



THE CALIFORNIA STATE UNIVERSITY CELEBRATES 50 YEARS



Profile of **CSU EMPLOYEES**

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PROFILE OF CSU EMPLOYEES, FALL 2010

Dear CSU Friends,

I am pleased to announce that the Fall 2010 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. The nation's largest university system, the CSU, celebrates a major milestone with its 50th anniversary this year. 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,



Gail E. Brooks

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

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

²To view historical data on faculty and staff see
http://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 head-count for faculty ranks resulting in slight adjustments to these numbers compared to previous years' data.

Published June 2011

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EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 42,500 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Headcount of Employees by Occupational Group*, Fall 2010 and Prior Year

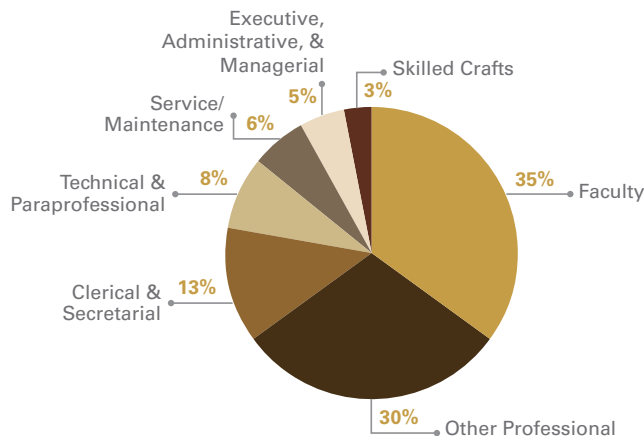
	Full-Time	Part-Time	Total
Fall 2010			
Faculty	11,227	9,701	20,928
Other Professional	9,381	790	10,171
Clerical & Secretarial	4,035	337	4,372
Technical & Paraprofessional	2,615	247	2,862
Service/Maintenance	1,992	111	2,103
Executive, Administrative, & Managerial	1,492	10	1,502
Skilled Crafts	944	2	946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

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

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

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

Occupational Profile of Full-Time Employees (Headcount), Fall 2010



EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Staffing by Campus, Fall 2010

	Headcount			Full-Time Equivalents (FTE)
	Total	Full-Time	Part-Time	
Bakersfield	861	699	162	767.6
Channel Islands	640	497	143	563.3
Chico	1,783	1,328	455	1,553.0
Dominguez Hills	1,199	841	358	981.8
East Bay	1,396	1,010	386	1,194.3
Fresno	2,088	1,554	534	1,759.8
Fullerton	3,018	2,126	892	2,509.4
Humboldt	1,126	828	298	963.9
Long Beach	3,387	2,419	968	2,839.3
Los Angeles	1,923	1,404	519	1,638.2
Maritime Academy	234	204	30	215.5
Monterey Bay	729	553	176	644.7
Northridge	3,254	2,253	1,001	2,676.7
Pomona	1,995	1,486	509	1,743.5
Sacramento	2,445	1,908	537	2,139.0
San Bernardino	1,658	1,253	405	1,430.7
San Diego	3,077	2,368	709	2,657.0
San Francisco	3,120	2,230	890	2,624.8
San José	2,910	1,906	1,004	2,366.6
San Luis Obispo	2,309	1,934	375	2,127.2
San Marcos	1,048	751	297	882.7
Sonoma	1,210	877	333	1,023.6
Stanislaus	922	713	209	795.2
Chancellor's Office	552	544	8	549.5
TOTAL	42,884	31,686	11,198	36,647.4

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 2010 and Prior Year

Campus	Fall 2010				Grand Total	
	Full-Time		Part-Time		Fall 2010	Fall 2009
	Faculty	Staff	Faculty	Staff		
Bakersfield	240	459	116	46	861	882
Channel Islands	128	369	131	12	640	628
Chico	500	828	358	97	1,783	1,839
Dominguez Hills	279	562	332	26	1,199	1,220
East Bay	314	696	306	80	1,396	1,581
Fresno	643	911	487	47	2,088	2,175
Fullerton	848	1,278	823	69	3,018	2,984
Humboldt	252	576	234	64	1,126	1,142
Long Beach	952	1,467	858	110	3,387	3,524
Los Angeles	554	850	467	52	1,923	1,957
Maritime Academy	60	144	19	11	234	229
Monterey Bay	160	393	144	32	729	693
Northridge	791	1,462	928	73	3,254	3,343
Pomona	502	984	449	60	1,995	2,097
Sacramento	727	1,181	466	71	2,445	2,755
San Bernardino	433	820	362	43	1,658	1,724
San Diego	850	1,518	620	89	3,077	3,215
San Francisco	808	1,422	667	223	3,120	3,075
San José	694	1,212	915	89	2,910	3,129
San Luis Obispo	727	1,207	312	63	2,309	2,354
San Marcos	245	506	264	33	1,048	1,065
Sonoma	254	623	265	68	1,210	1,225
Stanislaus	266	447	178	31	922	901
Chancellor's Office	0	544	0	8	552	603
TOTAL	11,227	20,459	9,701	1,497	42,884	44,340

