

**CSU**

The California State University



*Profile of*  
**CSU EMPLOYEES**

F A L L 2 0 0 6

**The CSU, with its  
23 campuses, employs  
over 45,000 faculty,  
staff, and administrators.**

**Minorities comprise  
one-third of the  
CSU's workforce.**

# PROFILE OF CSU EMPLOYEES, FALL 2006

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This booklet is intended as a quick reference for individuals seeking demographic information about employees of the California State University. It includes information on employees at all 23 campuses as well as the Chancellor's Office.

The data reported in this 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.

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

Comments and suggestions regarding this booklet are welcome and should be addressed to the Division of Human Resources.

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This report is also available online.  
Visit CSU Systemwide Human Resources  
at [www.calstate.edu/HR](http://www.calstate.edu/HR)

# CSU STAFFING

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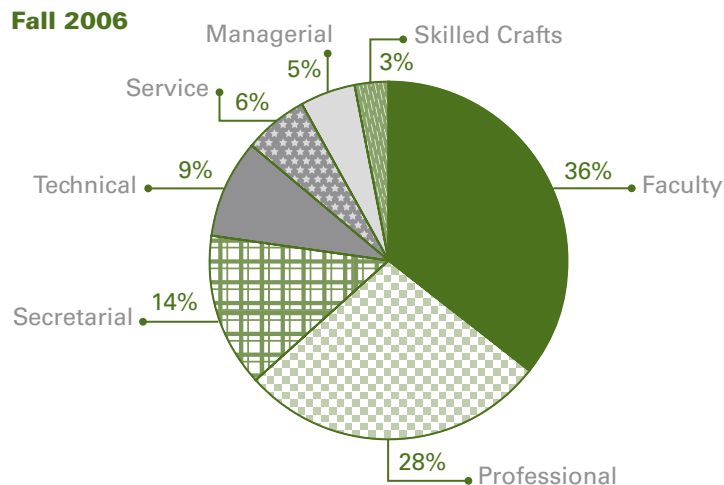
# EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 45,000 faculty and staff statewide. The following tables present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

## Headcount of Employees by Occupational Group

	Full-Time	Part-Time	Total
<b>Fall 2006</b>			
Faculty	11,622	11,699	23,321
Professional	9,033	900	9,933
Clerical & Secretarial	4,425	486	4,911
Technical & Paraprofessional	2,808	282	3,090
Service & Maintenance	1,927	127	2,054
Managerial	1,509	13	1,522
Skilled Crafts	1,018	3	1,021
<b>TOTAL</b>	<b>32,342</b>	<b>13,510</b>	<b>45,852</b>
<b>Fall 2005</b>			
Faculty	11,276	11,168	22,444
Professional	8,416	874	9,290
Clerical & Secretarial	4,351	497	4,848
Technical & Paraprofessional	2,825	289	3,114
Service & Maintenance	1,867	104	1,971
Managerial	1,428	13	1,441
Skilled Crafts	972	3	975
<b>TOTAL</b>	<b>31,135</b>	<b>12,948</b>	<b>44,083</b>

## Occupational Profile of Full-Time Employees



# EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

## Staffing by Campus\*

	Headcount		Estimated Full Time Equivalents (FTE)	
	Total	Full-Time		Part-Time
<b>Fall 2006</b>				
Bakersfield	977	761	216	855.7
Channel Islands	520	385	135	443.2
Chico	1,947	1,400	547	1,671.1
Dominguez Hills	1,256	866	390	1,011.6
East Bay	1,525	1,049	476	1,274.4
Fresno	2,258	1,662	596	1,900.1
Fullerton	3,214	2,035	1,179	2,532.8
Humboldt	1,198	869	329	1,024.4
Long Beach	3,700	2,462	1,238	3,001.0
Los Angeles	2,084	1,431	653	1,710.1
Maritime Academy	211	182	29	197.2
Monterey Bay	689	505	184	591.5
Northridge	3,313	2,232	1,081	2,695.1
Pomona	2,167	1,551	616	1,857.3
Sacramento	2,901	2,050	851	2,417.4
San Bernardino	1,794	1,316	478	1,525.6
San Diego	3,491	2,606	885	2,967.3
San Francisco	3,280	2,167	1,113	2,660.7
San José	3,128	1,990	1,138	2,476.9
San Luis Obispo	2,274	1,802	472	2,056.4
San Marcos	997	707	290	827.7
Sonoma	1,347	1,011	336	1,159.6
Stanislaus	1,020	758	262	875.9
Chancellor's Office	561	545	16	555.1
<b>TOTAL</b>	<b>45,852</b>	<b>32,342</b>	<b>13,510</b>	<b>38,288.2</b>

