



PROFILE OF  
**CSU EMPLOYEES**  
FALL 2013



# PROFILE OF CSU EMPLOYEES

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FALL 2013

Dear CSU Friends,

I am pleased to announce that the Fall 2013 Profile of CSU Employees is now available. The Profile is intended as an easy-to-use reference for demographic information on CSU employees at all 23 campuses plus the Chancellor's Office. For historical data on CSU employees, I encourage you to refer to previous editions of the Employee Profile<sup>1</sup>, the chapter on faculty and staff in the CSU Statistical Abstract<sup>2</sup>, and faculty historical employment data<sup>3</sup>.

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**

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

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

1 This report and other data on CSU employees are available online: [www.calstate.edu/hr/employee-profile/archive.shtml](http://www.calstate.edu/hr/employee-profile/archive.shtml)

2 To view historical data on faculty and staff see: [www.calstate.edu/as/abstract.shtml](http://www.calstate.edu/as/abstract.shtml)

3 [www.calstate.edu/HR/facsumrep.shtml](http://www.calstate.edu/HR/facsumrep.shtml)

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

Published

# TABLE OF CONTENTS – CSU STAFFING

---

## **Employees by Occupational Group and Campus**

- 1 Headcount of Employees by Occupational Group, Fall 2013 and Prior Year
- 2 Occupational Profile of Full-Time Employees (Headcount), Fall 2013
- 3 Headcount Staffing by Campus, Fall 2013
- 4 Headcount of Employees by Campus, Fall 2013 and Prior Year

## **Employees by Gender and Ethnicity**

- 5 Employee Headcount by Gender and Ethnicity, Fall 2013
- 6 Total Employee Headcount by Gender and Ethnicity, Fall 2013, Prior Year, and Five Years Earlier
- 7 Percent of Full-Time Employees within Occupational Groups by Gender & Ethnicity, Fall 2013
- 8 Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity, Fall 2013
- 9 Occupational Profile of Full-Time Employee Headcount by Ethnicity, Fall 2013
- 10 Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2013 and Five Years Earlier

## **Age Distribution of CSU Employees**

- 11 Age Distribution of Full-Time Employee Headcount by Faculty and Staff Status, Fall 2013
- 11 Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2013
- 12 Percentage of Full-Time Employees by Age Group, Fall 2013
- 13 Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2013
- 13 Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2013

# TABLE OF CONTENTS – CSU FACULTY

---

## **Gender and Ethnicity**

- 14 Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount), Fall 2013 and Five Years Earlier
- 15 Full-Time Faculty by Tenure Status, Gender and Ethnicity (Headcount), Fall 2013 and Five Years Earlier
- 15 Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2013

## **Tenure Status**

- 16 Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2013
- 16 Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2013 and Five Years Earlier

## **New Faculty**

- 17 New Full-Time, Tenure-Track Faculty by Rank (Headcount), Fall 2013 and Five Years Earlier

## **Promotions & Tenure**

- 18 Promotions Among Full-Time Faculty (Headcount), Fall 2013 and Prior Year
- 18 Number of Faculty Granted Tenured (Headcount), Fall 2013

## **Separations**

- 19 Separations Among Full-Time Faculty by Cause and Appointment Status (Headcount), 2012-13 and 2011-12

## **Salary**

- 20 Average Salaries for Full-Time Faculty by Rank and Appointment Type (Headcount), Fall 2013

## **Campus**

- 21 Headcount of Full-Time Faculty by Rank and Campus, Fall 2013

## **TECHNICAL NOTES AND GLOSSARY**

- 22 – 25 Technical Notes and Glossary

## CSU STAFF

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The California State University employs over 45,000 faculty and staff systemwide. The tables and charts below 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 IPEDS (Integrated Postsecondary Education Data System), 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.

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

## Employees by Occupational Group and Campus

The following tables present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

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

### Headcount of Employees by Occupational Group\* Fall 2013 and Prior Year

#### Fall 2013

Occupational Group	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
<b>GRAND TOTALS</b>	<b>32,291</b>	<b>13,169</b>	<b>45,460</b>

#### Fall 2012

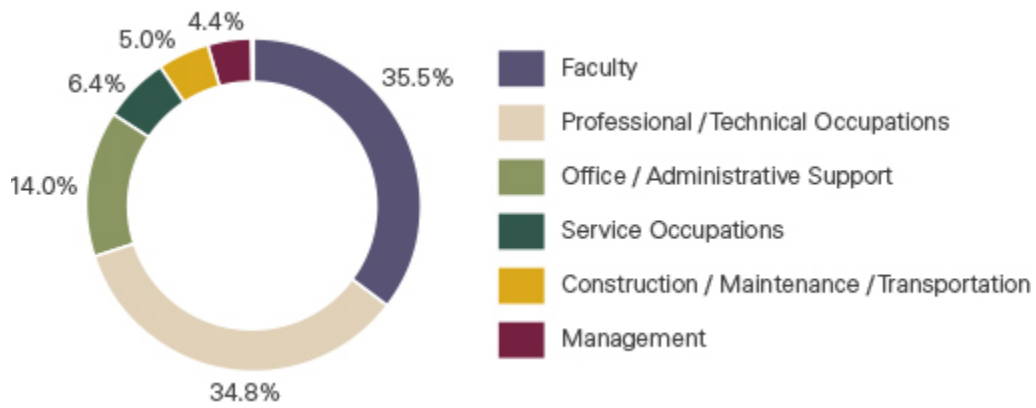
Occupational Group	Full-Time	Part-Time	Total
Faculty	11,369	10,907	22,276
Professional/Technical Occupations	10,998	991	11,989
Office/Administrative Support	4,573	366	4,939
Service Occupations	2,058	111	2,169
Construction/Maintenance/Transportation	1,593	35	1,628
Management	1,354	9	1,363
<b>GRAND TOTALS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

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

\*Refer to [Technical Notes and Glossary](#) for the definitions of the Occupational Groups.

