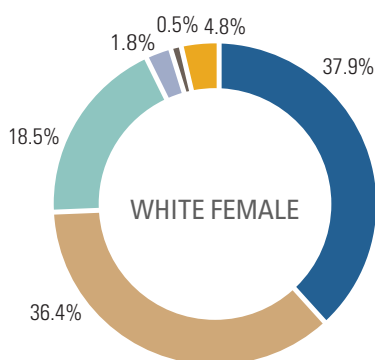
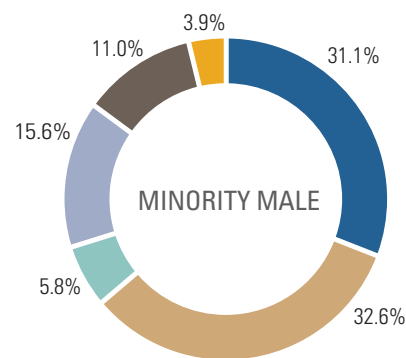
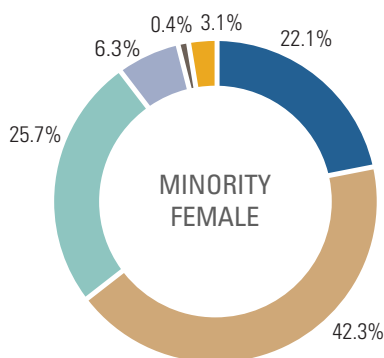
Dr. Sora Park Tanjasiri, professor and chair of CSU Fullerton's Department of Health Science and director of the Health Promotion Research Institute, is dedicated to informing the Pacific Islander community about health issues and motivating them to pursue improved health.

A 2015 Wang Family Excellence Award recipient, Dr. Tanjasiri began working with the Pacific Islander community in 1992 and since 2005 has researched cancer health disparities as principal investigator for a program funded by the National Cancer Institute. Her research has generated more than \$15 million in funding from federal, state and local agencies.

"Universities must collaborate with communities to build and sustain long-term health improvements in our most vulnerable and invisible populations," Dr. Tanjasiri explains. "While I as an educator work in the area of cancer disparity prevention and early detection, community-based participatory research has widespread applicability and I hope one day it becomes the norm in academia."



OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY Fall 2014



● Faculty ● Professional/Technical Occupations
● Office/Administrative Support ● Service Occupations
● Construction/Maintenance/Transportation ● Management

► COMMITMENT AT THE HIGHEST LEVELS

Debra S. Farar, longtime member of the California State University Board of Trustees, is committed to social justice and quality public education, and especially to increasing postsecondary options for disadvantaged students.

A former senior adviser on education policy in the office of then-Lieutenant Governor Gray Davis, Farar once taught elementary school. She remains active in community affairs and national and state politics.

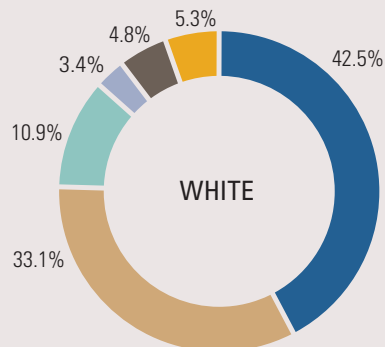
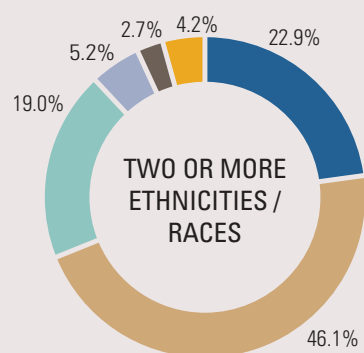
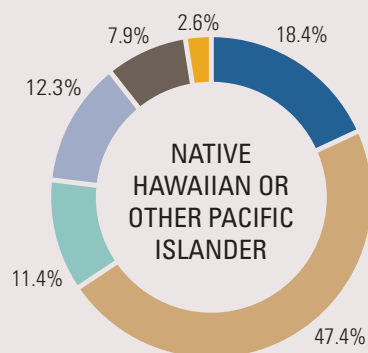
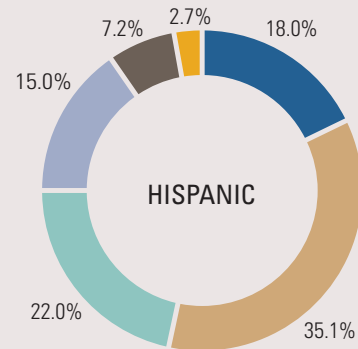
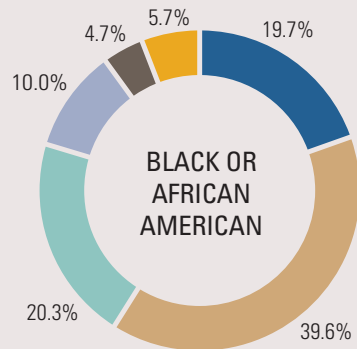
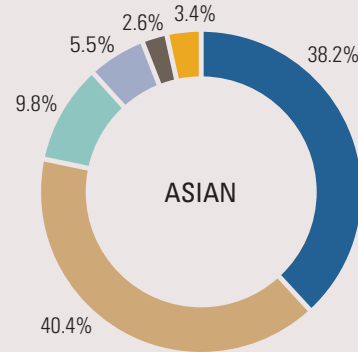
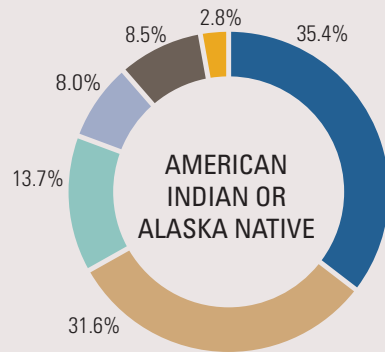
She continues to provide services to Los Angeles public schools as an educational consultant. Farar is one of the longest-serving members of the CSU Board of Trustees and is a dedicated supporter of the CSU's students and employees.

