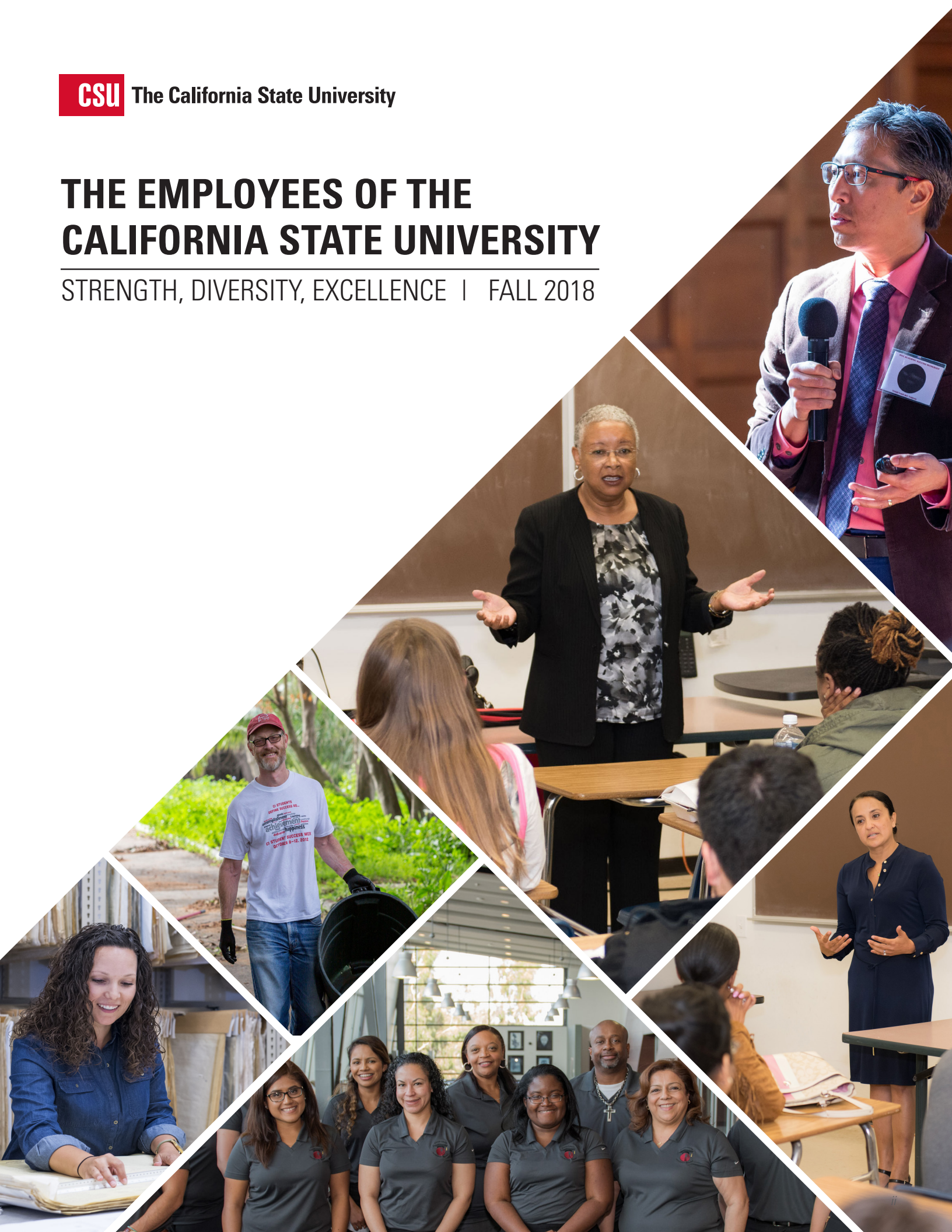


THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY

STRENGTH, DIVERSITY, EXCELLENCE | FALL 2018



LETTER FROM EVELYN NAZARIO

Vice Chancellor for Human Resources



Dear Friends of the California State University,

The employees of the California State University are an extremely talented, diverse and motivated group. Our faculty and staff play an essential role in executing the mission of the CSU: to adequately prepare a new generation of leaders in the state of California and beyond. The CSU remains committed to focusing on the student success initiatives to provide students with a clearer path to graduation and to eliminate the achievement gap among underrepresented minority students.

This report demonstrates the CSU's commitment to diversity in our workforce. Our employees come from a rich array of backgrounds and experiences, providing our students with the opportunity to encounter new perspectives and to go on to succeed in an increasingly connected, global work environment. The value of a CSU education remains strong, and as a system we are well positioned for continued success due in large part to the commitment of employees at all 23 campuses and the Chancellor's Office. The high value the university places on retention demonstrates this - going to great lengths to provide the CSU workforce with attractive benefits and a motivating workplace atmosphere.

I invite you to enjoy this publication, which in addition to updated data, also includes notable recent achievements by students and faculty. My hope is that in reading the 2018 Employee Profile, you will gain a greater understanding of the people who make the CSU such a special place to work and learn.

Regards,

A handwritten signature in black ink that reads "Evelyn Nazario".

Evelyn Nazario

Vice Chancellor for Human Resources

TABLE OF CONTENTS

CSU STAFFING

Employees by Occupational Group and Campus

Employee Headcount by Occupational Group, Fall 2018 and Prior Years	3
Occupational Profile of Full-Time Employees (Headcount), Fall 2018	3
Headcount of Employees by Occupational Group, Fall 2018 and Prior Years	3
Distribution of Salary by Occupational Group, Fall 2018 and Prior Years	4
Employee Salary by Collective Bargaining Unit, Fall 2018	4
Distribution of Salary by Collective Bargaining Unit, Fall 2018	4
Employee Headcount by Campus, Fall 2018	5
Faculty and Staff Headcount by Campus, Fall 2018 and Fall 2017	6

Employees by Gender and Race/Ethnicity

Employee Distribution by Gender, Race/Ethnicity and Time Base, Fall 2018	7
Employee Headcount by Gender, Race/Ethnicity and Time Base, Fall 2018	8
Employee Headcount by Gender and Race/Ethnicity, Fall 2018 and Prior Years	8
Employee Distribution by Gender and Race/Ethnicity, Fall 2018 and Prior Years	9
Percentage of Full-Time Employees within Occupational Groups by Gender and Race/Ethnicity, Fall 2018	10
Occupational Profile of Full-Time Employee Headcount by Gender and Race/Ethnicity, Fall 2018	11
Occupational Profile of Full-Time Employee Headcount by Race/Ethnicity, Fall 2018	12
Headcount of Full-Time Employees by Occupational Group and Race/Ethnicity, Fall 2018 and Fall 2013	13

Age Distribution of CSU Employees

Age Distribution of Full-Time Employee Headcount by Faculty and Staff Status, Fall 2018	14
Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2018	14
Percentage of Full-Time Minority Employees in Each Job Category by Age Group, Fall 2018	14
Percentage of Full-Time Female Employees in Each Job Category by Age Group, Fall 2018	14
Percentage of Full-Time Employees by Gender, Minority Status, and Age Group, Fall 2018	15
Percentage of Full-Time Employees by Age Group and Job Category, Fall 2018	15

CSU FACULTY

Gender and Race/Ethnicity

Full-Time Faculty by Rank, Gender and Race/Ethnicity, Fall 2018 and Fall 2013	17
Headcount of Full-Time Faculty by Tenure Status, Gender and Race/Ethnicity, Fall 2018 and Fall 2013	18
Headcount of Part-Time Faculty by Gender and Race/Ethnicity, Fall 2018	18

Tenure Status

Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2018	19
Headcount of Full-Time Faculty by Tenure Status and Race/Ethnicity, Fall 2018 and Fall 2013	19

New Faculty

New Full-Time, Tenure-Track Faculty by Rank, Fall 2018 and Fall 2013	20
---	----

Promotions and Tenure

Promotions Among Full-Time Faculty, Fall 2018 and Fall 2017	20
Number of Faculty Granted Tenure, Fall 2018	20

Separations

Separations Among Full-Time Faculty by Cause and Appointment Status, 2017-18 and 2016-17	21
---	----

Salary

Average Salaries for Full-Time Faculty by Rank and Appointment Type, Fall 2018	21
---	----

Campus

Headcount of Full-Time Faculty by Rank and Campus, Fall 2018	22
Headcount of Full-Time Faculty by Rank, Fall 2018 and Prior Years	23

TECHNICAL NOTES AND GLOSSARY

IPEDS Database, Oracle/PeopleSoft	25
CSU Faculty Recruitment Survey	25
Glossary	26
CSU Campus Map	27