# Employees by Occupational Group and Campus

## Occupational Profile of Full-Time Employees (Headcount), Fall 2013



\*Refer to [Technical Notes and Glossary](#) for the definitions of the Occupational Groups.

# Employees by Occupational Group and Campus

## Headcount by Campus, Fall 2013

Campus	Headcount			Full-Time Equivalents (FTE)
	Total	Full-Time	Part-Time	
Bakersfield	881	708	173	789.6
Channel Islands	794	588	206	691.8
Chico	1,820	1,315	505	1,567.7
Dominguez Hills	1,311	824	487	1,037.9
East Bay	1,592	1,062	530	1,317.6
Fresno	2,191	1,539	652	1,793.0
Fullerton	3,330	2,234	1,096	2,727.9
Humboldt	1,213	905	308	1,047.4
Long Beach	3,464	2,405	1,059	2,872.7
Los Angeles	2,054	1,436	618	1,728.8
Maritime Academy	259	221	38	240.7
Monterey Bay	838	598	240	720.8
Northridge	3,536	2,392	1,144	2,901.1
Pomona	2,071	1,474	597	1,786.0
Sacramento	2,609	1,850	759	2,175.1
San Bernardino	1,791	1,320	471	1,539.0
San Diego	3,082	2,287	795	2,613.0
San Francisco	3,207	2,171	1,036	2,659.2
San José	3,093	1,978	1,115	2,497.8
San Luis Obispo	2,391	1,988	403	2,183.7
San Marcos	1,239	880	359	1,050.8
Sonoma	1,210	889	321	1,032.7
Stanislaus	956	710	246	810.4
Chancellor's Office	528	517	11	524.1
<b>Total</b>	<b>45,460</b>	<b>32,291</b>	<b>13,169</b>	<b>38,308.7</b>

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



# Employees by Occupational Group and Campus

## Headcount of Employees by Campus, Fall 2013 and Prior Year

Campus	Fall 2013				Grand Total	
	Full-Time		Part-Time		Fall 2013	Fall 2012
	Faculty	Staff	Faculty	Staff		
Bakersfield	252	456	135	38	881	867
Channel Islands	165	423	184	22	794	747
Chico	480	835	429	76	1,820	1,777
Dominguez Hills	290	534	458	29	1,311	1,294
East Bay	311	751	441	89	1,592	1,509
Fresno	657	882	616	36	2,191	2,099
Fullerton	893	1,341	1,039	57	3,330	3,294
Humboldt	281	624	240	68	1,213	1,207
Long Beach	954	1,451	944	115	3,464	3,372
Los Angeles	563	873	564	54	2,054	2,005
Maritime Academy	59	162	30	8	259	239
Monterey Bay	170	428	203	37	838	821
Northridge	896	1,496	1,051	93	3,536	3,429
Pomona	517	957	542	55	2,071	2,092
Sacramento	667	1,183	696	63	2,609	2,520
San Bernardino	436	884	428	43	1,791	1,739
San Diego	806	1,481	685	110	3,082	2,967
San Francisco	790	1,381	830	206	3,207	3,229
San José	696	1,282	1,035	80	3,093	3,080
San Luis Obispo	751	1,237	344	59	2,391	2,284
San Marcos	296	584	319	40	1,239	1,181
Sonoma	246	643	265	56	1,210	1,176
Stanislaus	277	433	215	31	956	916
Chancellor's Office	0	517	0	11	528	520
<b>Total</b>	<b>11,453</b>	<b>20,838</b>	<b>11,693</b>	<b>1,476</b>	<b>45,460</b>	<b>44,364</b>

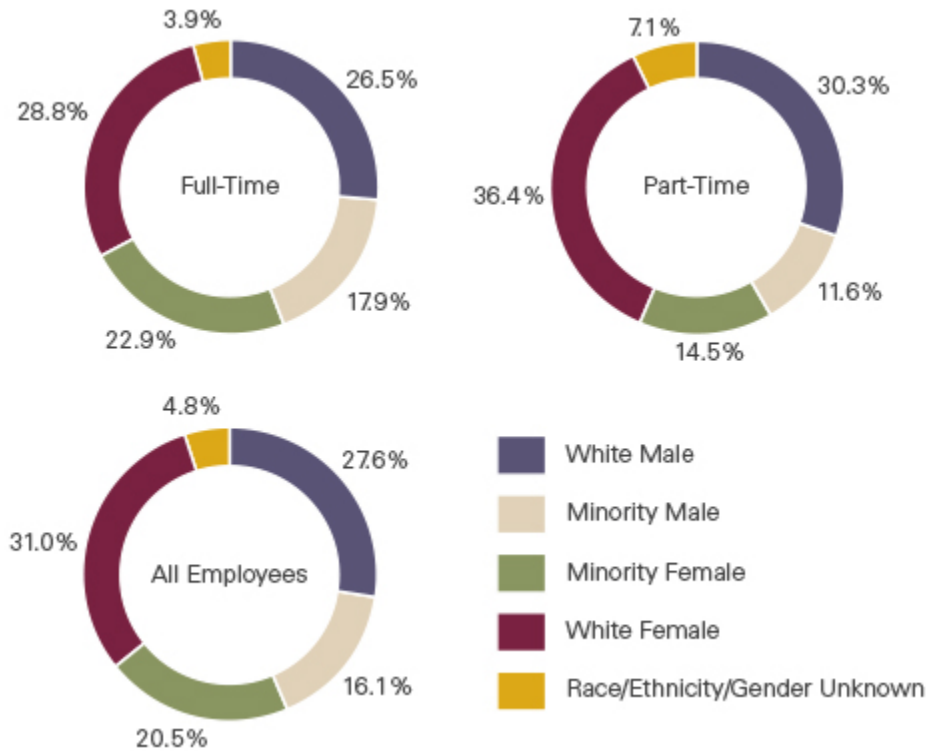
Note: Staff excludes instructional faculty personnel.