► GOING ABOVE AND BEYOND TO SUPPORT RESEARCH

Library administrator Dawnelle Ricciardi received a 2014 top staff member honor from Sonoma State University. Ricciardi was nominated by French Professor Suzanne Toczyski, who said:

"Over the course of the summer, I deluged the Interlibrary Loan Office with a slew of requests for articles, book chapters and even a 16th-century Latin treatise on poetry and art, never expecting to see this last one, of course. Dawnelle managed to find them all (even the treatise, bringing it from New Zealand!), most of them within 24 hours of my request, and delivered them electronically the next day. When I couldn't get to campus right away to pick things up, she saved them for me until I could get there. My research was a piece of cake thanks to Dawnelle and her staff, and I am very grateful!"

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY ETHNICITY, Fall 2014



- Faculty
- Professional/Technical Occupations
- Office/Administrative Support
- Service Occupations
- Construction/Maintenance/Transportation
- Management

HEADCOUNT OF FULL-TIME EMPLOYEES BY OCCUPATIONAL GROUP* AND ETHNICITY

Fall 2014 and Five Years Earlier

Fall 2014

Occupational Group	TOTAL	Am. Indian or Alaska Native	Asian	Black or African American	Hispanic	Native Hawaiian/ Pac Island	Race/ Ethnicity Unknown	Two or More Ethn/Races	White
Faculty	11,833	75	1,932	423	1,075	21	508	93	7,706
Professional/Technical Occupations	11,798	67	2,040	852	2,095	54	499	187	6,004
Office/Administrative Support	4,520	29	497	436	1,312	13	170	77	1,986
Service Occupations	2,151	17	277	216	898	14	99	21	609
Construction/Maintenance/ Transportation	1,635	18	133	101	428	9	71	11	864
Management	1,515	6	173	123	160	3	64	17	969
TOTAL	33,452	212	5,052	2,151	5,968	114	1,411	406	18,138

Fall 2009

Occupational Group	TOTAL	Am. Indian or Alaska Native	Asian	Black or African American	Hispanic	Race/Ethnicity Unknown	White
Faculty	11,712	68	1,786	463	958	401	8,036
Other Professional	9,723	79	1,748	740	1,520	320	5,316
Clerical/Secretarial	4,361	37	509	459	1,106	147	2,103
Technical/Paraprofessional	2,798	25	381	210	497	62	1,623
Service/Maintenance	2,044	15	311	251	830	70	567
Executive/Administrative/ Managerial	1,518	4	142	120	143	26	1,083
Skilled Crafts	1,007	13	74	68	226	19	607
TOTAL	33,163	241	4,951	2,311	5,280	1,045	19,335

*Due to significant changes to reporting requirements for Integrated Postsecondary Education Data System (IPEDS), beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the Standard Occupational Classifications published by the National Bureau of Labor Standards that were established in 2010. Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

Age Distribution of CSU Employees

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY FACULTY AND STAFF STATUS

Fall 2014

Age	Staff*	Percent	Faculty	Percent	Total	Percent
60+	2,925	13.5%	2,774	23.4%	5,699	17.0%
50 - 59	6,390	29.6%	3,358	28.4%	9,748	29.1%
40 - 49	5,105	23.6%	3,507	29.6%	8,612	25.7%
30 - 39	5,007	23.2%	2,018	17.1%	7,025	21.0%
Under 30	2,192	10.1%	176	1.5%	2,368	7.1%
TOTAL	21,619	100%	11,833	100%	33,452	100%
Average Age	46.4		50.7		47.9	

*Staff excludes instructional faculty personnel.