\* Includes all faculty and staff 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

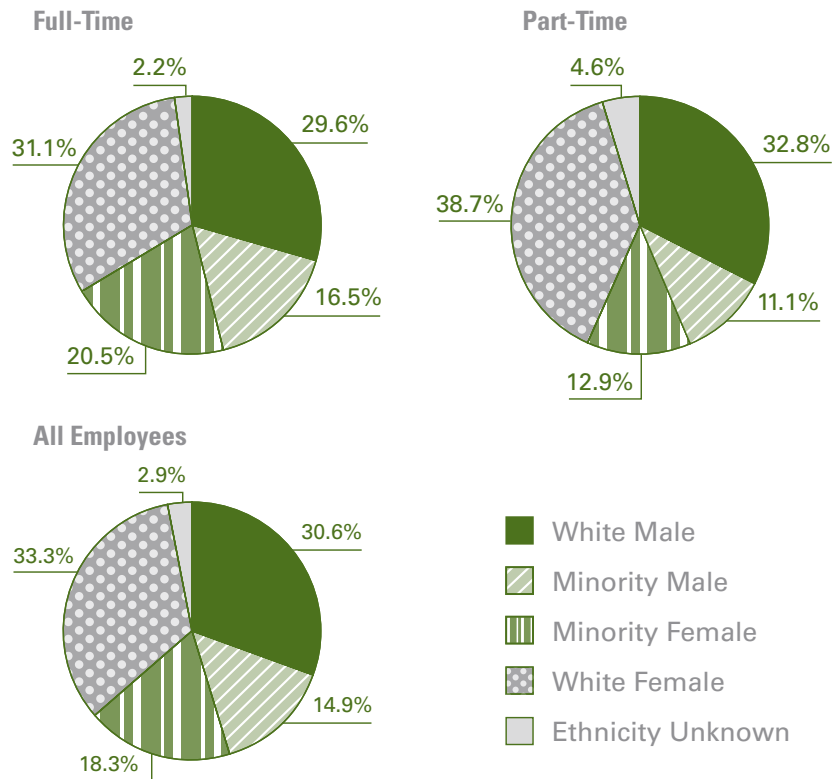
	Full-Time		Part-Time		Grand Total	
	Faculty	Staff	Faculty	Staff	Fall 2006	Fall 2005
<b>Fall 2006 &amp; Prior Year</b>						
Bakersfield	305	456	172	44	977	915
Channel Islands	103	282	133	2	520	477
Chico	525	875	435	112	1,947	1,873
Dominguez Hills	291	575	358	32	1,256	1,282
East Bay	330	719	398	78	1,525	1,504
Fresno	674	988	544	52	2,258	2,133
Fullerton	816	1,219	1,098	81	3,214	3,066
Humboldt	300	569	236	93	1,198	1,148
Long Beach	979	1,483	1,081	157	3,700	3,466
Los Angeles	560	871	615	38	2,084	2,047
Maritime Academy	52	130	18	11	211	211
Monterey Bay	129	376	146	38	689	672
Northridge	803	1,429	986	95	3,313	3,303
Pomona	561	990	540	76	2,167	2,087
Sacramento	775	1,275	766	85	2,901	2,735
San Bernardino	462	854	430	48	1,794	1,715
San Diego	968	1,638	774	111	3,491	3,425
San Francisco	787	1,380	844	269	3,280	3,101
San José	724	1,266	1,023	115	3,128	3,028
San Luis Obispo	697	1,105	388	84	2,274	2,196
San Marcos	228	479	238	52	997	898
Sonoma	265	746	255	81	1,347	1,306
Stanislaus	288	470	221	41	1,020	950
Chancellor's Office		545		16	561	545
<b>TOTAL</b>	<b>11,622</b>	<b>20,720</b>	<b>11,699</b>	<b>1,811</b>	<b>45,852</b>	<b>44,083</b>