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

These tables provide 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.

### Employee Headcount by Gender and Ethnicity, Fall 2013



	Full-Time	Full-Time Percent	Part-Time	Part-Time Percent	All Employees	Total Percent
White Male	8,549	26.5	3,992	30.3	12,541	27.6
Minority Male	5,790	17.9	1,532	11.6	7,322	16.1
Minority Female	7,387	22.9	1,912	14.5	9,299	20.5
White Female	9,306	28.8	4,794	36.4	14,100	31.0
Race/Ethnicity/Gender Unknown	1,259	3.9	939	7.1	2,198	4.84
<b>TOTAL</b>	<b>32,291</b>	<b>100</b>	<b>13,169</b>	<b>100</b>	<b>45,460</b>	<b>100</b>
Total Minority	13,177		3,444		16,621	
Total White	17,855		8,786		26,641	
Total Female	16,693		6,706		23,399	
Total Male	14,339		5,524		19,863	
Total Unknown	1,259		939		2,198	

Note: Chart 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 6 employees.

Percentages may not add to 100% because of rounding.

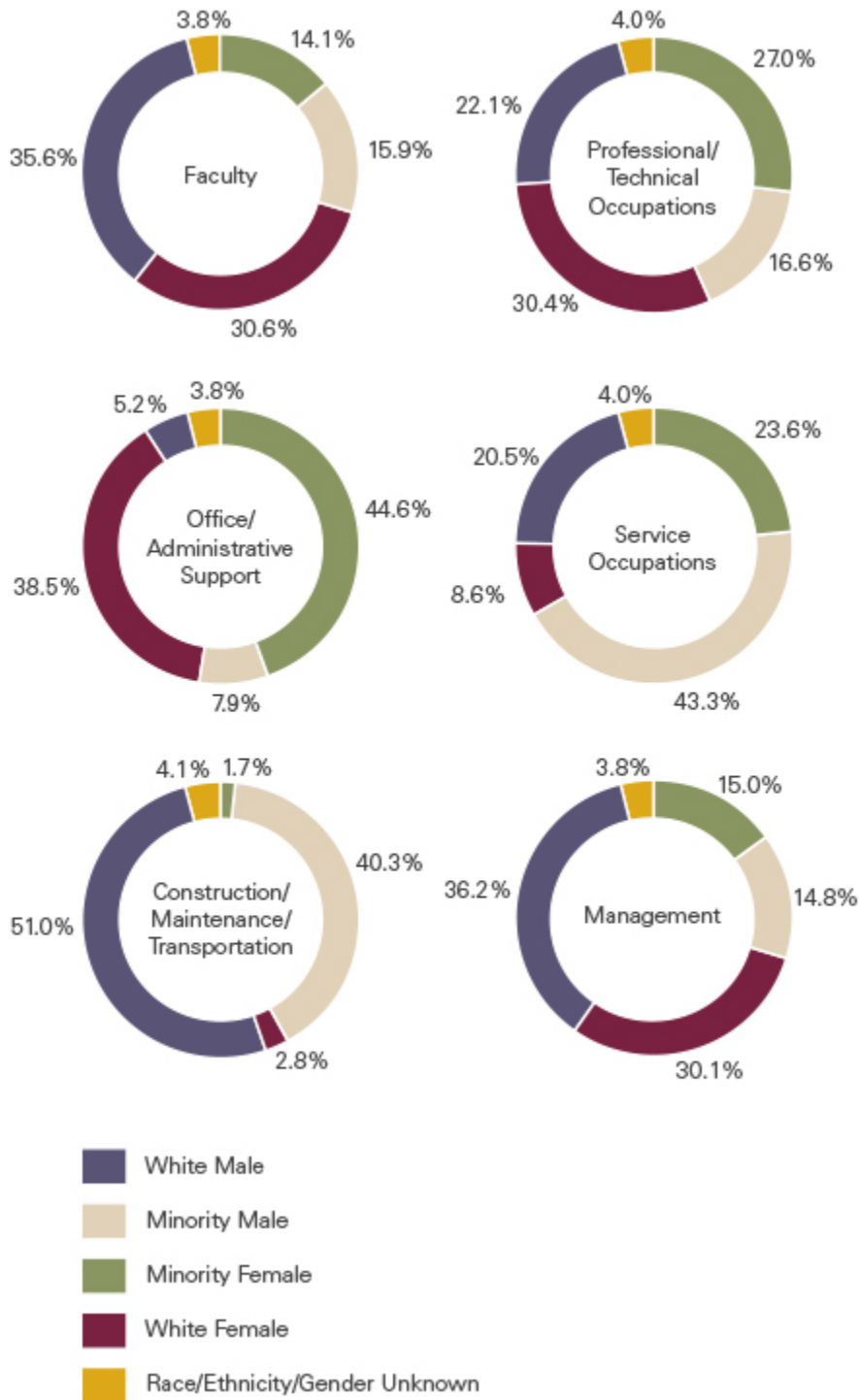
# Employees by Gender and Ethnicity

Total Employee Headcount by Gender and Ethnicity, Fall 2013, Prior Year, and Five Years Earlier