CSU STAFFING

The information in this report, drawing on data for California State University (CSU) employees from Fall 2018, not only illustrates the growth of the workforce over the 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 almost 53,000 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 Statistics that were established in 2010 and revised in 2018.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

EMPLOYEE HEADCOUNT BY OCCUPATIONAL GROUP*

Fall 2018 and Prior Years

Fall 2018

OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	13,307	13,827	27,134
Professional/Technical	13,973	913	14,886
Office/Administrative Support	4,412	231	4,643
Service Occupations	2,553	97	2,650
Construction/Maintenance/Transportation	1,747	18	1,765
Management	1,721	9	1,730
TOTAL	37,713	15,095	52,808

Fall 2017

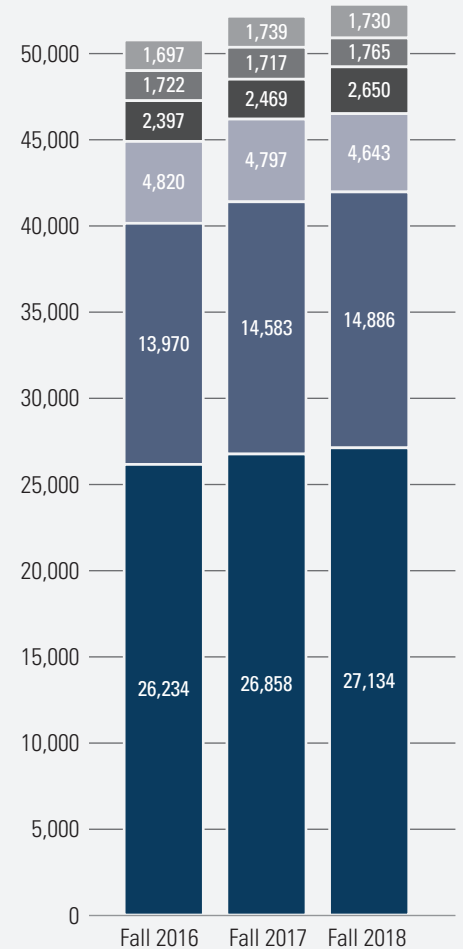
OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	13,103	13,755	26,858
Professional/Technical	13,653	930	14,583
Office/Administrative Support	4,553	244	4,797
Service Occupations	2,384	85	2,469
Construction/Maintenance/Transportation	1,699	18	1,717
Management	1,734	5	1,739
TOTAL	37,126	15,037	52,163

Fall 2016

OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	12,744	13,490	26,234
Professional/Technical	13,001	969	13,970
Office/Administrative Support	4,551	269	4,820
Service Occupations	2,307	90	2,397
Construction/Maintenance/Transportation	1,704	18	1,722
Management	1,690	7	1,697
TOTAL	35,997	14,843	50,840

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.

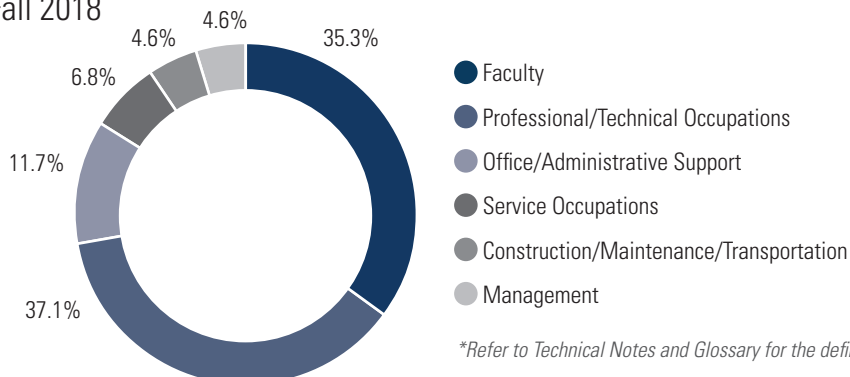
HEADCOUNT OF EMPLOYEES BY OCCUPATIONAL GROUP Fall 2018 and Prior Years



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

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES (HEADCOUNT)

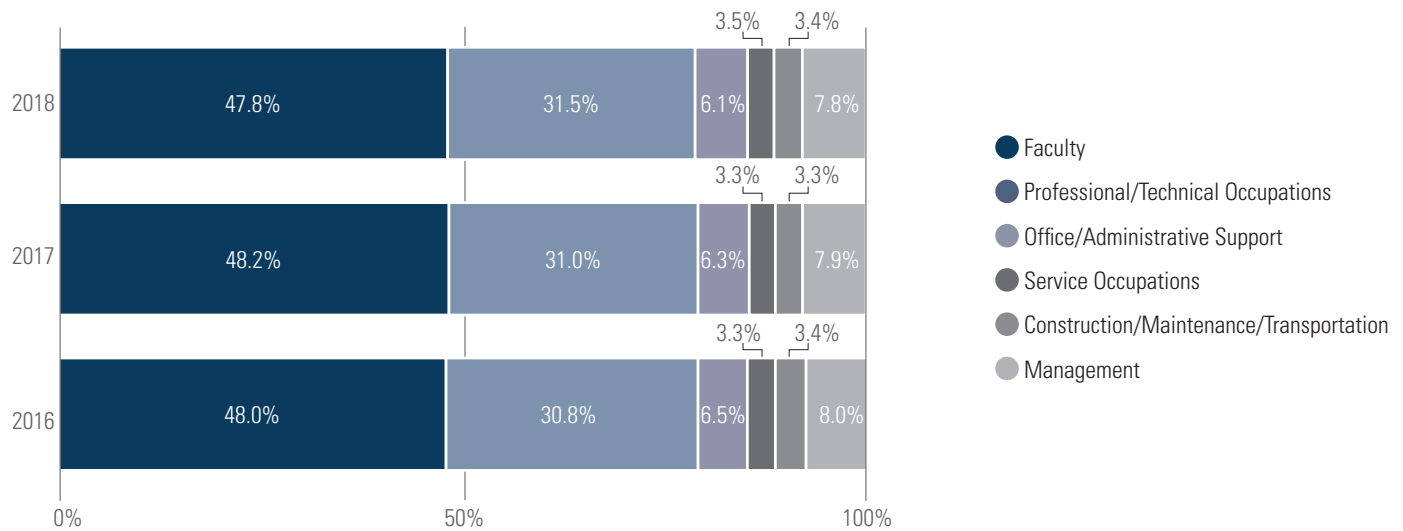
Fall 2018



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

DISTRIBUTION OF SALARY BY OCCUPATIONAL GROUP*

Fall 2018 and Prior Years (Percent of Total Actual Salary)



EMPLOYEES SALARY BY COLLECTIVE BARGAINING UNIT

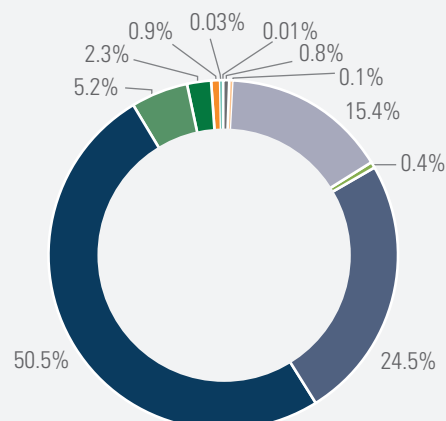
Fall 2018

COLLECTIVE BARGAINING UNIT	PERCENT OF TOTAL SALARY*
Confidential Classes	0.8%
Excluded Classes	0.1%
Management Personnel Plan	15.4%
Union of American Physicians and Dentists	0.4%
California State University Employees Union (CSUEU)	24.5%
California Faculty Association	50.5%
Academic Professionals of California	5.2%
Teamsters 2010	2.3%
Statewide University Police Association	0.9%
International Union of Operating Engineers	0.03%
English Language Program, Cal State Los Angeles	0.01%

Note: Executives are included in the Management Personnel Plan

DISTRIBUTION OF SALARY BY COLLECTIVE BARGAINING UNIT

Fall 2018 (Percent of Total)



**Note: Salary expenditures as of October 31, 2018.
(Salary Expenditures = Annual Base Salary * FTE)*

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

EMPLOYEE HEADCOUNT BY CAMPUS

Fall 2018

CAMPUS	HEADCOUNT			FULL-TIME EQUIVALENTS (FTE)
	FULL-TIME	PART-TIME	TOTAL	
Bakersfield	895	335	1,230	1,036.5
Channel Islands	766	216	982	879.7
Chico	1,503	495	1,998	1,747.9
Dominguez Hills	1,056	588	1,644	1,291.1
East Bay	1,255	516	1,771	1,495.4
Fresno	1,897	699	2,596	2,186.0
Fullerton	2,545	1,103	3,648	3,024.6
Humboldt	908	288	1,196	1,043.1
Long Beach	2,738	1,224	3,962	3,263.4
Los Angeles	1,791	1,042	2,833	2,257.7
Maritime Academy	290	34	324	308.0
Monterey Bay	758	256	1,014	887.4
Northridge	2,605	1,238	3,843	3,171.5
Pomona	1,738	738	2,476	2,101.8
Sacramento	2,200	918	3,118	2,601.5
San Bernardino	1,533	548	2,081	1,796.3
San Diego	2,616	975	3,591	3,006.3
San Francisco	2,309	1,011	3,320	2,742.3
San José	2,237	1,197	3,434	2,786.4
San Luis Obispo	2,380	469	2,849	2,612.8
San Marcos	1,171	495	1,666	1,387.7
Sonoma	989	350	1,339	1,145.7
Stanislaus	876	354	1,230	1,009.5
Chancellor's Office	657	6	663	661.1
TOTAL	37,713	15,095	52,808	44,443.5

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.