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

# 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

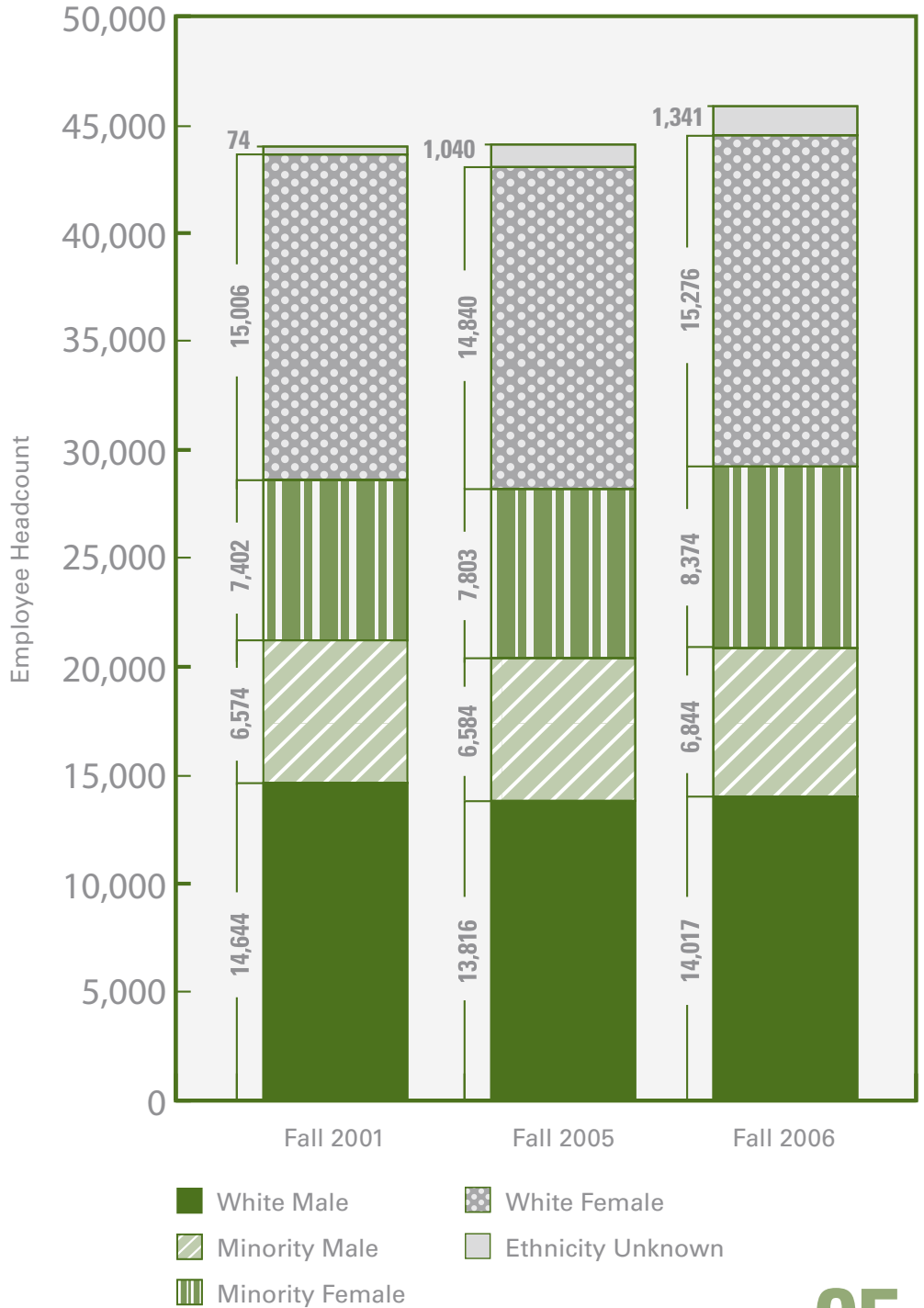


	Full-Time	Part-Time	All Employees
White Male	9,586	4,431	14,017
Minority Male	5,349	1,495	6,844
Minority Female	6,635	1,739	8,374
White Female	10,054	5,222	15,276
Ethnicity Unknown	718	623	1,341
<b>TOTAL</b>	<b>32,342</b>	<b>13,510</b>	<b>45,852</b>
Total Minority	11,984	3,234	15,218
Total White	19,640	9,653	29,293