This table provides information on the age distribution of full-time employees by occupational group, gender and ethnicity.

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND MINORITY STATUS, Fall 2014

Age	Male	Percent	Female	Percent	Minorities	Percent	Total*	Percent
60+	2,931	19.0%	2,768	15.4%	1,703	12.3%	5,699	17.0%
50 - 59	4,541	29.4%	5,206	28.9%	3,620	26.0%	9,747	29.1%
40 - 49	4,088	26.5%	4,521	25.1%	3,827	27.5%	8,609	25.7%
30 - 39	3,017	19.6%	4,006	22.2%	3,475	25.0%	7,023	21.0%
Under 30	854	5.5%	1,511	8.4%	1,273	9.2%	2,365	7.1%
TOTAL	15,431	100%	18,012	100%	13,898	100%	33,443	100%
Average Age	48.9		47.1		45.8		47.9	

Note: Gender was not stated for nine employees.

MINORITY EMPLOYEES AS PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), Fall 2014

Age	Support*	Professional, Technical & Managerial**	Faculty	All Full-Time Employees
60+	46.3%	28.0%	24.4%	29.9%
50 - 59	49.4%	36.6%	28.2%	37.1%
40 - 49	58.0%	48.7%	33.5%	44.4%
30 - 39	60.3%	51.2%	37.3%	49.5%
Under 30	58.7%	51.8%	38.1%	53.8%
All Ages	54.3%	43.4%	30.6%	41.5%

E.g., In the "60 and above" age group of full-time support employees, 46.3 percent are minorities.

FEMALE EMPLOYEES AS PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), Fall 2014

Age	Support*	Professional, Technical & Managerial**	Faculty	All Full-Time Employees
60+	58.5%	56.0%	39.7%	48.6%
50 - 59	53.3%	59.5%	46.6%	53.4%
40 - 49	53.4%	55.2%	49.5%	52.5%
30 - 39	57.5%	59.8%	52.2%	57.0%
Under 30	65.9%	62.5%	60.2%	63.8%
All Ages	56.5%	58.3%	47.0%	53.8%

*Support includes persons in the following employee categories: Construction/Maintenance/Transportation, Office/Administrative Support, Service Occupations.

**Professional, Technical & Managerial includes persons in the following employee categories: Management and Professional/Technical Occupations.

E.g., In the "60 and above" age group of full-time support employees, 58.5 percent are female. These tables provide information on the age distribution of full-time employees by faculty and staff status, gender and ethnicity.



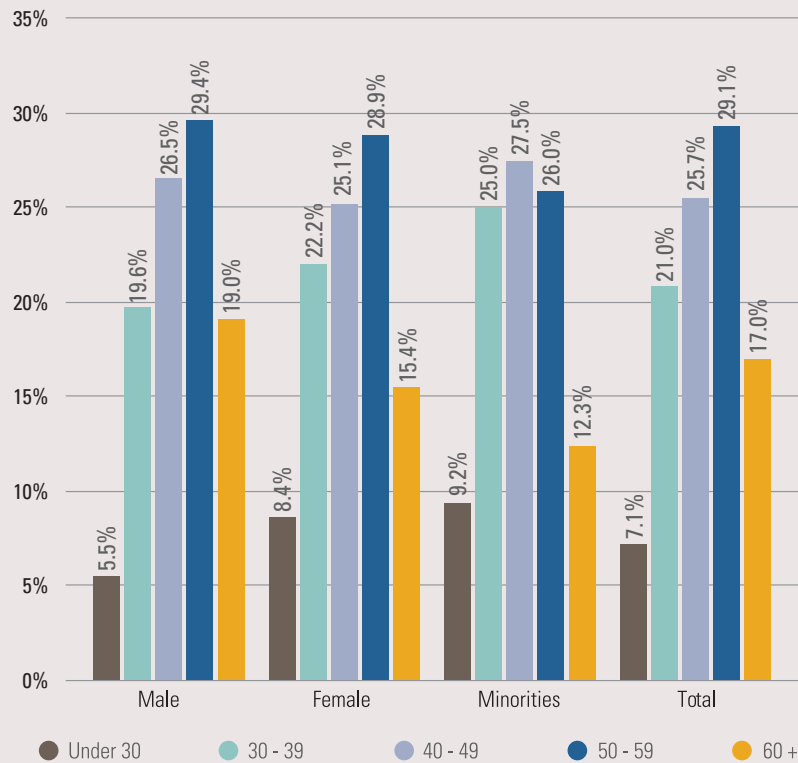
► DEDICATED TO MAKING ATHLETICS ACCESSIBLE TO ALL ATHLETES