FACULTY AND STAFF HEADCOUNT BY CAMPUS

Fall 2018 and Fall 2017

CAMPUS	FALL 2018				TOTAL	
	FULL-TIME		PART-TIME		FALL 2018	FALL 2017
	FACULTY	STAFF	FACULTY	STAFF		
Bakersfield	310	585	295	40	1,230	1,191
Channel Islands	235	531	200	16	982	977
Chico	551	952	437	58	1,998	1,999
Dominguez Hills	375	681	551	37	1,644	1,596
East Bay	371	884	439	77	1,771	1,849
Fresno	805	1,092	677	22	2,596	2,568
Fullerton	997	1,548	1,054	49	3,648	3,757
Humboldt	290	618	242	46	1,196	1,226
Long Beach	1,076	1,662	1,140	84	3,962	3,887
Los Angeles	709	1,082	1,006	36	2,833	2,817
Maritime Academy	68	222	24	10	324	312
Monterey Bay	217	541	219	37	1,014	1,020
Northridge	947	1,658	1,136	102	3,843	3,885
Pomona	620	1,118	691	47	2,476	2,376
Sacramento	791	1,409	864	54	3,118	3,054
San Bernardino	474	1,059	511	37	2,081	2,041
San Diego	934	1,682	868	107	3,591	3,441
San Francisco	849	1,460	853	158	3,320	3,287
San José	799	1,438	1,122	75	3,434	3,386
San Luis Obispo	881	1,499	408	61	2,849	2,764
San Marcos	395	776	456	39	1,666	1,599
Sonoma	273	716	307	43	1,339	1,307
Stanislaus	340	536	327	27	1,230	1,185
Chancellor's Office	0	657	0	6	663	639
TOTAL	13,307	24,406	13,827	1,268	52,808	52,163

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 RACE/ETHNICITY

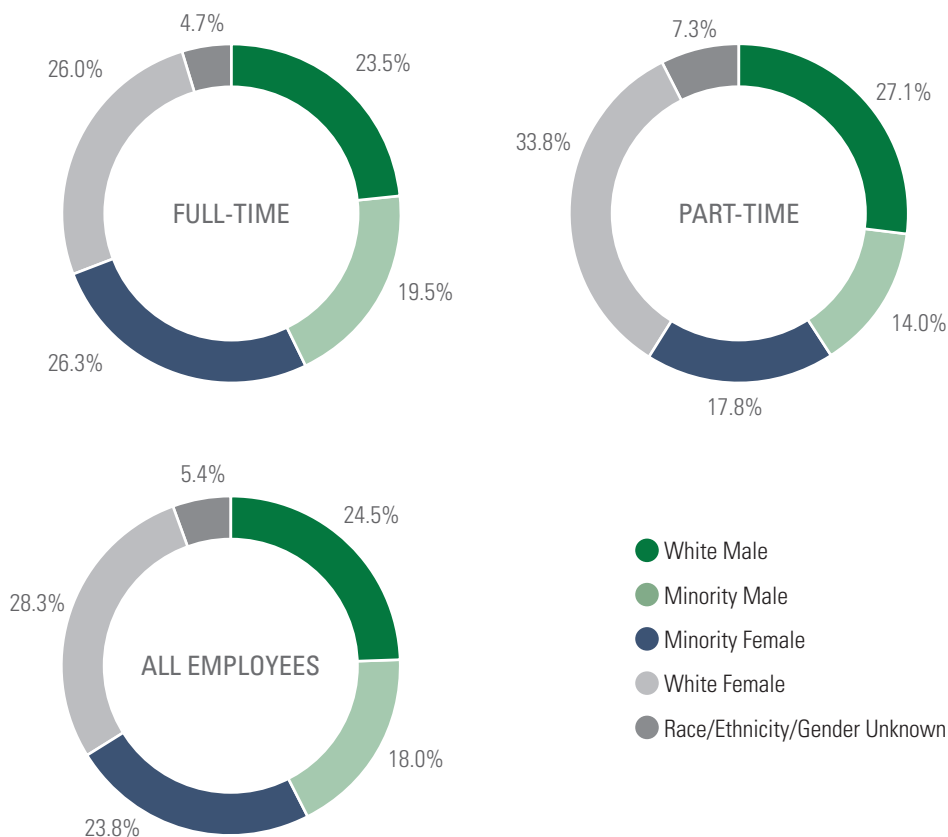
Widely recognized for its inclusive policies and outreach, the CSU is home to an incredibly diverse student body across all its campuses. Likewise, the university employs faculty and staff of every race, ethnicity, gender, age and background. The average age of all CSU employees (including full time and part time) is 47.8 years, and 43.4 percent of all employees are over 50 years old.

Forty-two percent of all employees and 46 percent of full-time employees are minorities. A continued increase in the hiring of female professors has created a rich talent pool of full-time faculty that is now more than 49 percent female. In fact, nearly 73 percent of all employees at the CSU are either women or minorities.

The university seeks to invest in talented people across the entire spectrum of backgrounds and experiences; in doing so, we can increase the range of perspectives available to students in the classroom. Expanding diversity at the CSU serves to expand the horizons of our students, support their academic success and better prepare them to be part of a globalized workforce.



EMPLOYEE DISTRIBUTION BY GENDER, RACE/ETHNICITY AND TIME BASE Fall 2018



Note: Graph 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 four part-time employees.

Race/Ethnicity/Gender Unknown reflects employees who either did not indicate their race/ethnicity or did not indicate their gender (i.e., either race/ethnicity is unknown or gender is unknown, including those for whom both are unknown). Approximately 1,400 of these were women who did not indicate their race/ethnicity.