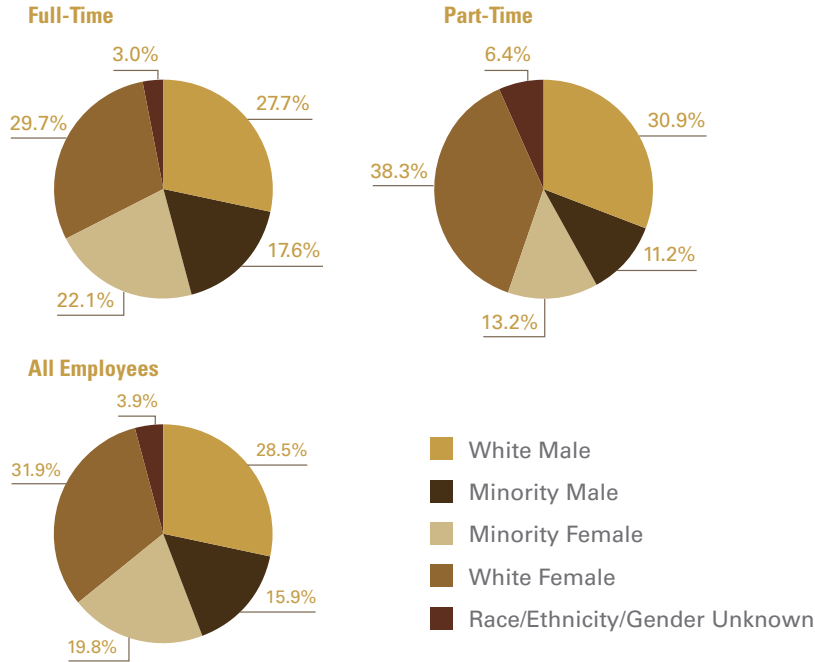
Note: Staff includes all personnel not counted among the instructional faculty.