# Employees by Gender and Ethnicity

## Percent of Full-Time Employees Within Occupational Groups\* by Gender and Ethnicity, Fall 2013

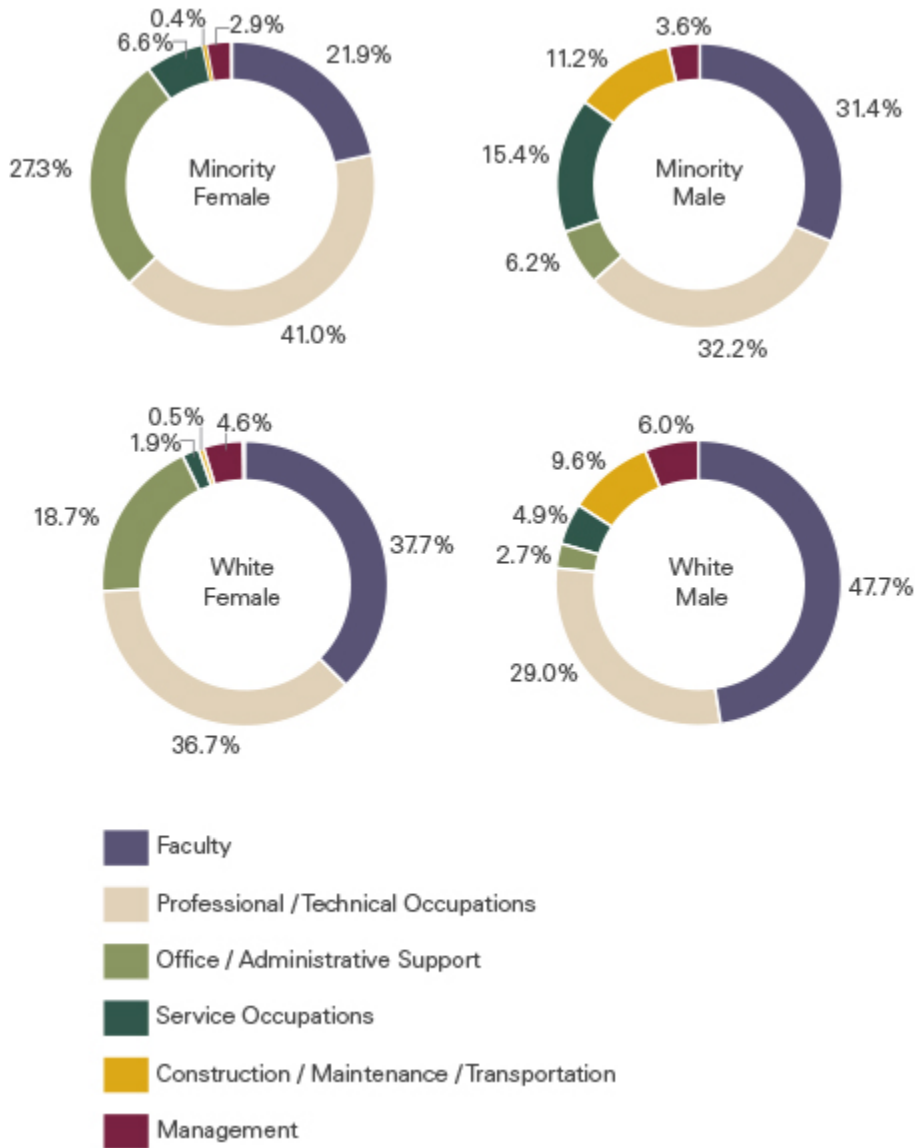


Note: Percentages may not add to 100 percent because of rounding.

\*Refer to [Technical Notes and Glossary](#) for the definitions of the Occupational Groups.

# Employees by Gender and Ethnicity

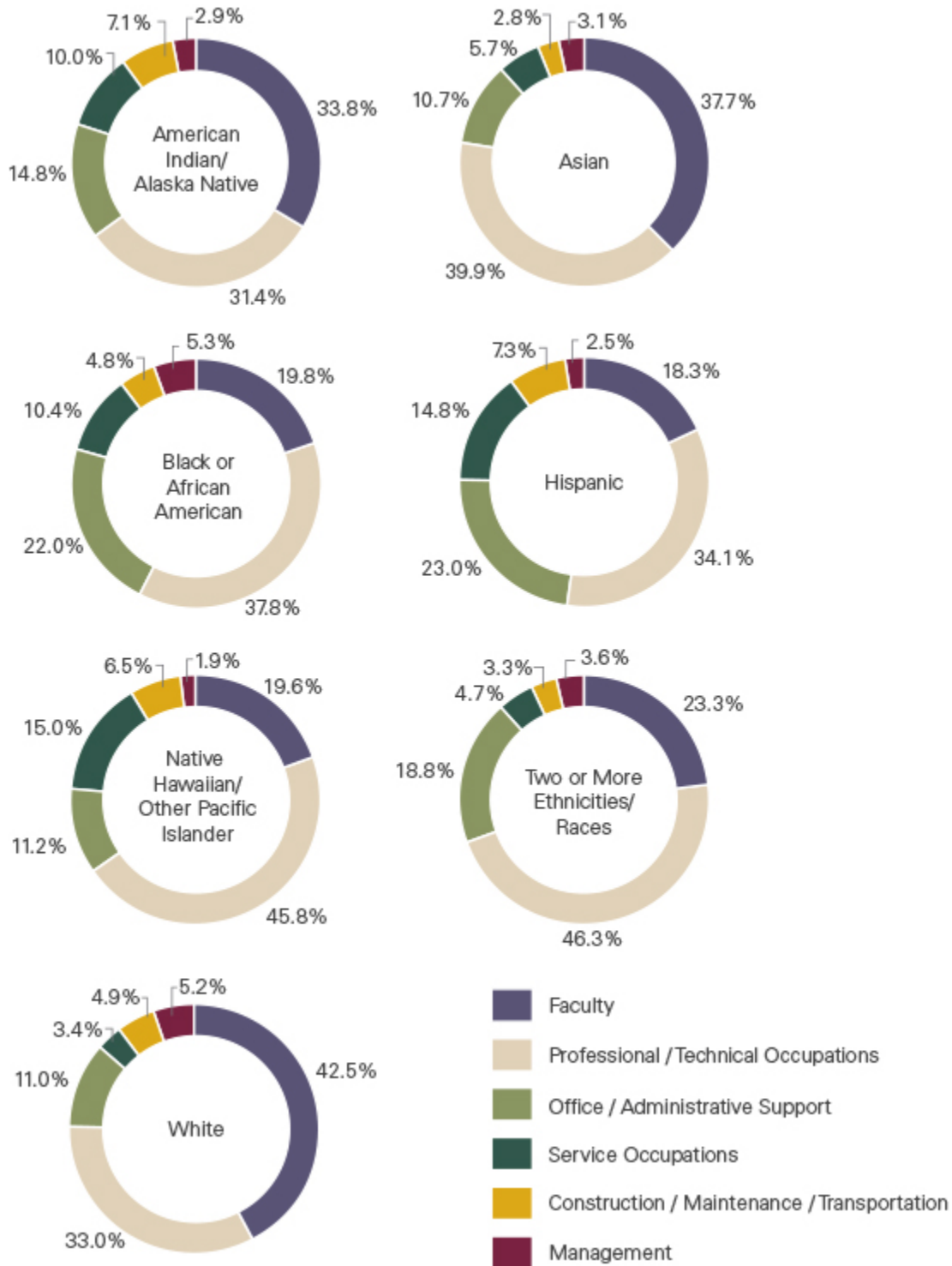
## Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity, Fall 2013