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

EMPLOYEE HEADCOUNT BY GENDER, RACE/ETHNICITY AND TIME BASE

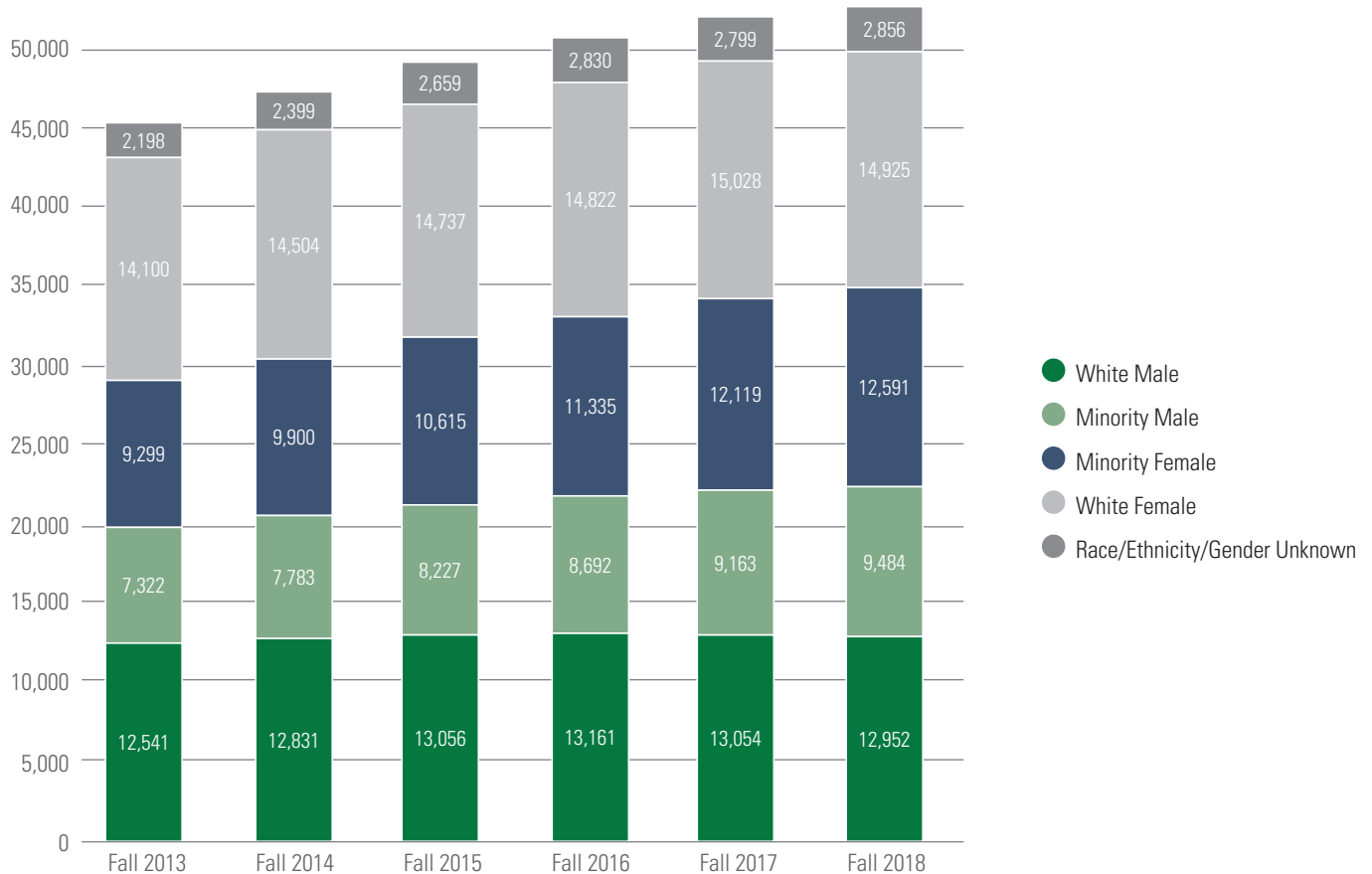
Fall 2018

ETHNICITY/GENDER	FULL-TIME	PERCENT	PART-TIME	PERCENT	TOTAL	PERCENT
White Male	8,857	23.5%	4,095	27.1%	12,952	24.5%
Minority Male	7,368	19.5%	2,116	14.0%	9,484	18.0%
Minority Female	9,905	26.3%	2,686	17.8%	12,591	23.8%
White Female	9,822	26.0%	5,103	33.8%	14,925	28.3%
Race/Ethnicity/Gender Unknown	1,761	4.7%	1,095	7.3%	2,856	5.4%
TOTAL	37,713	100.0%	15,095	100.0%	52,808	100.0%

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. Gender was not stated for four part-time employees.

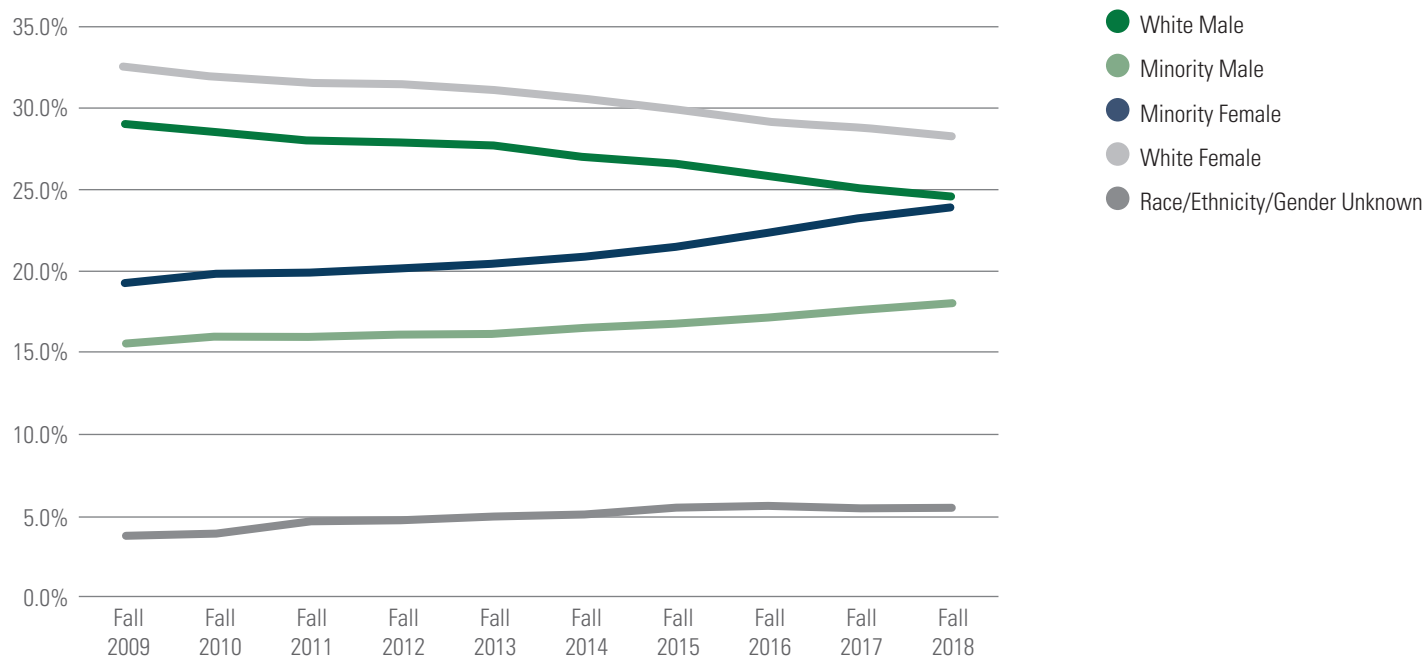
EMPLOYEE HEADCOUNT BY GENDER AND RACE/ETHNICITY