Bill Shumard, President/CEO of Special Olympics Southern California, is a 1972 Cal State Long Beach journalism graduate. Under Shumard's leadership, Special Olympics Southern California (SOSC) was awarded the bid for the 2015 Special Olympics World Summer Games – the largest sporting and humanitarian event in the world.

SOSC is recognized as one of Special Olympics' premiere programs in the worldwide movement that serves nearly four million athletes in 180 countries. With Shumard's guidance, the number of SOSC athletes has doubled to nearly 15,000. Shumard previously served as director of athletics at Cal State Long Beach and Cal State Fullerton and director of community services and special events for the Los Angeles Dodgers.

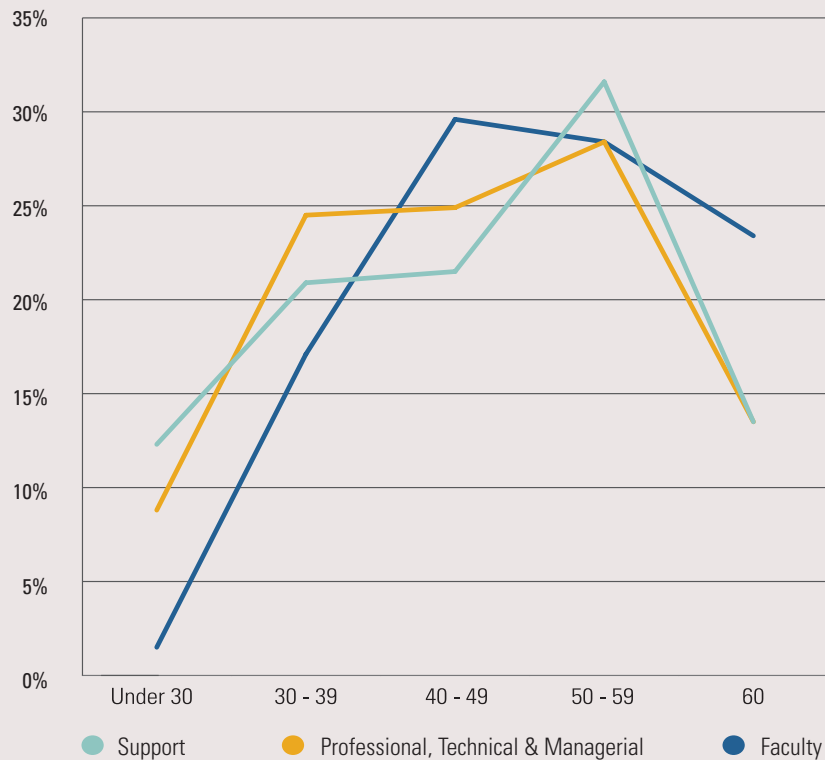
PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP

Fall 2014



AGE DISTRIBUTION BY JOB CATEGORY

Fall 2014



► OUTREACH INITIATIVES IMPACT UNDERREPRESENTED GROUPS

The CSU continues its efforts to increase college preparation, enrollment and graduation rates of underrepresented students, as shown by two of its external relations programs: the Native American Initiative and the African American Initiative.

Through its Native American Initiative, the CSU Chancellor's Office in 2014 compiled information from its campuses on services, programs and grant applications available to federally recognized Native American tribes in California. The goal is to foster consultation and collaboration between tribal governments and state departments and agencies.

One campus that has formed a strong partnership with tribal communities is Humboldt State, located in the heart of Redwood Country, which is home to many vibrant and culturally active tribes. Its programs – including undergraduate and graduate programs, special collections, scholarships and special events – serve American Indians, Alaska Natives and tribes with support and mentoring.

"After making sure I had enough to cover tuition and books, I used the scholarship funds to replace some of my scuba gear for a semester of rescue diving and underwater photography," noted Daniel Hernandez, an Environmental Science major and Scientific Diving minor and member of the Cora Nayarit Tribe.

The CSU's African American Initiative began in March 2005 at a series of town hall meetings between religious leaders and CSU leaders, which laid the groundwork for a strategy to educate African American students and parents about early preparation for college.