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

# Employees by Gender and Ethnicity

## Occupational Profile of Full-Time Employee Headcount by Ethnicity, Fall 2013



## Employees by Gender and Ethnicity

### Headcount of Full-Time Employees by Occupational Group\* and Ethnicity, Fall 2013 and Five Years Earlier

#### Fall 2013

Occupational Group	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Races	White
Faculty	11,453	71	1,821	410	1,028	21	435	84	7,583
Professional/ Technical Occupations	11,249	66	1,927	784	1,908	49	448	167	5,900
Office/ Administrative Support	4,512	31	516	457	1,286	12	170	68	1,972
Service Occupations	2,057	21	277	215	829	16	83	17	599
Construction/ Maintenance/ Transportation	1,609	15	134	99	410	7	65	12	867
Management	1,411	6	149	110	142	2	52	13	937
<b>TOTAL</b>	<b>32,291</b>	<b>210</b>	<b>4,824</b>	<b>2,075</b>	<b>5,603</b>	<b>107</b>	<b>1,253</b>	<b>361</b>	<b>17,858</b>

#### Fall 2008

Occupational Group	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic	White	Race/Ethnicity Unknown
Faculty	12,019	73	1,791	475	985	8,320	375
Other Professional	9,778	84	1,746	754	1,507	5,389	298
Clerical & Secretarial	4,517	34	517	468	1,136	2,221	141
Technical & Para-professional	2,832	25	378	207	507	1,653	62
Service & Maintenance	2,068	15	312	259	834	586	62
Executive, Administrative, & Managerial	1,540	5	145	120	150	1,097	23
Skilled Crafts	1,042	13	80	70	229	631	19
<b>TOTAL</b>	<b>33,796</b>	<b>249</b>	<b>4,969</b>	<b>2,353</b>	<b>5,348</b>	<b>19,897</b>	<b>980</b>

\*Due to significant changes to reporting requirements for IPEDS (Integrated Postsecondary Education Data System), 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

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

### Age Distribution of Full-Time Employees by Faculty and Staff Status, Fall 2013

Age	Staff*		Faculty		Total	
	Headcount	Percent	Headcount	Percent	Headcount	Percent
60+	2,873	13.8	2,716	23.7	5,589	17.3
50-59	6,418	30.8	3,391	29.6	9,809	30.4
40-49	4,915	23.6	3,415	29.8	8,330	25.8
30-39	4,698	22.5	1,813	15.8	6,511	20.2
Under 30	1,934	9.3	118	1.0	2,052	6.4
<b>TOTAL</b>	<b>20,838</b>	<b>100.0</b>	<b>11,453</b>	<b>100.0</b>	<b>32,291</b>	<b>100.0</b>
<b>AVERAGE AGE</b>	<b>46.7</b>		<b>51.1</b>		<b>48.3</b>	

\*Staff excludes instructional faculty personnel.

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

### Age Distribution of Full-Time Employees by Gender and Minority Status, Fall 2013

The following table provides information on the age distribution of full-time employees by faculty and staff status, gender, and ethnicity.