Fall 2018 and Prior Years

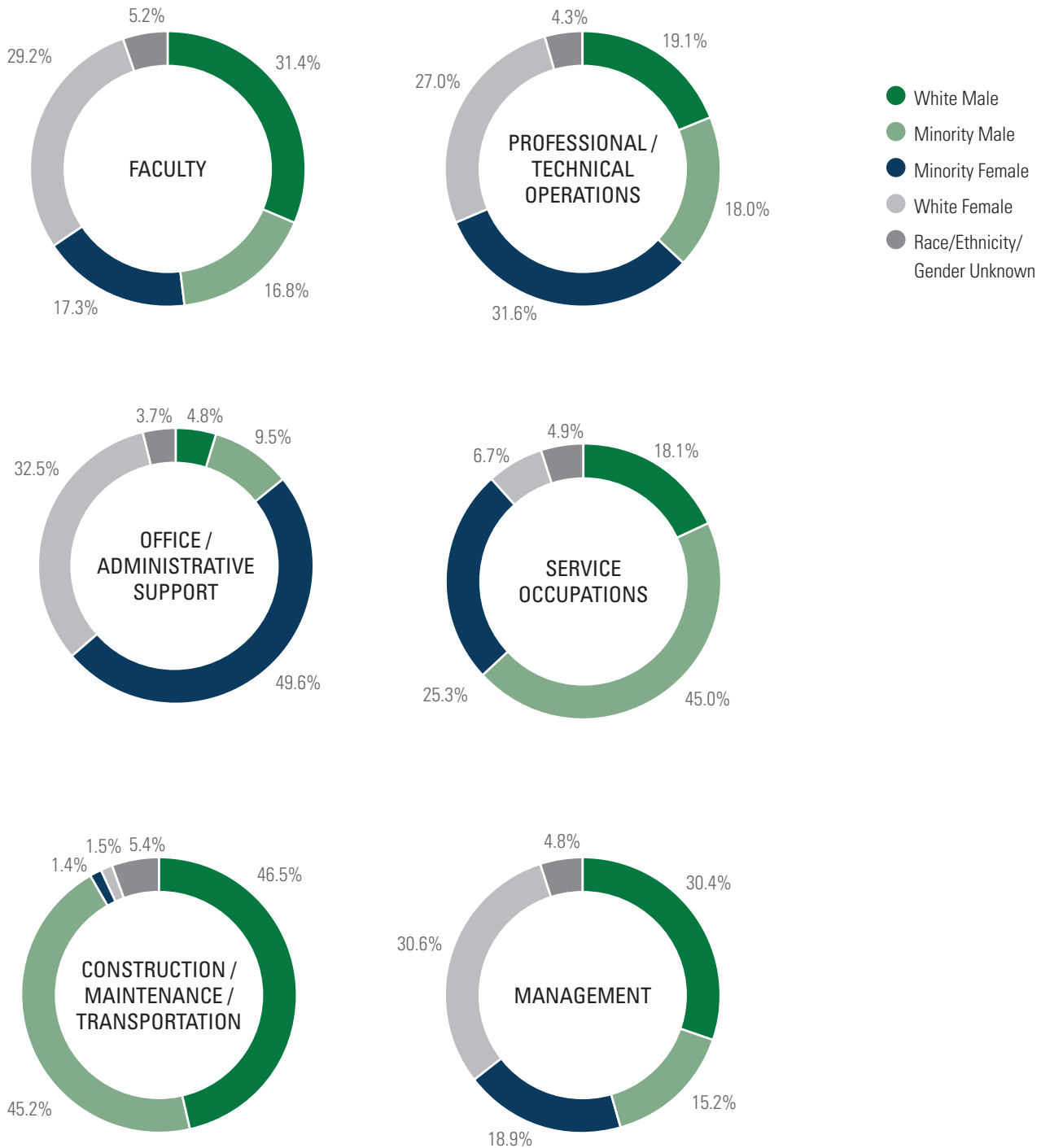


EMPLOYEE DISTRIBUTION BY GENDER AND RACE/ETHNICITY

Fall 2018 and Prior Years

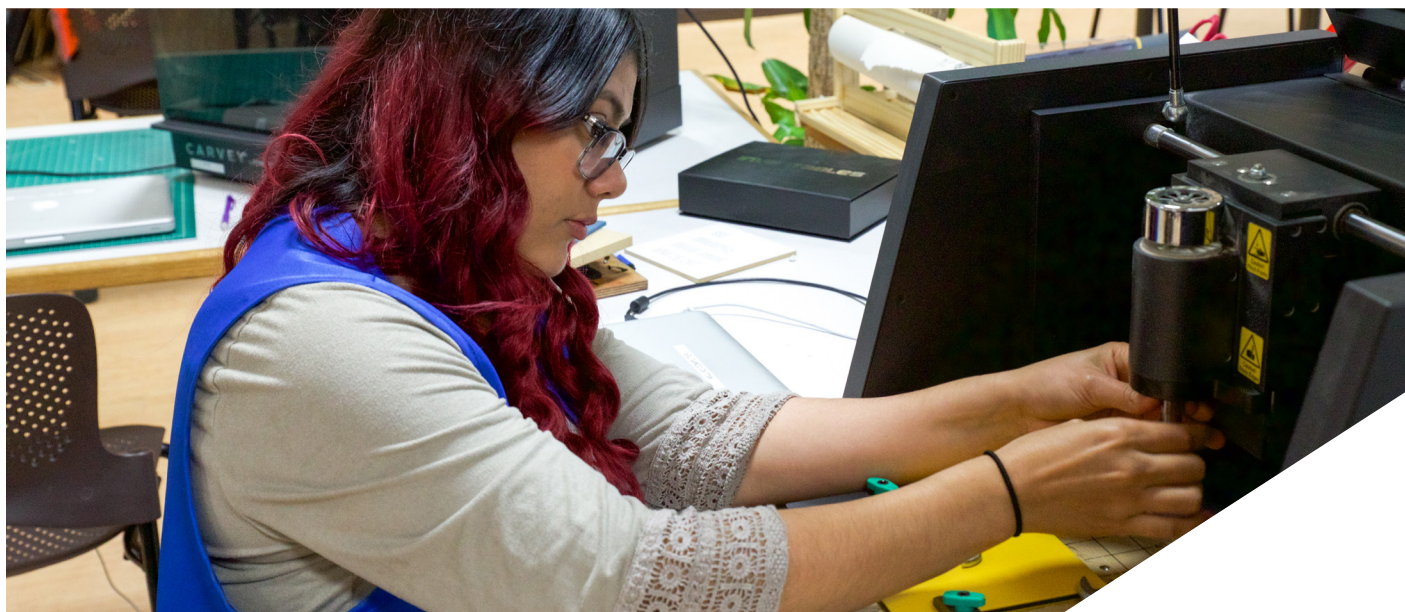
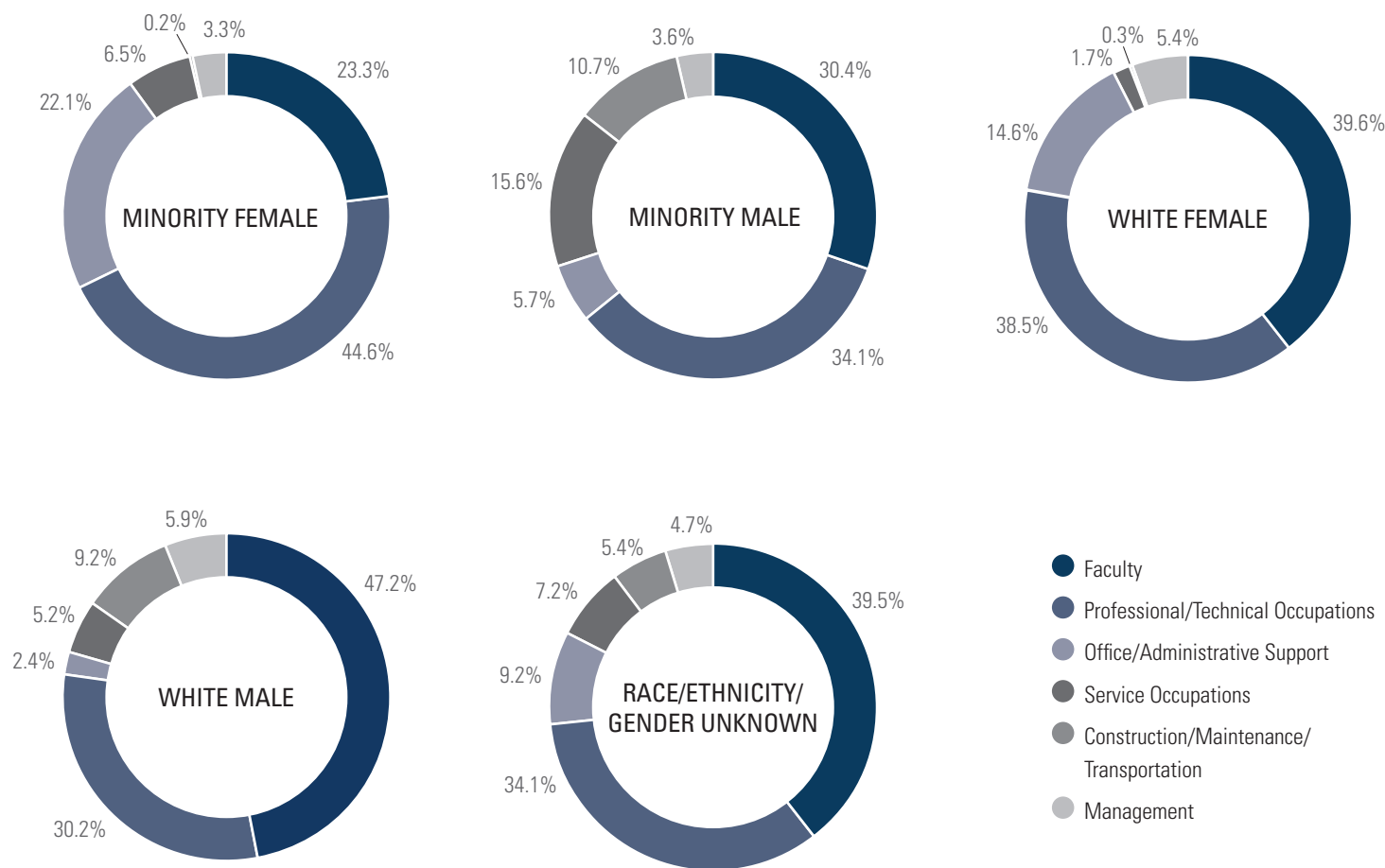


PERCENTAGE OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER AND RACE/ETHNICITY Fall 2018