Total Female	17,050	7,295	24,345
Total Male	15,292	6,215	21,507

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

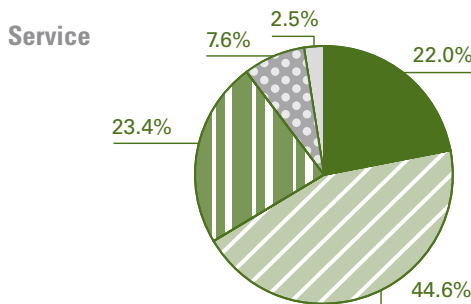
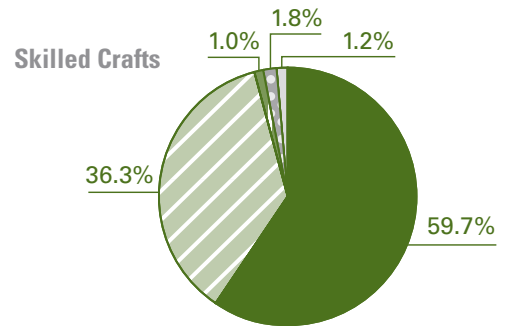
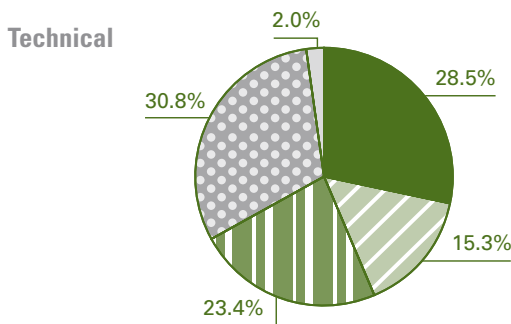
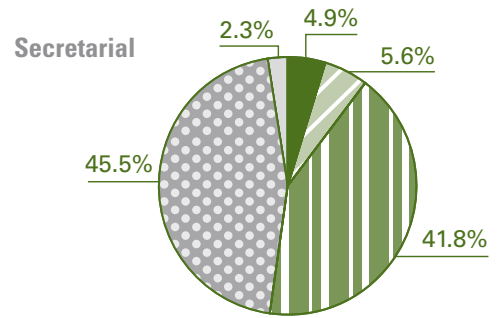
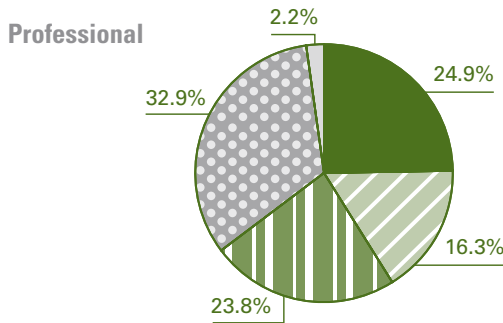
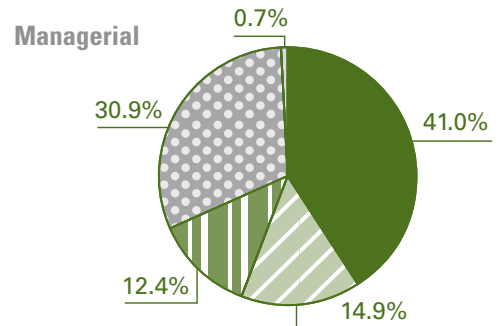
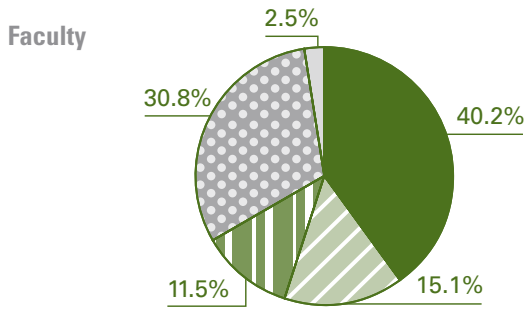
## EMPLOYEES BY GENDER AND ETHNICITY