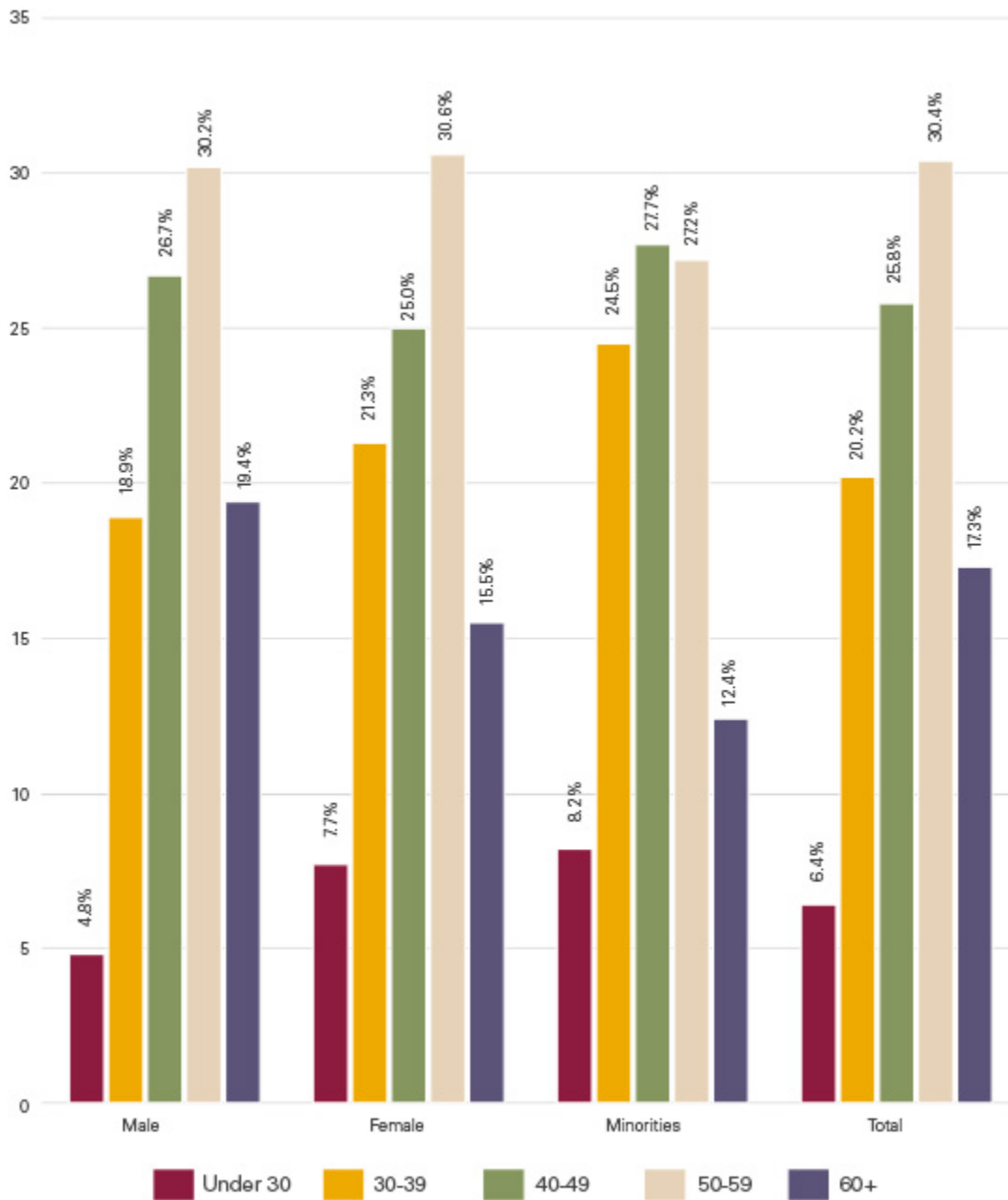
Age	Male		Female		Minorities		Total*	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
60+	2,911	19.4	2,677	15.5	1,631	12.4	5,588	17.3
50-59	4,524	30.2	5,284	30.6	3,589	27.2	9,808	30.4
40-49	4,003	26.7	4,324	25.0	3,651	27.7	8,327	25.8
30-39	2,833	18.9	3,677	21.3	3,232	24.5	6,510	20.2
Under 30	722	4.8	1,330	7.7	1,077	8.2	2,052	6.4
<b>TOTAL</b>	<b>14,993</b>	<b>100.0</b>	<b>17,292</b>	<b>100.0</b>	<b>13,180</b>	<b>100.0</b>	<b>32,285</b>	<b>100.0</b>
<b>AVERAGE AGE</b>	<b>49.2</b>		<b>47.5</b>		<b>46.1</b>		<b>48.3</b>	

Note: Gender was not stated for 6 employees.



# Age Distribution of CSU Employees

## Percentage of Full-Time Employees by Age Group, Fall 2013



## Age Distribution of CSU Employees

### Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2013

Age	Support*	Professional, Technical & Managerial**	Faculty	All Full-Time Employees
60+	46.6	28.1	22.9	29.2
50-59	49.0	35.2	28.3	36.6
40-49	57.7	47.2	33.4	43.8
30-39	60.5	51.0	37.3	49.6
Under 30	58.7	49.2	33.1	52.5
<b>ALL AGES</b>	<b>54.1%</b>	<b>42.0%</b>	<b>30.0%</b>	<b>40.8%</b>

E.g., In the "60 and above" age group of Full-Time Support employees, 46.6 percent are minorities.

### Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2013

Age	Support*	Professional & Managerial**	Faculty	All Full-Time Employees
60+	57.9	55.3	39.0	47.9
50-59	54.9	60.1	46.2	53.9
40-49	53.4	54.4	48.8	51.9
30-39	57.9	58.2	52.3	56.5
Under 30	66.2	63.5	65.3	64.8
<b>ALL AGES</b>	<b>56.8%</b>	<b>57.9%</b>	<b>46.4%</b>	<b>53.6%</b>

E.g., In the "60 and above" age group of Full-Time Support employees, 57.9 percent are female.

\*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.

## CSU FACULTY

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The California State University employs approximately 23,000 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 11,400-plus full-time faculty in the CSU. More than 81 percent of the CSU full-time faculty are tenured or on the tenure track.