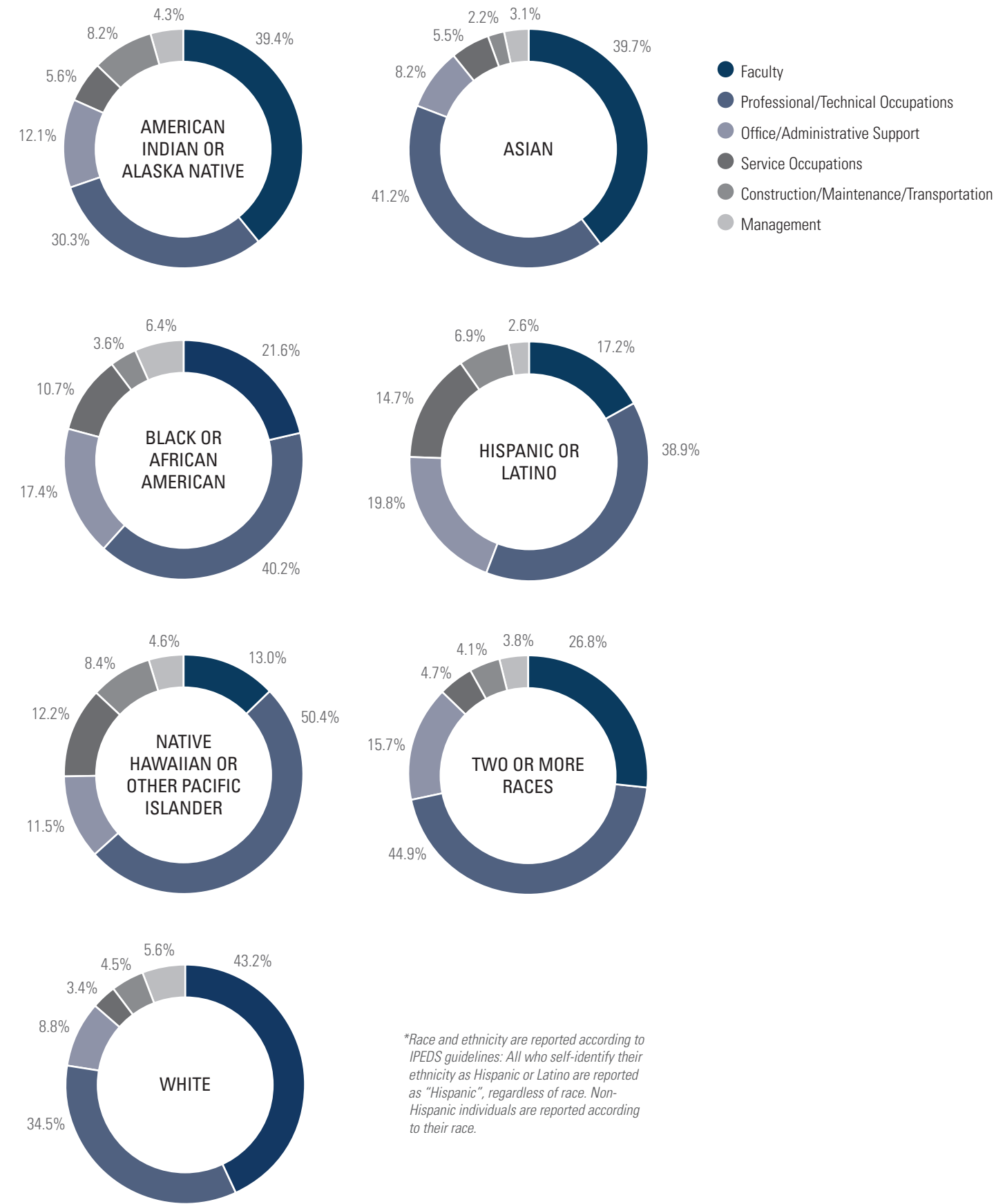


*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND RACE/ETHNICITY Fall 2018



OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY RACE/ETHNICITY Fall 2018*



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

Fall 2018 and Fall 2013

Fall 2018

OCCUPATIONAL GROUP	AM. INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN/ PAC ISLAND	RACE/ ETHNICITY UNKNOWN	TWO OR MORE RACES	WHITE	TOTAL
Faculty	91	2,399	519	1,343	17	696	177	8,065	13,307
Professional/Technical Occupations	70	2,490	964	3,037	66	600	297	6,449	13,973
Office/Administrative Support	28	498	418	1,543	15	162	104	1,644	4,412
Service Occupations	13	330	257	1,149	16	126	31	631	2,553
Construction/Maintenance/ Transportation	19	133	87	536	11	95	27	839	1,747
Management	10	189	154	204	6	82	25	1,051	1,721
TOTAL	231	6,039	2,399	7,812	131	1,761	661	18,679	37,713

Fall 2013

OCCUPATIONAL GROUP	AM. INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN/ PAC ISLAND	RACE/ ETHNICITY UNKNOWN	TWO OR MORE RACES	WHITE	TOTAL
Faculty	71	1,821	410	1,028	21	435	84	7,583	11,453
Professional/Technical Occupations	66	1,927	784	1,908	49	448	167	5,900	11,249
Office/Administrative Support	31	516	457	1,286	12	170	68	1,972	4,512
Service Occupations	21	277	215	829	16	83	17	599	2,057
Construction/Maintenance/ Transportation	15	134	99	410	7	65	12	867	1,609
Management	6	149	110	142	2	52	13	937	1,411
TOTAL	210	4,824	2,075	5,603	107	1,253	361	17,858	32,291

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

** Race and ethnicity are reported according to IPEDS guidelines: All who self-identify their ethnicity as Hispanic or Latino are reported as "Hispanic", regardless of race. Non-Hispanic individuals are reported according to their race.



AGE DISTRIBUTION OF CSU EMPLOYEES

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY FACULTY AND STAFF STATUS Fall 2018

AGE	STAFF*	PERCENT	FACULTY	PERCENT	TOTAL	PERCENT
60+	3,160	12.9%	2,837	21.3%	5,997	15.9%
50-59	6,211	25.4%	3,439	25.8%	9,650	25.6%
40-49	5,934	24.3%	3,926	29.5%	9,860	26.1%
30-39	6,057	24.8%	2,916	21.9%	8,973	23.8%
Under 30	3,044	12.5%	189	1.4%	3,233	8.6%
TOTAL	24,406	100.0%	13,307	100.0%	37,713	100.0%
Average Age	45.3		49.8		46.9	

*Staff excludes instructional faculty personnel.

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND MINORITY STATUS Fall 2018

AGE	MALE	PERCENT	FEMALE	PERCENT	MINORITIES	PERCENT	TOTAL	PERCENT
60+	3,028	17.7%	2,969	14.4%	2,065	12.0%	5,997	15.9%
50-59	4,529	26.5%	5,121	24.8%	3,947	22.9%	9,650	25.6%
40-49	4,578	26.8%	5,282	25.6%	4,694	27.2%	9,860	26.1%
30-39	3,788	22.2%	5,185	25.1%	4,466	25.9%	8,973	23.8%
Under 30	1,160	6.8%	2,073	10.0%	2,101	12.2%	3,233	8.6%
TOTAL	17,083	100.0%	20,630	100.0%	17,273	100.0%	37,713	100.0%
Average Age	47.9		46.1		44.9		46.9	

PERCENTAGE OF FULL-TIME MINORITY EMPLOYEES IN EACH JOB CATEGORY BY AGE GROUP

Fall 2018

AGE	SUPPORT**	PROFESSIONAL, TECHNICAL & MANAGERIAL ***	FACULTY	ALL FULL-TIME EMPLOYEES
60+	52.6%	32.7%	27.5%	34.4%
50-59	54.3%	41.0%	31.8%	40.9%
40-49	59.9%	51.5%	37.6%	47.6%
30-39	60.9%	52.8%	38.3%	49.8%
Under 30	74.4%	60.1%	40.2%	65.0%
All Ages	59.9%	47.9%	34.2%	45.8%