Total Employee Headcount by Gender and Ethnicity



# EMPLOYEES BY GENDER AND ETHNICITY

Percent of Full-Time Employee Headcount Within Occupational Groups by Gender and Ethnicity

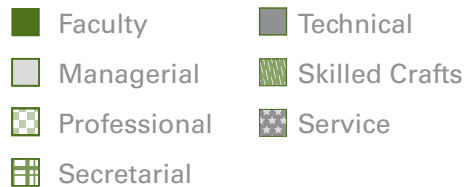
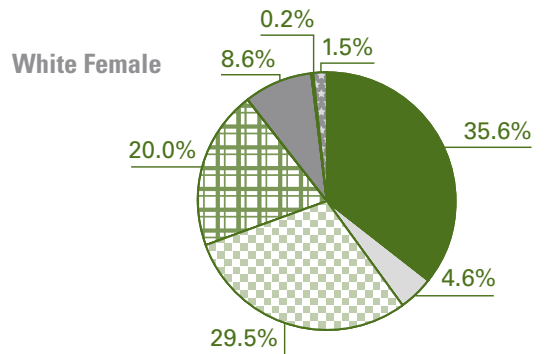
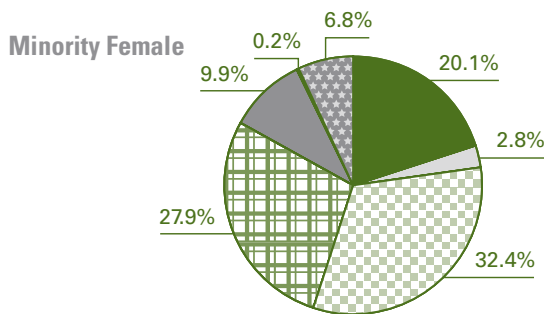
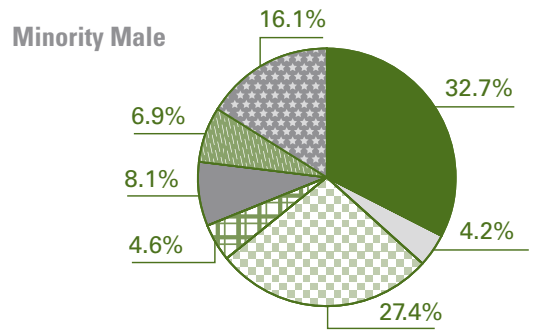
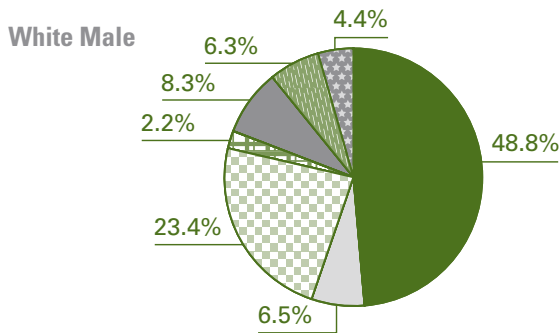


- White Male
- Minority Male
- Minority Female
- White Female
- Ethnicity Unknown