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

## Gender and Ethnicity

The following tables present information on the gender and ethnicity of CSU full-time faculty in fall 2013, as well as five years earlier. In fall 2013, 30 percent of full-time CSU faculty were ethnic minorities, and over 44 percent were female. In fall 2008, over 27 percent of full-time CSU faculty were ethnic minorities, and over 43 percent were female.

### Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount), Fall 2013 and Five Years Earlier

#### Fall 2013

Faculty Rank	White Male	Minorities		White Female	Race/ Ethnicity/ Gender/ Unknown	Total	Percent of Grand Total
		Male	Female				
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
Instructor	0	0	0	0	0	0	0.0
<b>Tenure-Track Subtotal</b>	<b>3,398</b>	<b>1,617</b>	<b>1,324</b>	<b>2,601</b>	<b>342</b>	<b>9,282</b>	<b>81.0</b>
Lecturer	679	201	293	905	93	2,171	19.0
<b>All Full-Time</b>	<b>4,077</b>	<b>1,818</b>	<b>1,617</b>	<b>3,506</b>	<b>435</b>	<b>11,453</b>	<b>100</b>

#### Fall 2008

Faculty Rank	White Male	Minorities		White Female	Race/ Ethnicity/ Gender/ Unknown	Total	Percent of Grand Total
		Male	Female				
Professor	2,105	782	381	1,170	55	4,493	37.4
Associate Professor	978	412	377	830	92	2,689	22.4
Assistant Professor	895	469	509	862	168	2,903	24.2
Instructor	4	1	0	3	0	8	0.1
<b>Tenure-Track Subtotal</b>	<b>3,982</b>	<b>1,664</b>	<b>1,267</b>	<b>2,865</b>	<b>315</b>	<b>10,093</b>	<b>84.0</b>
Lecturer	645	178	215	828	60	1,926	16.0
<b>All Full-Time</b>	<b>4,627</b>	<b>1,842</b>	<b>1,482</b>	<b>3,693</b>	<b>375</b>	<b>12,019</b>	<b>100</b>

## Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount), Fall 2013 and Five Years Earlier

### Fall 2013

Tenure Status	White Male	Minorities		White Female	Race/Ethnicity/Gender/Unknown	Total	Percent of Grand Total
		Male	Female				
Tenured	2,841	1,267	931	2,027	206	7,272	63.5
Probationary	557	350	393	574	136	2,010	17.5
<b>Tenure-Track Subtotal</b>	<b>3,398</b>	<b>1,617</b>	<b>1,324</b>	<b>2,601</b>	<b>342</b>	<b>9,282</b>	<b>81.0</b>
Temporary	679	201	293	905	93	2,171	19.0
<b>Total</b>	<b>4,077</b>	<b>1,818</b>	<b>1,617</b>	<b>3,506</b>	<b>435</b>	<b>11,453</b>	<b>100</b>

### Fall 2008

Tenure Status	White Male	Minorities		White Female	Race/Ethnicity/Gender/Unknown	Total	Percent of Grand Total
		Male	Female				
Tenured	2,965	1,142	734	1,916	119	6,876	57.2
Probationary	1,017	522	533	949	196	3,217	26.8
<b>Tenure-Track Subtotal</b>	<b>3,982</b>	<b>1,664</b>	<b>1,267</b>	<b>2,865</b>	<b>315</b>	<b>10,093</b>	<b>84.0</b>
Temporary	645	178	215	828	60	1,926	16.0
<b>Total</b>	<b>4,627</b>	<b>1,842</b>	<b>1,482</b>	<b>3,693</b>	<b>375</b>	<b>12,019</b>	<b>100</b>

## Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2013

Gender	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	6,211	249	51	617	581	4,199	11	69	434
Male	5,467	197	34	580	512	3,709	7	27	401
Unknown	15	0	0	0	2	9	0	0	4
<b>Total</b>	<b>11,693</b>	<b>446</b>	<b>85</b>	<b>1,197</b>	<b>1,095</b>	<b>7,917</b>	<b>18</b>	<b>96</b>	<b>839</b>

## Tenure Status

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

### Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2013

Full-Time Faculty	Total	With Tenure		With Doctorate	
		Total	Percent	Total	Percent
Professor	4,700	4,679	99.6	4,210	89.6
Associate Professor	2,706	2,533	93.6	2,387	88.2
Assistant Professor	1,876	60	3.2	1,642	87.5
Instructor	0	0	0.0	0	0.0
<b>Tenure-Track Subtotal</b>	<b>9,282</b>	<b>7,272</b>	<b>78.3</b>	<b>8,239</b>	<b>88.8</b>
Lecturer	2,171	0	0.0	614	28.3
<b>All Full-Time</b>	<b>11,453</b>	<b>7,272</b>	<b>63.5%</b>	<b>8,853</b>	<b>77.3%</b>

### Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2013 and Five Years Earlier

#### Fall 2013

Tenure Status	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Tenured	7,272	263	41	1,184	650	4,868	12	48	206
Probationary	2,010	81	21	461	165	1,131	2	13	136
Temporary	2,171	66	9	176	213	1,584	7	23	93
<b>Total</b>	<b>11,453</b>	<b>410</b>	<b>71</b>	<b>1,821</b>	<b>1,028</b>	<b>7,583</b>	<b>21</b>	<b>84</b>	<b>435</b>

#### Fall 2008

Tenure Status	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown
Tenured	6,876	271	47	984	574	4,881	119
Probationary	3,217	140	16	630	269	1,966	196
Temporary	1,926	64	10	177	142	1,473	60
<b>Total</b>	<b>12,019</b>	<b>475</b>	<b>73</b>	<b>1,791</b>	<b>985</b>	<b>8,320</b>	<b>375</b>

## New Faculty

CSU hired 470 new tenure-track faculty for fall 2013. 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 2013 and Five Years Earlier