A series of special events, such as policymakers' briefings, community education workshops, a summer algebra institute, counselor conferences and quarterly meetings, cover a comprehensive list of topics, including college qualifications, financial aid and other aspects of campus life. The events solidify partnerships that support the African American Initiative, as well as provide the necessary tools students need to prepare for entry into the CSU system.

CSU FACULTY

The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs approximately 24,000 total faculty members, who account for the majority of CSU employees. Of the 11,800-plus full-time faculty, more than 79 percent are tenured or on the tenure track. In 2014, the CSU employed 4,714 full-time professors, the largest number in a decade.

The increasingly diverse composition of CSU faculty reflects its student body and California's population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members ensure that graduates are well-prepared for a lifetime of career advancement as productive and engaged citizens.



Gender and Ethnicity

These tables represent information on the gender and ethnicity of CSU full-time faculty in fall 2014, as well as five years earlier. In fall 2014, 31 percent of full-time CSU faculty were ethnic minorities, and over 45 percent were female. In fall 2009, over 28 percent of full-time faculty were ethnic minorities, and over 43 percent were female.

FULL-TIME FACULTY BY RANK, GENDER AND ETHNICITY (HEADCOUNT)

Fall 2014 and Five Years Earlier

Fall 2014

Faculty Rank	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/ Gender Unknown	Total	Percent of Total
Professor	1,971	841	523	1,267	112	4,714	39.8%
Associate Professor	836	462	464	806	118	2,686	22.7%
Assistant Professor	549	335	416	570	163	2,033	17.2%
Instructor	0	0	0	0	0	0	0.0%
Tenure-Track Subtotal	3,356	1,638	1,403	2,643	393	9,433	79.7%
Lecturer	746	250	326	961	117	2,400	20.3%
TOTAL	4,102	1,888	1,729	3,604	510	11,833	100%

Fall 2009

Faculty Rank	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/ Gender Unknown	Total	Percent of Total
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%
TOTAL	4,445	1,800	1,475	3,591	401	11,712	100%

FULL-TIME FACULTY BY TENURE STATUS, GENDER AND ETHNICITY (HEADCOUNT)

Fall 2014 and Five Years Earlier

Fall 2014

Tenure Status	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/ Gender Unknown	Total	Percent of Total
Tenured	2,746	1,270	955	2,016	220	7,207	60.9%
Probationary	610	368	448	627	173	2,226	18.8%
Tenure-Track Subtotal	3,356	1,638	1,403	2,643	393	9,433	79.7%
Temporary	746	250	326	961	117	2,400	20.3%
TOTAL	4,102	1,888	1,729	3,604	510	11,833	100%

Fall 2009

Tenure Status	White Male	Minority Male	Minority Female	White Female	Race/Ethnicity/ Gender Unknown	Total	Percent of Total
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%
TOTAL	4,445	1,800	1,475	3,591	401	11,712	100%

HEADCOUNT OF PART-TIME FACULTY BY GENDER AND ETHNICITY

Fall 2014

Gender	Total	Black or African American	Amer. Indian/ Alaska Native	Asian	Hispanic	White	Native Hawaiian/ Pacific Islander	Two or More Races	Race/ Ethnicity/ Gender Unknown
Female	6,666	281	49	679	644	4,470	11	90	442
Male	5,899	210	39	628	587	3,931	10	54	440
Unknown	7	0	0	1	0	3	0	0	3
TOTAL	12,572	491	88	1,308	1,231	8,404	21	144	885

Tenure Status

These tables represent information on the gender and ethnicity of CSU full-time faculty in fall 2014, as well as five years earlier. In fall 2014, 31 percent of full-time CSU faculty were ethnic minorities, and over 45 percent were female. In fall 2009, over 28 percent of full-time faculty were ethnic minorities, and over 43 percent were female.

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

Fall 2014

Full-Time Faculty	With Tenure			With Doctorate	
	Total	Total	Percent	Total	Percent
Professor	4,714	4,656	98.8%	4,231	89.8%
Associate Professor	2,686	2,495	92.9%	2,385	88.8%
Assistant Professor	2,033	56	2.8%	1,764	86.8%
Instructor	0		0.0%		0.0%
Tenure-Track Subtotal	9,433	7,207	76.4%	8,380	88.8%
Lecturer	2,400		0.0%	698	29.1%
TOTAL	11,833	7,207	60.9%	9,078	76.7%

HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS AND ETHNICITY

Fall 2014 and Five Years Earlier

Fall 2014

Tenure Status	Total	Black or African American	Amer. Indian/ Alaska Native	Asian	Hispanic	White	Native Hawaiian/ Pac. Islander	Two or More Races	Race Ethnicity/ Gender Unknown
Tenured	7,207	257	39	1,230	639	4,762	10	50	220
Probationary	2,226	88	25	483	199	1,237	3	20	171
Temporary	2,400	78	11	219	237	1,707	8	23	117
TOTAL	11,833	423	75	1,932	1,075	7,706	21	93	508

Fall 2009

Tenure Status	Total	Black or African American	Amer. Indian/ Alaska Native	Asian	Hispanic	White	Race/ Ethnicity/ Gender Unknown
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
TOTAL	11,712	463	68	1,786	958	8,036	401



► INTEGRATING THE HUMAN FACTOR INTO AEROSPACE EXPLORATION

Dr. Kevin Jordan, retired professor of psychology at San José State, was awarded the NASA Exceptional Public Service Medal in 2014 for his outstanding support of human factors research, contributions to enhancing the discipline, and enabling the next generation of leaders. He also received a 2015 Wang Family Excellence Award.

A faculty member for more than 30 years, Dr. Jordan has published more than 80 research papers in the subjects of visual perception and aerospace human factors. He served as principal investigator of a five-year cooperative agreement between San José State and the Human Systems Integration Division at the NASA Ames Research Center, managing the activities of more than 80 post-degree professionals and graduate students and conducting collaborative research and development efforts, before his retirement in 2015.

“I enjoy leading a team of students who collaborate with NASA scientists as they endeavor to build safe and efficient next-generation air and space transportation systems,” Dr. Jordan noted. “As a result of this process, we train a workforce capable of meeting the challenges to make these systems a reality.”

New Faculty

Significantly, of the CSU’s 742 new tenure-track faculty members, 257 are minorities and 368 are female, compared to 136 minorities and 188 females hired to tenure-track positions in fall 2009. Most of this year’s new faculty members fill assistant professor positions, 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 faculty members join the CSU’s renowned ranks, whose efforts take shape through the remarkable successes of CSU students and whose mentorship continues to guide new generations.

NEW FULL-TIME, TENURE-TRACK FACULTY BY RANK (HEADCOUNT), Fall 2014 and Five Years Earlier

Fall 2014				
Tenure-Track Faculty	Total	Male	Female	Minorities
Professor	24	18	6	6
Associate Professor	52	27	25	18
Assistant Professor	666	329	337	233
TOTAL	742	374	368	257

Fall 2009				
Tenure-Track Faculty	Total	Male	Female	Minorities
Professor	9	5	4	3
Associate Professor	27	16	11	9
Assistant Professor	323	150	173	124
TOTAL	359	171	188	136

Source: CSU annual reports on Faculty Recruitment Survey

Promotions & Tenure

The following tables present data on the number of full-time faculty unit employees who were promoted to a higher academic rank effective fall 2013 and fall 2014 and the number of faculty who earned tenure effective fall 2014. These data include promotions and awards of tenure to instructional faculty as well as non-instructional members of the faculty bargaining unit (librarians and counselor faculty).

PROMOTIONS AMONG FULL-TIME FACULTY (HEADCOUNT) Fall 2014 and Prior Year

Promotion To	Fall 2013	Fall 2014
Professor	359	362
Associate Professor	462	361
Assistant Professor	8	4
Instructor	1	0
TOTAL	830	727
Unknown	10	7

Ranks include equivalent ranks for librarians and counselor faculty.
Source: CIRS Compendium Report G01

NUMBER OF FACULTY GRANTED TENURE (HEADCOUNT)* Fall 2014

TOTAL	379
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*Includes those granted tenure between 7/1/14 and 12/31/14.

Source: Data from custom report run using CIRS data program (pdc9520a/b)

Separations

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2013-2014 and in the prior year. In 2013-2014, 56 percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS (HEADCOUNT), 2013-2014 and 2012-2013

2013-14

Tenure Status	Full-Time Headcount (2012-13)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	7,272	344	4.7%	17	0.2%	83	1.1%	7	0.1%	451	6.2%
Probationary	2,010	7	0.3%	2	0.1%	98	4.9%	21	1.0%	128	6.4%
Temporary	2,171	60	2.8%	5	0.2%	22	1.0%	66	3.0%	153	7.0%
TOTAL	11,453	411	3.6%	24	0.2%	203	1.8%	94	0.8%	732	6.4%

2012-13

Tenure Status	Full-Time Headcount (2011-12)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	7,239	339	4.7%	20	0.3%	70	1.0%	6	0.1%	435	6.0%
Probationary	2,118	13	0.6%	1	0.0%	98	4.6%	13	0.6%	125	5.9%
Temporary	1,991	49	2.5%	2	0.1%	19	1.0%	51	2.6%	121	6.1%
TOTAL	11,348	401	3.5%	23	0.2%	187	1.6%	70	0.6%	681	6.0%