PERCENTAGE OF FULL-TIME FEMALE EMPLOYEES IN EACH JOB CATEGORY BY AGE GROUP

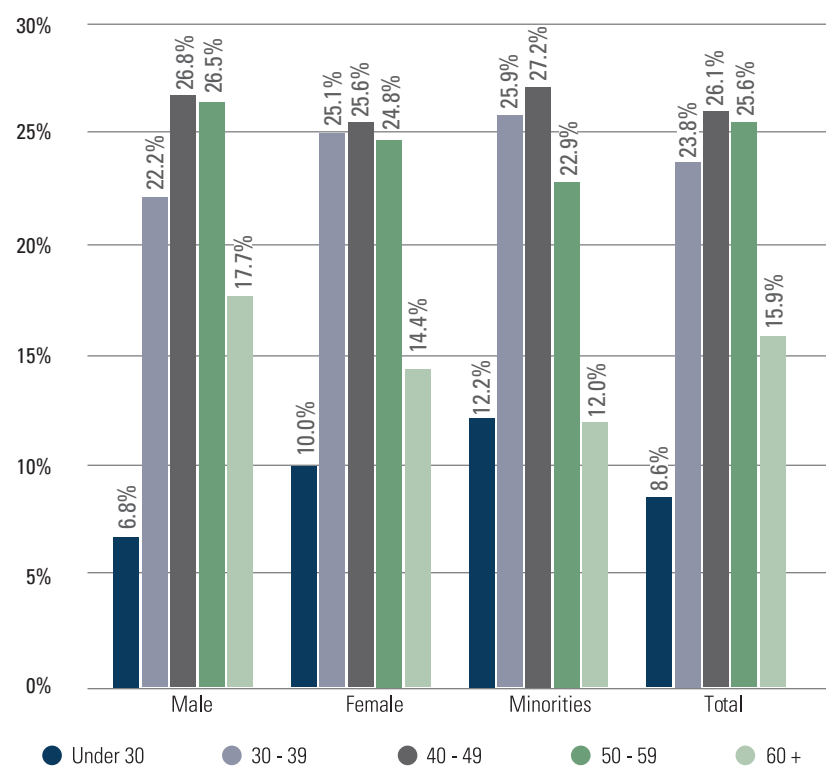
Fall 2018

AGE	SUPPORT**	PROFESSIONAL, TECHNICAL & MANAGERIAL ***	FACULTY	ALL FULL-TIME EMPLOYEES
60+	53.0%	57.8%	42.4%	49.5%
50-59	49.6%	60.3%	47.1%	53.1%
40-49	50.7%	57.0%	51.5%	53.6%
30-39	53.2%	62.2%	54.4%	57.8%
Under 30	65.6%	64.2%	52.4%	64.1%
All Ages	53.6%	60.1%	49.1%	54.7%

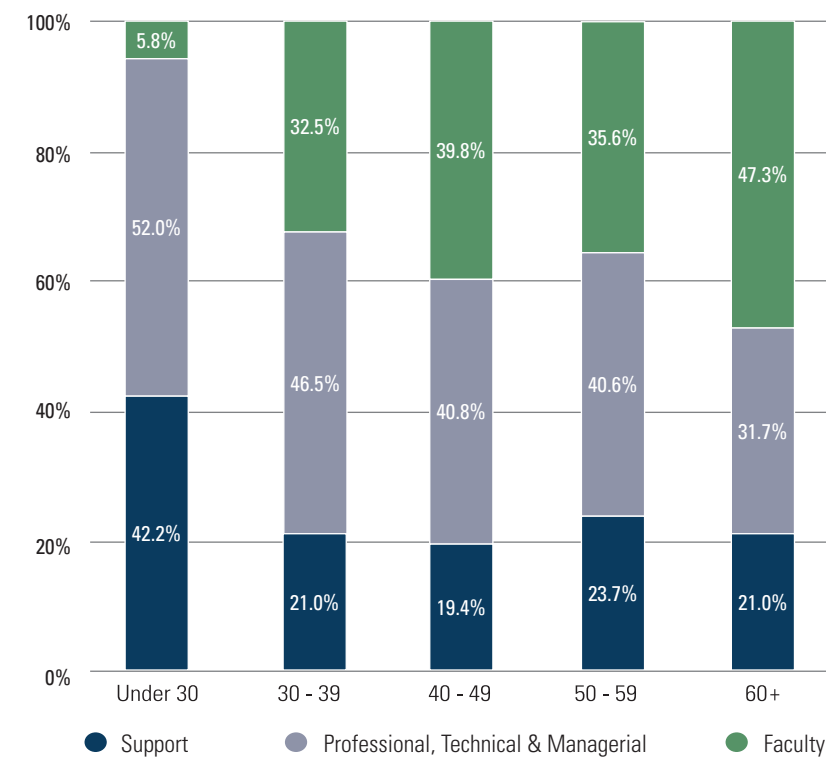
**Support includes persons in the following employee categories: Construction/Maintenance/Transportation, Office/Administrative Support, Service Occupations.

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

PERCENTAGE OF FULL-TIME EMPLOYEES BY GENDER, MINORITY STATUS, AND AGE GROUP Fall 2018



PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY Fall 2018





FACULTY

The CSU's distinguished faculty members continue to play a critical role in preparing 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 slightly more than 27,000 total faculty members, who account for the majority of CSU employees. Of the 13,000-plus full-time faculty, approximately 78 percent are tenured or on the tenure track. Of full-time faculty employed by the CSU, 3,585 were probationary (not yet tenured). This is an increase of more than 1,500 compared to 2013, and reflects several years of significant efforts to hire additional tenure-track faculty.

The increasingly diverse composition of CSU faculty is an asset to the CSU's ongoing efforts to increase graduation rates, eliminate opportunity and achievement gaps, and ensure student success.

GENDER AND RACE/ETHNICITY

These tables represent information on the gender and race/ethnicity of CSU full-time faculty in Fall 2018 and Fall 2013. In Fall 2018, over 34 percent of full-time CSU faculty were ethnic minorities, and approximately 49 percent were female. In Fall 2013, 30 percent of full-time faculty were ethnic minorities, and approximately 46 percent were female.

FULL-TIME FACULTY BY RANK, GENDER AND RACE/ETHNICITY

Fall 2018 and Fall 2013

Fall 2018

FACULTY RANK	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Professor	1,846	897	655	1,289	145	4,832	36.3%
Associate Professor	635	416	418	619	114	2,202	16.5%
Assistant Professor	841	600	757	929	273	3,400	25.6%
Tenure-Track Subtotal	3,322	1,913	1,830	2,837	532	10,434	78.4%
Lecturer	856	329	474	1,050	164	2,873	21.6%
TOTAL	4,178	2,242	2,304	3,887	696	13,307	100.0%

Fall 2013

FACULTY RANK	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Professor	1,999	835	513	1,246	107	4,700	41.0%
Associate Professor	890	453	441	822	100	2,706	23.6%
Assistant Professor	509	329	370	533	135	1,876	16.4%
Tenure-Track Subtotal	3,398	1,617	1,324	2,601	342	9,282	81.0%
Lecturer	679	201	293	905	93	2,171	19.0%
TOTAL	4,077	1,818	1,617	3,506	435	11,453	100.0%



HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS, GENDER AND RACE/ETHNICITY

Fall 2018 and Fall 2013

Fall 2018

TENURE STATUS	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Tenured	2,421	1,281	1,033	1,865	249	6,849	51.5%
Probationary	901	632	797	972	283	3,585	26.9%
Tenure-Track Subtotal	3,322	1,913	1,830	2,837	532	10,434	78.4%
Temporary	856	329	474	1,050	164	2,873	21.6%
TOTAL	4,178	2,242	2,304	3,887	696	13,307	100.0%

Fall 2013

TENURE STATUS	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Tenured	2,821	1,256	922	2,017	204	7,220	63.0%
Probationary	577	361	402	584	138	2,062	18.0%
Tenure-Track Subtotal	3,398	1,617	1,324	2,601	342	9,282	81.0%
Temporary	679	201	293	905	93	2,171	19.0%
TOTAL	4,077	1,818	1,617	3,506	435	11,453	100.0%

HEADCOUNT OF PART-TIME FACULTY BY GENDER AND RACE/ETHNICITY

Fall 2018

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	7,486	380	46	833	925	4,632	13	162	495
Male	6,337	260	42	748	788	3,874	12	85	528
Unknown	4	0	0	0	0	1	0	0	3
TOTAL	13,827	640	88	1,581	1,713	8,507	25	247	1,026



TENURE STATUS

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

Fall 2018

FULL-TIME FACULTY	TOTAL	WITH TENURE		WITH DOCTORATE	
		TOTAL	PERCENT	TOTAL	PERCENT
Professor	4,832	4,783	99.0%	4,377	90.6%
Associate Professor	2,202	2,035	92.4%	1,991	90.4%
Assistant Professor	3,400	31	0.9%	3,061	90.0%
Tenure-Track Subtotal	10,434	6,849	65.6%	9,429	90.4%
Lecturer	2,873		0.0%	908	31.6%
TOTAL	13,307	6,849	51.5%	10,337	77.7%

HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS AND ETHNICITY

Fall 2018 and Fall 2013

Fall 2018

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	6,849	234	37	1,350	626	4,286	8	59	249
Probationary	3,585	188	34	757	383	1,873	1	66	283
Temporary	2,873	97	20	292	334	1,906	8	52	164
TOTAL	13,307	519	91	2,399	1,343	8,065	17	177	696

Fall 2013

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	7,220	261	41	1,175	641	4,838	12	48	204
Probationary	2,062	83	21	470	174	1,161	2	13	138
Temporary	2,171	66	9	176	213	1,584	7	23	93
TOTAL	11,453	410	71	1,821	1,028	7,583	21	84	435