#### Fall 2013

Tenure-Track Faculty	Total	Male	Female	Minorities
Professor	11	7	4	3
Associate Professor	25	12	13	6
Assistant Professor	434	212	222	173
<b>Grand Total</b>	<b>470</b>	<b>231</b>	<b>239</b>	<b>182</b>

#### Fall 2008

Tenure-Track Faculty	Total	Male	Female	Minorities
Professor	28	18	10	4
Associate Professor	63	41	22	23
Assistant Professor	585	284	301	193
<b>Grand Total</b>	<b>676</b>	<b>343</b>	<b>333</b>	<b>220</b>

Source: CSU Annual Reports on [Faculty Recruitment Survey](#)

## Promotions and 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 2012 and fall 2013 and the number of faculty who earned tenure effective fall 2013. 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 2013 and Prior Year

Promotion To:	Fall 2012	Fall 2013
Professor	377	359
Associate Professor	473	462
Assistant Professor	5	8
Instructor	0	1
<b>Total</b>	<b>855</b>	<b>830</b>
Unknown	10	10

Ranks include equivalent ranks for librarians and counselor faculty.

Source: CIRS Compendium Report G01

### Number of Faculty Granted Tenure (Headcount), Fall 2013\*

<b>TOTAL</b>	<b>484</b>
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Source: Data from custom report run using CIRS (Campus Information Retrieval System) data program prodpgm(pdc9520a/b)

\*Includes those granted tenure between 7/1/13 and 12/31/13



## Separations

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2012-2013 and in the prior year. In 2012-13, 59 percent of the separations were retirements.

### Separations among Full-Time Faculty by Cause and Appointment Status (Headcount), 2012-13 and 2011-12

#### Fall 2012-13

Tenure Status	Full-Time Headcount	Retirement		Death		Resignation		Not Rehired		Total Separations	
	(2011-12)	#	%*	#	%*	#	%*	#	%*	#	%*
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
<b>TOTAL</b>	<b>11,348</b>	<b>401</b>	<b>3.5</b>	<b>23</b>	<b>0.2</b>	<b>187</b>	<b>1.6</b>	<b>70</b>	<b>0.6</b>	<b>681</b>	<b>6.0</b>

#### Fall 2011-12

Tenure Status	Full-Time Headcount	Retirement		Death		Resignation		Not Rehired		Total Separations	
	(2010-11)	#	%*	#	%*	#	%*	#	%*	#	%*
Tenured	7,114	327	4.6	13	0.2	71	1.0	0	0.0	411	5.8
Probationary	2,348	16	0.7	0	0.0	105	4.5	11	0.5	132	5.6
Temporary	1,867	30	1.6	2	0.1	18	1.0	49	2.6	99	5.3
<b>TOTAL</b>	<b>11,329</b>	<b>373</b>	<b>3.3</b>	<b>15</b>	<b>0.1</b>	<b>194</b>	<b>1.7</b>	<b>60</b>	<b>0.5</b>	<b>642</b>	<b>5.7</b>

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

Notes: Tables on faculty separations exclude all temporary faculty with part-time appointments. Retiring faculty who enter FERP are included, but FERP faculty who exited the program during the years reported are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19

## Salary

### Average Salaries\* for Full-Time Faculty by Rank and Appointment Type (Headcount), Fall 2013

Faculty Rank	Academic Year		12-Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Professor	4,235	\$93,032	465	\$115,950
Associate Professor	2,612	\$75,575	94	\$95,956
Assistant Professor	1,866	\$69,205	10	\$81,034
Lecturer	2,027	\$54,673	144	\$75,029
<b>All Full-Time Faculty</b>	<b>10,740</b>	<b>\$77,407</b>	<b>713</b>	<b>\$104,560</b>

\*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.

# Campus

## Headcount of Full-Time Faculty by Rank and Campus, Fall 2013

Campus	Professor	Associate Professor	Assistant Professor	Tenure-Track Sub-total	Lecturer	All Full-Time
Bakersfield	75	63	31	169	83	252
Channel Islands	45	25	23	93	72	165
Chico	231	105	66	402	78	480
Dominguez Hills	88	73	41	202	88	290
East Bay	114	98	63	275	36	311
Fresno	221	154	125	500	157	657
Fullerton	292	235	180	707	186	893
Humboldt	120	57	45	222	59	281
Long Beach	392	204	147	743	211	954
Los Angeles	275	116	77	468	95	563
Maritime Academy	19	8	20	47	12	59
Monterey Bay	52	32	30	114	56	170
Northridge	379	180	186	745	151	896
Pomona	249	97	96	442	75	517
Sacramento	326	157	86	569	98	667
San Bernardino	219	78	65	362	74	436
San Diego	348	227	91	666	140	806
San Francisco	299	249	135	683	107	790
San José	326	168	120	614	82	696
San Luis Obispo	277	193	129	599	152	751
San Marcos	105	73	47	225	71	296
Sonoma	125	57	30	212	34	246
Stanislaus	123	57	43	223	54	277
<b>Total</b>	<b>4,700</b>	<b>2,706</b>	<b>1,876</b>	<b>9,282</b>	<b>2,171</b>	<b>11,453</b>

## Technical Notes and Glossary

This reference booklet contains fall 2013 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 IPEDS (Integrated Postsecondary Education Data System), 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 source:

### 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.

\*Employees in CSU's Management Personnel Plan (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.

## **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) - Prior years data**

### **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.

\*Employees in CSU's Management Personnel Plan (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 2012/13 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.

### **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 employees 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 employees 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 employees in the following 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.

Questions about the data in the Employee Profile should be directed to [hadmin@calstate.edu](mailto:hadmin@calstate.edu).