*Separations as percentage 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



► TEAMWORK HELPS BRIDGE THE ACHIEVEMENT GAP

CSU Fullerton's 2014 Teamwork and Collaboration Award went to the members of the working committee that produced the fifth annual Closing the Latino Achievement Gap event. Members of the committee demonstrated cohesion, sharing, utilization of skills and expertise, accountability, trust and execution. Committee members included Frances Teves, David Forgues, Claire Cavallaro, Melba Castro, Kandy Mink-Salas and Dawn Valencia.

In fact, CSU Fullerton's efforts to close the achievement gap were recognized in the Campaign for College Opportunity's "State of Higher Education in California: The Latino Report."

The report examines how the state's 15 million Latinos—California's largest racial/ethnic block—are faring in the state's college and university systems. It praises CSU Fullerton for launching a university-wide strategic plan that includes an explicit goal to cut in half the achievement gap between underrepresented students and their non-underrepresented peers.

Salary

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE (HEADCOUNT) Fall 2014

Faculty Rank	Academic Year		12-Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Professor	4,015	\$93,079	361	\$105,023
Associate Professor	2,522	\$76,633	102	\$84,888
Assistant Professor	2,016	\$71,175	17	\$80,332
Lecturer	2,268	\$54,954	132	\$75,795
TOTAL	10,821	\$77,175	612	\$94,677

*Only includes base salaries; additional compensation earned through additional 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.

► CSU SPARKS THE SPIRIT OF COMMUNITY SERVICE

The CSU has long been recognized for its outreach to California communities. Fostering that vital spirit of civic involvement among students resulted in 15 CSU campuses being named to the 2014 President's Higher Education Community Service Honor Roll—the highest federal honor that universities can receive for their commitment to service learning and civic engagement.

"CSU campus community engagement programs have played a critical role in helping the university prepare students to be successful, informed, active and committed leaders," said Judy Botelho, CSU's director of the Center for Community Engagement. "With a mission of serving the people of California by providing accessible and high-quality educational opportunities, the CSU is honored to be nationally recognized for our accomplishments."

The CSU campuses are among 770 colleges and universities nationwide that were lauded for inspiring young leaders to address community challenges and placing more students on a lifelong path of civic engagement.

Campus

HEADCOUNT OF FULL-TIME FACULTY BY RANK AND CAMPUS

Fall 2014

Campus	Professor	Associate Professor	Assistant Professor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	76	61	38	175	87	262
Channel Islands	47	20	37	104	71	175
Chico	217	103	82	402	98	500
Dominguez Hills	91	69	44	204	99	303
East Bay	123	97	70	290	62	352
Fresno	223	156	134	513	153	666
Fullerton	293	254	178	725	219	944
Humboldt	113	49	46	208	65	273
Long Beach	387	205	161	753	242	995
Los Angeles	279	99	85	463	117	580
Maritime Academy	20	9	21	50	14	64
Monterey Bay	52	35	29	116	71	187
Northridge	380	178	177	735	158	893
Pomona	259	101	115	475	90	565
Sacramento	347	154	95	596	100	696
San Bernardino	211	71	83	365	77	442
San Diego	339	229	110	678	156	834
San Francisco	314	249	137	700	113	813
San José	310	175	107	592	96	688
San Luis Obispo	279	195	142	616	154	770
San Marcos	106	68	59	233	71	304
Sonoma	128	54	26	208	28	236
Stanislaus	120	55	57	232	59	291
TOTAL	4,714	2,686	2,033	9,433	2,400	11,833

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2014 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. Due to significant changes to reporting requirements for the Integrated Postsecondary Education Data System (IPEDS) beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the 2010 Standard Occupational Classifications published by the National Bureau of Labor Standards. Data presented in this report were obtained from the following sources:

1. IPEDS DATABASE, ORACLE/PEOPLESOF

Construction/ Maintenance/ Transportation	Consolidates two IPEDS reporting groups: 1. Natural Resources, Construction, and Maintenance Occupations; 2. Production, Transportation and Material Moving Occupations. Includes electricians, mechanics, carpenters, painters, agricultural workers, gardeners, equipment technicians, equipment operators, etc. Most employees in this group were previously reported in the Skilled Crafts group; of the remainder, most were previously reported in the Technical and Paraprofessional or Service/Maintenance groups.
Faculty	All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors. Also excludes extension and summer session faculty.
Management*	Includes executives, vice presidents, directors, managers, deans and other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. Employees in the Management group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations (supervisors are no longer included in this group). All employees in the Management group are classified by the CSU as either Executives or members of the Management Personnel Plan. Employees in this group were previously reported in the Executive, Administrative and Managerial group.
Office/Administrative Support	Includes departmental secretaries; payroll, receiving and account clerks; administrative assistants and coordinators; accounting technicians, data entry operators, credential analysts and evaluators; property clerks; police dispatchers, etc. Most employees in this group were previously reported in the Clerical and Secretarial group; of the remainder, most were formerly reported in the Technical and Paraprofessional or Service/Maintenance groups.
Professional/Technical Occupations	Consolidates six IPEDS reporting groups: 1. Community Service, Legal, Arts, and Media Occupations; 2. Business and Financial Operations Occupations; 3. Healthcare Practitioner and Technical Occupations; 4. Computer, Engineering, and Science Occupations; 5. Non-Postsecondary Teaching; 6. Librarians, Archivists, Curators. Most employees in these six groups were previously reported either as Professional or Technical and Paraprofessional. Also includes coaches and counselors.
Service Occupations	Includes custodians, grounds workers, police officers, food service workers, parking officers, etc. Most employees in this group were previously reported in the Service/Maintenance group; of the remainder, most were previously reported in the Other Professional or Technical and Paraprofessional groups.

2. CAMPUS INFORMATION RETRIEVAL SYSTEM (CIRS) - DATA PRIOR TO 2012

Clerical & Secretarial	Includes departmental secretaries; payroll, receiving and account clerks; etc.
Executive, Administrative, & Managerial*	Includes executives, vice presidents, directors, managers, deans, accounting supervisors, employment supervisors and any other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. or any other supervisory personnel with responsibility for professional employees. Employees in the Executive, Administrative, and Managerial group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations or supervise the work of professional employees and perform work similar to that of those they supervise. All employees in the Executive, Administrative & Managerial group are classified by the CSU as either Executives or members of the Management Personnel Plan (MPP).

*Employees in CSU's MPP are assigned to IPEDS occupational groups based on their job responsibilities. Besides the Management group, MPP employees are distributed across several other occupational groups.

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.
Other Professional	Includes employees whose jobs require a college education or comparable experience; excludes faculty and individuals meeting the IPEDS definition of Executive, Administrative, & Managerial employees.
Service/Maintenance	Includes custodians, gardeners, laborers, campus guards, etc.
Skilled Crafts	Includes electricians, mechanics, carpenters, etc.
Technical & Paraprofessional	Includes employees whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support, and equipment technicians.

3. CSU FACULTY RECRUITMENT SURVEY

New Faculty	Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2013/14 academic year, as reported by campuses in the annual CSU Faculty Recruitment Survey. Includes all employees newly appointed to tenure-track positions at the reporting campus, including those who previously held tenure-track appointments elsewhere in the CSU or temporary appointments at the reporting campus or other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.
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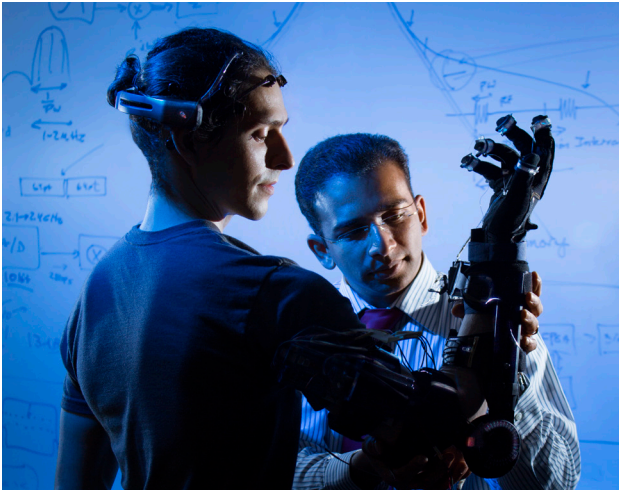
OTHER DEFINITIONS

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 (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.
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.
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.
Temporary Faculty	Members of the faculty bargaining unit with temporary appointments (non-tenure-track). Includes lecturers, temporary librarians, faculty coaches and temporary faculty counselors.
Tenured Faculty	Tenure-track faculty employees who have been awarded tenure.

Note: Percentages referenced throughout report may not add up to 100 percent because of rounding.

THE 23 CAMPUSES OF THE CALIFORNIA STATE UNIVERSITY





CSU The California State University

401 Golden Shore, 6th Floor, Long Beach, CA 90802-4210
www.calstate.edu