NEW FACULTY



Continued high levels of faculty recruitment supported a fourth consecutive year of growth in total numbers of tenure-track faculty. Of the CSU's 734 new tenure-track faculty members, 43% are minorities and 54% are female, compared to 39% minorities and 51% females hired to tenure-track positions in Fall 2013. 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 FULL-TIME, TENURE-TRACK FACULTY BY RANK

Fall 2018 and Fall 2013

Fall 2018

ACADEMIC RANK	TOTAL	MALE	FEMALE	MINORITIES
Professor	18	10	8	9
Associate Professor	26	13	13	12
Assistant Professor	690	314	376	295
TOTAL	734	337	397	316

Fall 2013

ACADEMIC RANK	TOTAL	MALE	FEMALE	MINORITIES
Professor	11	7	4	3
Associate Professor	25	12	13	6
Assistant Professor	434	212	222	173
TOTAL	470	231	239	182

Source: CSU Annual Reports on Faculty Recruitment Survey

PROMOTIONS & TENURE

The following tables present data on the number of faculty unit employees who were promoted to a higher academic rank effective Fall 2017 and Fall 2018 and the number of faculty who earned tenure effective Fall 2018. These data include promotions and awards of tenure to instructional faculty, as well as non-instructional members of the faculty bargaining unit eligible for tenure (counselors and librarians).

PROMOTIONS AMONG FULL-TIME FACULTY

Fall 2018 and Fall 2017

PROMOTION TO	FALL 2017	FALL 2018
Professor	363	371
Associate Professor	321	314
TOTAL	684	685

NUMBER OF FACULTY GRANTED TENURE

Fall 2018

TOTAL	350
--------------	------------

Source: CIRS AN snapshot files (10/31/17; 3/31/18; 10/31/18)

Ranks include equivalent ranks for librarians and counselor faculty.

Source: CIRS AN snapshot files (10/31/17; 3/31/18; 10/31/18)

SEPARATIONS

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2017-2018 and in the prior year. In 2017-2018, 59 percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS 2016-17 and 2017-18

2017-18

TENURE STATUS	FULL-TIME HEADCOUNT (Fall 2017)	RETIREMENT		DEATH		RESIGNATION		NOT REHIRED		TOTAL SEPARATIONS	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	6,927	389	5.6%	20	0.3%	61	0.9%	1	0.0%	471	6.8%
Probationary	3,345	4	0.1%	1	0.0%	135	4.0%	7	0.2%	147	4.4%
Temporary	2,831	74	2.6%	4	0.1%	21	0.7%	73	2.6%	172	6.1%
TOTAL	13,103	467	3.6%	25	0.2%	217	1.7%	81	0.6%	790	6.0%

2016-17

TENURE STATUS	FULL-TIME HEADCOUNT (Fall 2015)	RETIREMENT		DEATH		RESIGNATION		NOT REHIRED		TOTAL SEPARATIONS	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	6,892	323	4.7%	12	0.2%	60	0.9%	1	0.0%	396	5.7%
Probationary	3,184	1	0.0%	1	0.0%	112	3.5%	6	0.2%	120	3.8%
Temporary	2,668	57	2.1%	7	0.3%	29	1.1%	100	3.7%	193	7.2%
TOTAL	12,744	381	3.0%	20	0.2%	201	1.6%	107	0.8%	709	5.6%

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

Note: 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

SALARY

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE Fall 2018

ACADEMIC RANK	ACADEMIC YEAR		12-MONTH	
	HEADCOUNT	AVERAGE SALARY	HEADCOUNT	AVERAGE SALARY
Professor	4,272	\$110,057	560	\$137,565
Associate Professor	2,125	\$94,937	77	\$117,463
Assistant Professor	3,375	\$84,497	25	\$98,390
Lecturer	2,725	\$64,934	148	\$86,174
TOTAL	12,497	\$90,744	810	\$125,055

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

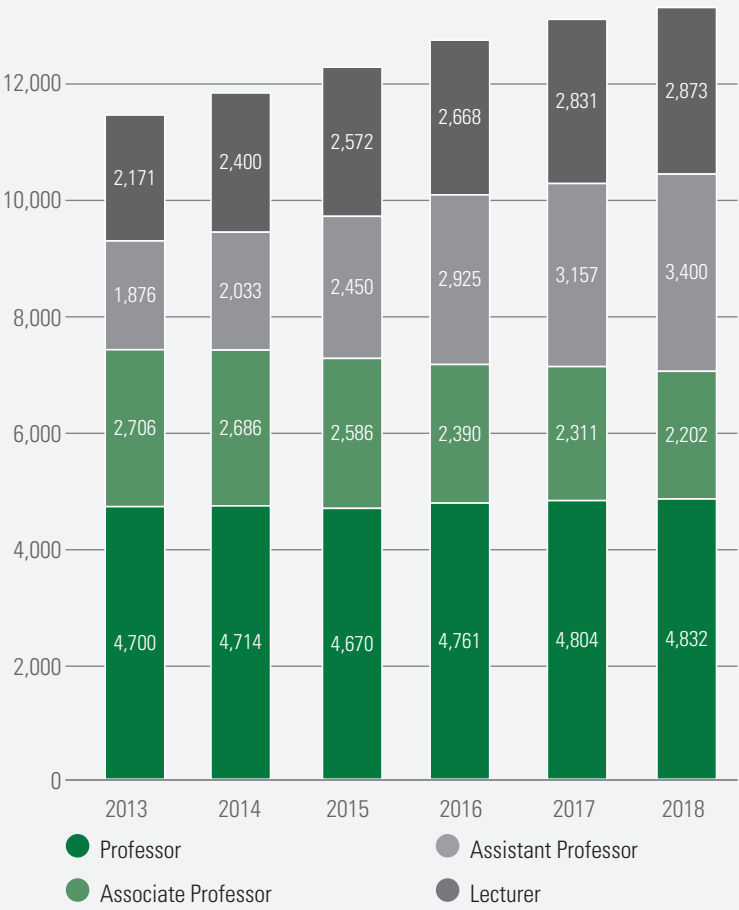
CAMPUS

HEADCOUNT OF FULL-TIME FACULTY BY RANK AND CAMPUS Fall 2018

CAMPUS	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	TENURE-TRACK SUBTOTAL	LECTURER	ALL FULL-TIME
Bakersfield	83	39	98	220	90	310
Channel Islands	52	19	72	143	92	235
Chico	202	92	157	451	100	551
Dominguez Hills	107	54	94	255	120	375
East Bay	125	73	126	324	47	371
Fresno	232	118	248	598	207	805
Fullerton	337	215	219	771	226	997
Humboldt	103	55	72	230	60	290
Long Beach	389	175	235	799	277	1,076
Los Angeles	270	74	168	512	197	709
Maritime Academy	17	15	19	51	17	68
Monterey Bay	61	33	67	161	56	217
Northridge	403	177	210	790	157	947
Pomona	258	76	173	507	113	620
Sacramento	338	97	235	670	121	791
San Bernardino	194	61	117	372	102	474
San Diego	327	209	209	745	189	934
San Francisco	342	181	190	713	136	849
San José	301	129	238	668	131	799
San Luis Obispo	320	145	206	671	210	881
San Marcos	108	85	90	283	112	395
Sonoma	134	35	70	239	34	273
Stanislaus	129	45	87	261	79	340
Total	4,832	2,202	3,400	10,434	2,873	13,307



HEADCOUNT OF FULL-TIME FACULTY BY RANK
 Fall 2018 and Prior Years





TECHNICAL NOTES AND GLOSSARY

This reference booklet contains Fall 2018 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 2018 Standard Occupational Classifications published by the National Bureau of Labor Statistics. Data presented in this report were obtained from the following sources:

TECHNICAL NOTES AND GLOSSARY

1. IPEDS DATABASE, ORACLE / PEOPLESOFT

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 or 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, and 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. CSU Faculty Recruitment Survey

New Faculty	Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2018-19 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.
-------------	---

**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).*

GLOSSARY

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 “99% time” (IPEDS definition); 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 a “Race/Ethnicity/Gender Unknown” category.

PART-TIME

Includes employees whose assignments at a given campus are less than 99% 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). Include lecturers, temporary librarians, faculty coaches, and temporary faculty counselors.

TENURED FACULTY

Tenure-track faculty employees who have been awarded tenure.

TOTAL

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

*Note: Percentages referenced throughout report may not add up to 100 percent because of rounding.
Questions about the data in the Employee Profile should be directed to hradmin@calstate.edu*

CSU CAMPUS MAP





CSU The California State University

401 Golden Shore, Long Beach, CA 90802-4210
calstate.edu