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

EMPLOYEES BY GENDER AND ETHNICITY

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

Employee Headcount by Gender and Ethnicity, Fall 2010

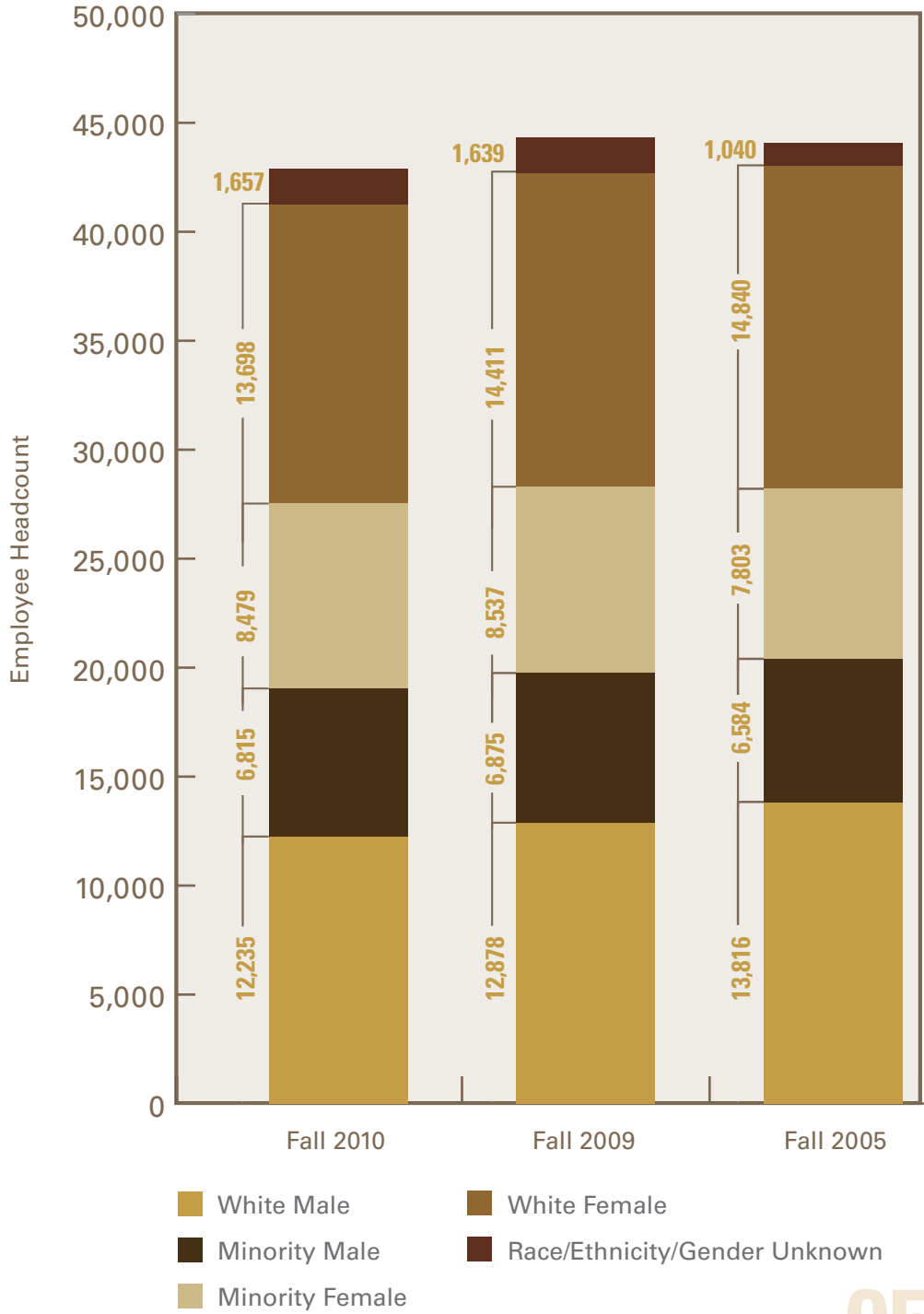


Fall 2010	Full-Time	Part-Time	All Employees
White Male	8,778	3,457	12,235
Minority Male	5,566	1,249	6,815
Minority Female	7,000	1,479	8,479
White Female	9,404	4,294	13,698
Race/Ethnicity/Gender Unknown	938	719	1,657
TOTAL	31,686	11,198	42,884
Total Minority	12,566	2,728	15,294
Total White	18,183	7,751	25,934
Total Female	16,866	6,160	23,026
Total Male	14,819	5,038	19,857

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.

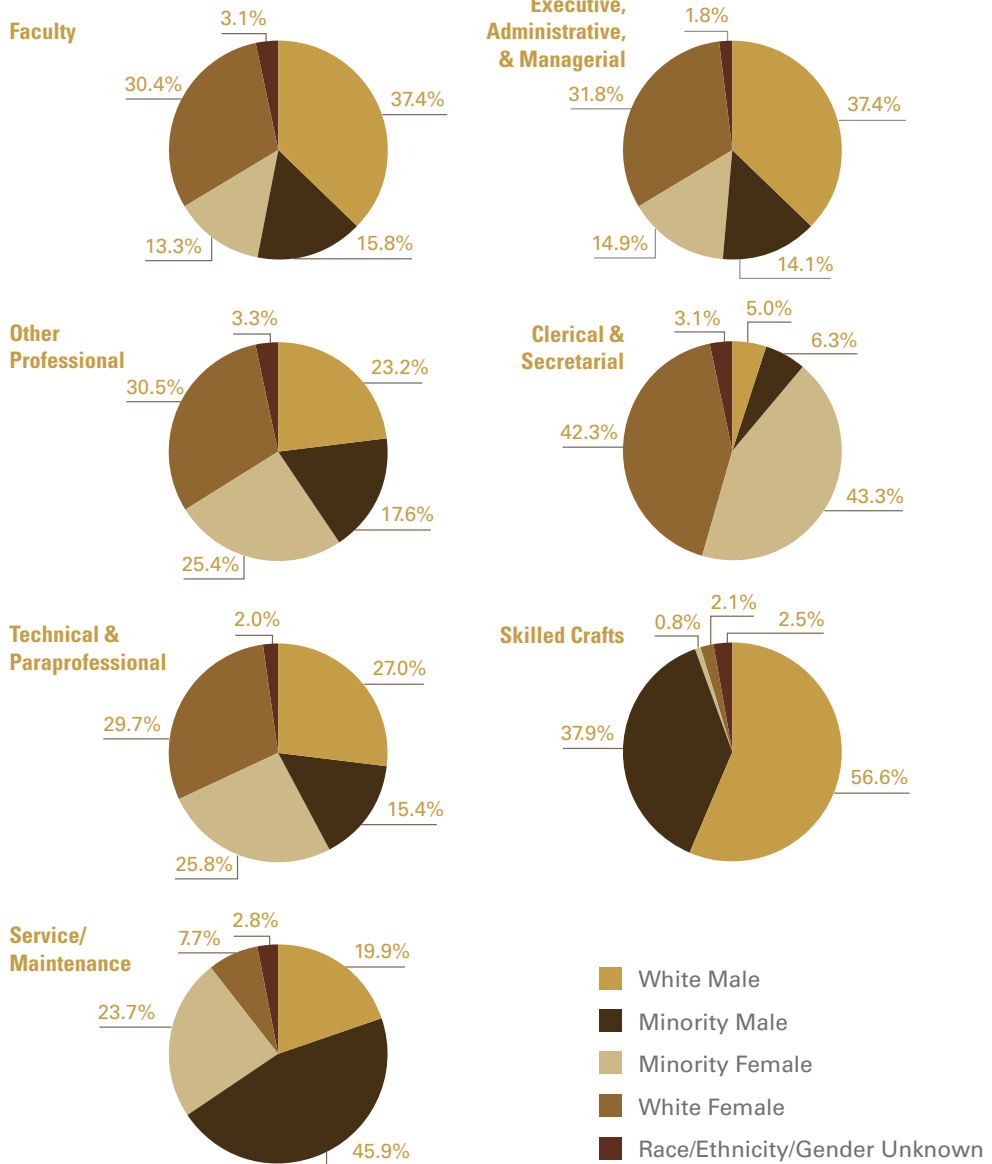
EMPLOYEES BY GENDER AND ETHNICITY

Total Employee Headcount by Gender and Ethnicity, Fall 2010, Prior Year, and Five Years Earlier



EMPLOYEES BY GENDER AND ETHNICITY

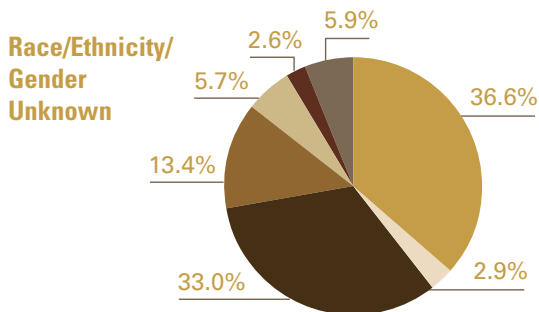
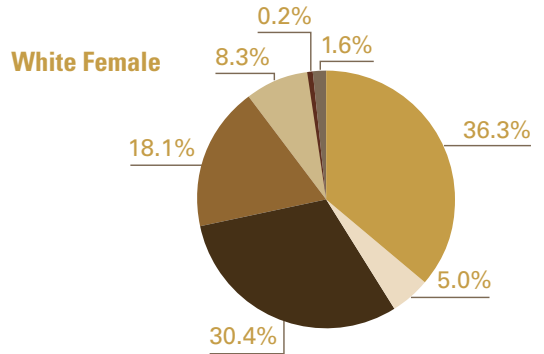
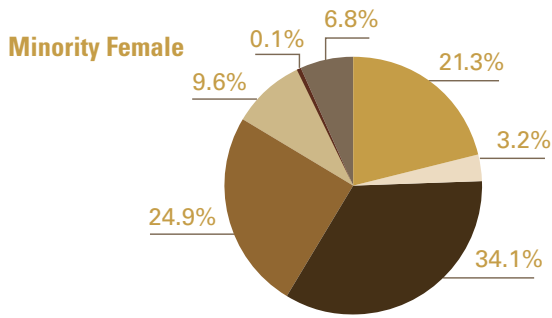
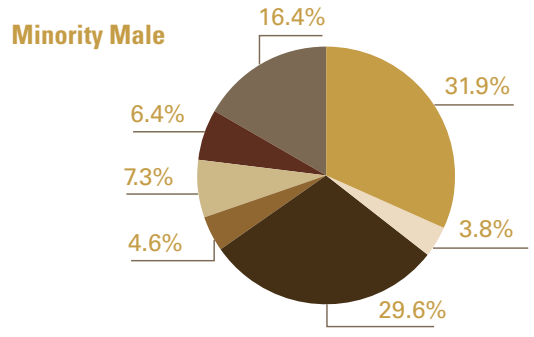
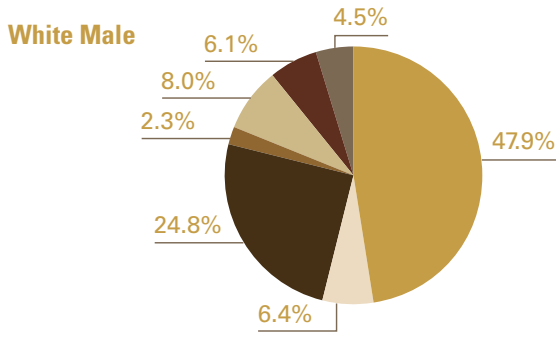
Percent of Full-Time Employees Within Occupational Groups* by Gender & Ethnicity, Fall 2010



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

EMPLOYEES BY GENDER AND ETHNICITY

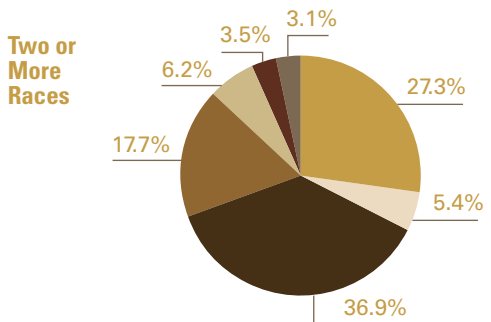
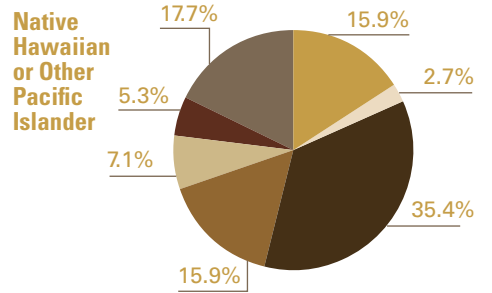
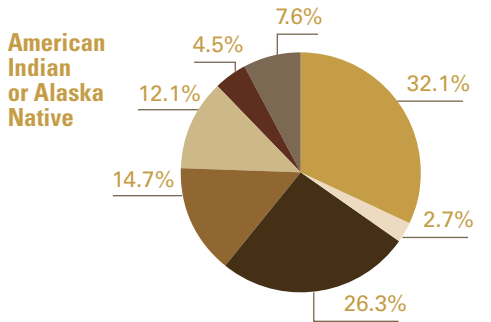
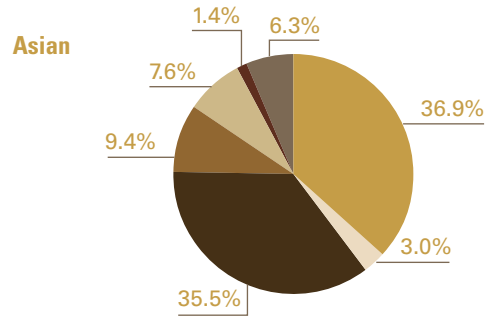
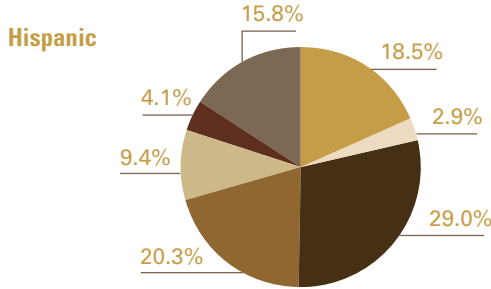
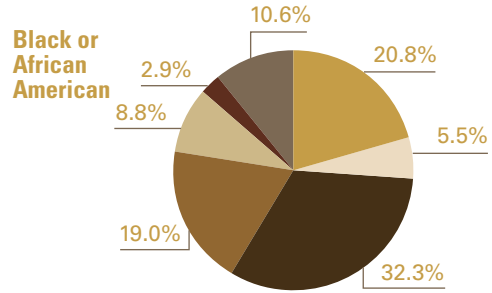
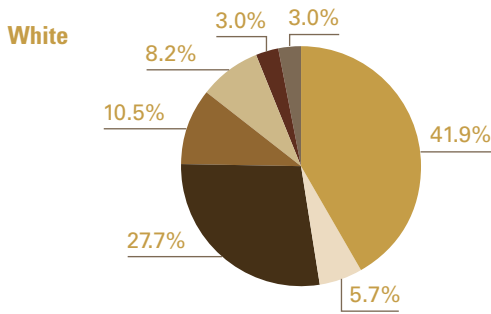
Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity, Fall 2010



- Faculty
- Executive, Administrative, & Managerial
- Other Professional
- Clerical & Secretarial
- Technical & Paraprofessional
- Skilled Crafts
- Service/Maintenance

EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employee Headcount by Ethnicity, Fall 2010



EMPLOYEES BY GENDER AND ETHNICITY

Headcount of Full-Time Employees by Occupational Group* and Ethnicity, Fall 2010 and Five Years Earlier

	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
Fall 2010									
Faculty	11,227	449	72	1,683	971	7,620	18	71	343
Other Professional	9,381	697	59	1,619	1,525	5,035	40	96	310
Clerical & Secretarial	4,035	410	33	429	1,065	1,909	18	46	125
Technical & Paraprofessional	2,615	189	27	345	494	1,483	8	16	53
Service/Maintenance	1,992	229	17	285	828	550	20	8	55
Executive, Administrative, & Managerial	1,492	119	6	137	154	1,032	3	14	27
Skilled Crafts	944	63	10	62	216	554	6	9	24
TOTAL	31,686	2,156	224	4,560	5,253	18,183	113	260	937

	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown
Fall 2005							
Faculty	11,276	440	69	1,497	906	8,140	224
Other Professional	8,416	667	84	1,375	1,148	4,997	145
Clerical & Secretarial	4,351	457	44	509	1,032	2,238	71
Technical & Paraprofessional	2,825	205	21	361	471	1,730	37
Service/Maintenance	1,867	251	18	271	739	550	38
Executive, Administrative, & Managerial	1,428	117	8	132	136	1,028	7
Skilled Crafts	972	73	14	74	200	601	10
TOTAL	31,135	2,210	258	4,219	4,632	19,284	532

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

AGE DISTRIBUTION OF CSU EMPLOYEES

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

Age Distribution of Full-Time Employee Headcount by Faculty Status, Fall 2010

Age	Staff*		Faculty		Total	
	Headcount	%	Headcount	%	Headcount	%
60+	2,451	12.0	2,504	22.3	4,955	15.6
50-59	6,545	32.0	3,553	31.6	10,098	31.9
40-49	5,149	25.2	3,194	28.4	8,343	26.3
30-39	4,434	21.7	1,910	17.0	6,344	20.0
Under 30	1,880	9.2	66	0.6	1,946	6.1
TOTAL	20,459	100.0	11,227	100.0	31,686	100.0
AVERAGE AGE	46.6		50.9		48.1	

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

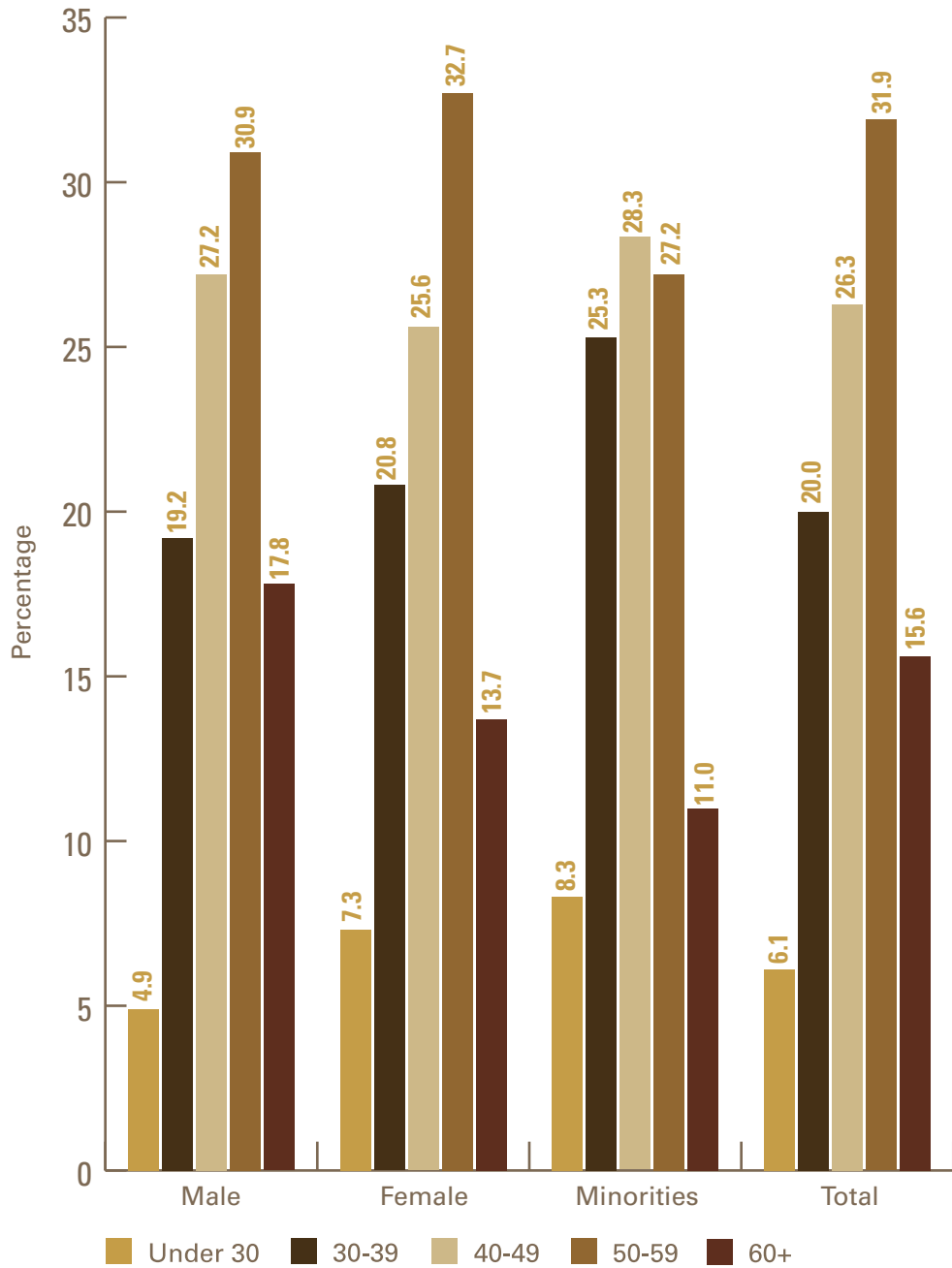
Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2010

Age	Male		Female		Minorities		Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
60+	2,637	17.8	2,318	13.7	1,377	11.0	4,955	15.6
50-59	4,584	30.9	5,513	32.7	3,415	27.2	10,097	31.9
40-49	4,033	27.2	4,310	25.6	3,553	28.3	8,343	26.3
30-39	2,844	19.2	3,500	20.8	3,183	25.3	6,344	20.0
Under 30	721	4.9	1,225	7.3	1,038	8.3	1,946	6.1
TOTAL	14,819	100.0	16,866	100.0	12,566	100.0	31,685	100.0
AVERAGE AGE	48.8		47.5		45.7		48.1	

Note: Gender was not stated for one employee.

AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employee Headcount, Percentage by Age Group, Fall 2010



AGE DISTRIBUTION OF CSU EMPLOYEES

Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2010

Age	Support*	Professional & Managerial**	Faculty	All Full-Time Employees
60+	40.6	27.8	22.0	27.8
50-59	43.4	31.4	27.2	33.8
40-49	53.0	46.0	32.0	42.6
30-39	60.6	52.1	37.5	50.2
Under 30	59.6	48.7	16.7	53.3
ALL AGES	50.4%	41.1%	29.1%	39.7%

E.g., In the “60 and above” age group of Full-Time Support employees, 40.6 percent are minorities.

Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2010

Age	Support*	Professional & Managerial**	Faculty	All Full-Time Employees
60+	59.9	54.4	36.8	46.8
50-59	58.4	60.5	45.7	54.6
40-49	54.8	55.0	46.4	51.7
30-39	61.7	53.7	50.9	55.2
Under 30	68.9	55.8	63.6	62.9
ALL AGES	59.5%	56.3%	44.9%	53.2%

E.g., In the “60 and above” age group of Full-Time Support employees, 59.9 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.

The California State University employs approximately 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 11,200-plus full-time faculty in the CSU. More than 84 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 2010, as well as five years earlier. In fall 2010, over 29 percent of full-time CSU faculty were ethnic minorities, and 44 percent were female.

Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount), Fall 2010 and Five Years Earlier

	White	Minorities		White	Race/ Ethnicity/ Gender Unknown	Total	% of Grand Total
	Male	Male	Female	Female			
Fall 2010							
Professor	2,026	793	420	1,194	70	4,503	40.1
Associate Professor	959	442	391	816	88	2,696	24.0
Assistant Professor	670	390	471	691	141	2,363	21.0
Instructor	0	0	0	1	0	1	0.0
Tenure-Track Subtotal	3,655	1,625	1,282	2,702	299	9,563	85.2
Lecturer	549	149	208	714	44	1,664	14.8
ALL FULL-TIME	4,204	1,774	1,490	3,416	343	11,227	100
Fall 2005							
Professor	2,340	767	339	1,185	40	4,671	41.4
Associate Professor	801	357	283	721	40	2,202	19.5
Assistant Professor	929	423	443	820	110	2,725	24.2
Instructor	5	1	0	2	0	8	0.1
Tenure-Track Subtotal	4,075	1,548	1,065	2,728	190	9,606	85.2
Lecturer	606	144	155	731	34	1,670	14.8
ALL FULL-TIME	4,681	1,692	1,220	3,459	224	11,276	100

GENDER AND ETHNICITY

Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount), Fall 2010 and Five Years Earlier

	White Male	Minorities		White Female	Race/Ethnicity/ Gender Unknown	Total	% of Grand Total
		Male	Female				
Fall 2010							
Tenured	2,903	1,187	797	1,953	152	6,992	62.3
Probationary	737	426	476	740	147	2,526	22.5
Tenure-Track Subtotal	3,640	1,613	1,273	2,693	299	9,518	84.8
Temporary	564	161	217	723	44	1,709	15.2
TOTAL	4,204	1,774	1,490	3,416	343	11,227	100
Fall 2005							
Tenured	3,019	1,072	596	1,811	69	6,567	58.2
Probationary	1,056	476	469	917	121	3,039	27.0
Tenure-Track Subtotal	4,075	1,548	1,065	2,728	190	9,606	85.2
Temporary	606	144	155	731	34	1,670	14.8
TOTAL	4,681	1,692	1,220	3,459	224	11,276	100

GENDER AND ETHNICITY

Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2010

	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	5,137	188	41	470	407	3,651	11	33	336
Male	4,564	163	22	430	435	3,187	7	19	301
TOTAL	9,701	351	63	900	842	6,838	18	52	637

TENURE STATUS

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

Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2010

	Total	With Tenure		With Doctorate	
		Total	%	Total	%
Professor	4,503	4,444	98.7	3,934	87.4
Associate Professor	2,696	2,455	91.1	2,273	84.3
Assistant Professor	2,363	84	3.6	1,929	81.6
Instructor	1	0	0.0	1	100.0
Tenure-Track Subtotal	9,563	6,983	73.0	8,137	85.1
Lecturer	1,664	9	0.5	420	25.2
ALL FULL-TIME	11,227	6,992	62.3%	8,557	76.2%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2010 and Five Years Earlier

	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
Fall 2010									
Tenured	6,992	274	49	1,020	595	4,856	10	36	152
Probationary	2,526	113	12	530	227	1,477	4	16	147
Temporary	1,709	62	11	133	149	1,287	4	19	44
TOTAL	11,227	449	72	1,683	971	7,620	18	71	343

	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown
Fall 2005							
Tenured	6,567	265	39	868	496	4,830	69
Probationary	3,039	123	20	508	294	1,973	121
Temporary	1,670	52	10	121	116	1,337	34
TOTAL	11,276	440	69	1,497	906	8,140	224

NEW FACULTY

The CSU hired 108 new tenure-track faculty for fall 2010. 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 2010 and Five Years Earlier

	Total	Male	Female	Minorities
Fall 2010				
Professor	8	3	5	2
Associate Professor	7	3	4	2
Assistant Professor	92	50	42	34
Instructor	1	1	0	0
GRANDTOTAL	108	57	51	38
Fall 2005				
Professor	29	19	10	10
Associate Professor	73	44	29	8
Assistant Professor	618	308	310	183
Instructor	0	0	0	0
GRANDTOTAL	720	371	349	201

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

Source: CSU Annual Reports on Faculty Recruitment Survey

PROMOTIONS AND TENURE

The following tables present data on the number of full-time faculty who were promoted to a higher academic rank effective fall 2009 and fall 2010 and the number of faculty who earned tenure effective fall 2010.

Promotions Among Full-Time Faculty (Headcount), Fall 2010 and Prior Year

Promotion To:	Fall 2009	Fall 2010
Professor	310	313
Associate Professor	407	341
Assistant Professor	10	5
TOTAL	727	659

Source: CIRS Compendium Report G01

Number of Faculty Granted Tenure (Headcount), Fall 2010*

TOTAL	362
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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 7/1/10 and 12/31/10

SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2009-10 and in the prior year. In 2009-10, 67 percent of the separations were retirements.

Separations Among Full-Time Faculty by Cause and Appointment Status (Headcount), 2009-10 and 2008-09

	Full-Time Headcount	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	%*	Number	%*	Number	%*	Number	%*	Number	%*
2009-10											
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
2008-09											
Tenured	6,876	274	4.0	14	0.2	57	0.8	1	0.0	346	5.0
Probationary	3,217	7	0.2	1	0.0	112	3.5	12	0.4	132	4.1
Temporary	1,926	27	1.4	4	0.2	13	0.7	72	3.7	116	6.0
TOTAL	12,019	308	2.6	19	0.2	182	1.5	85	0.7	594	4.9

*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 (Headcount), Fall 2010

	Academic Year		12-Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Fall 2010				
Professor	4,028	95,652	475	118,976
Associate Professor	2,609	76,136	87	94,111
Assistant Professor	2,344	67,028	19	82,389
Instructor	1	53,004	0	0
Lecturer	1,543	58,006	121	76,033
ALL FULL-TIME FACULTY	10,525	78,916	702	107,502

**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 2010

Campus	Professor	Associate Professor	Assistant Professor	Instructor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	82	57	35	0	174	66	240
Channel Islands	22	39	16	0	77	51	128
Chico	232	98	117	0	447	53	500
Dominguez Hills	83	69	57	0	209	70	279
East Bay	106	91	91	0	288	26	314
Fresno	227	136	164	0	527	116	643
Fullerton	262	193	243	0	698	150	848
Humboldt	114	61	40	0	215	37	252
Long Beach	372	196	206	0	774	178	952
Los Angeles	274	131	102	0	507	47	554
Maritime Academy	20	11	15	0	46	14	60
Monterey Bay	47	31	35	0	113	47	160
Northridge	336	211	132	0	679	112	791
Pomona	260	97	98	0	455	47	502
Sacramento	289	223	136	0	648	79	727
San Bernardino	208	77	76	0	361	72	433
San Diego	349	234	127	0	710	140	850
San Francisco	310	213	208	0	731	77	808
San José	325	160	147	0	632	62	694
San Luis Obispo	273	168	166	0	607	120	727
San Marcos	88	79	41	0	208	37	245
Sonoma	115	60	57	0	232	22	254
Stanislaus	109	61	54	1	225	41	266
TOTAL	4,503	2,696	2,363	1	9,563	1,664	11,227

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2010 snapshot information on employees at all 23 campuses and the Chancellor's Office. All tables and charts in the Employee Profile exclude student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries.

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

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

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 the 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>).*