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

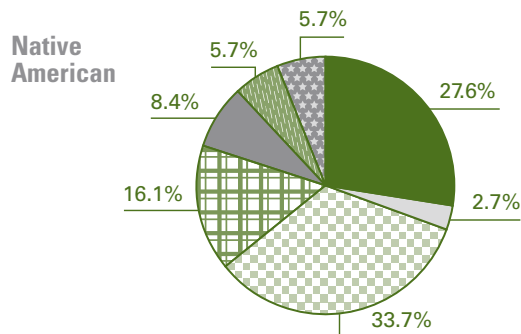
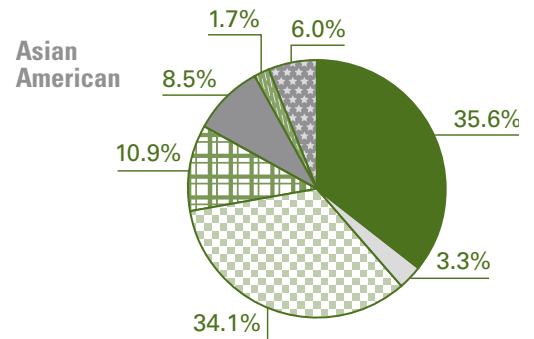
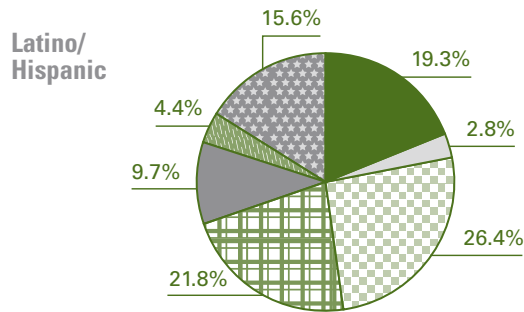
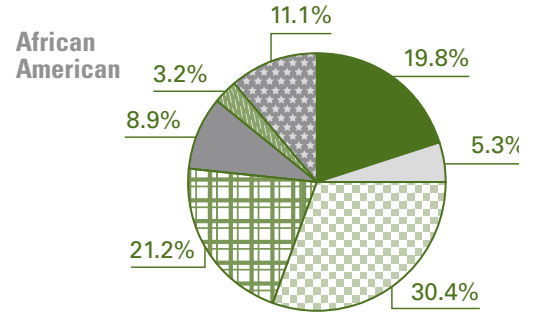
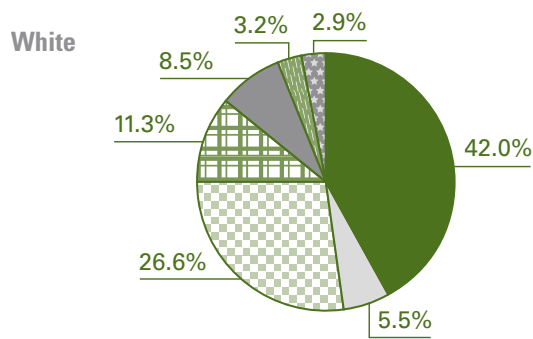
# EMPLOYEES BY GENDER AND ETHNICITY

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



# EMPLOYEES BY GENDER AND ETHNICITY

## Occupational Profile of Full-Time Employee Headcount by Ethnicity



## EMPLOYEES BY GENDER AND ETHNICITY

### Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2006 and Five Years Earlier

	Total	African American	Native American	Asian American	Latino/Hispanic	White	Ethnicity Unknown
<b>Fall 2006</b>							
Faculty	11,622	451	72	1,600	959	8,252	288
Professional	9,033	691	88	1,530	1,309	5,216	199
Secretarial	4,425	483	42	488	1,082	2,227	103
Technical	2,808	202	22	382	481	1,664	57
Service	1,927	253	15	271	771	569	48
Managerial	1,509	121	7	146	138	1,086	11
Skilled Crafts	1,018	72	15	75	218	626	12
<b>Total</b>	<b>32,342</b>	<b>2,273</b>	<b>261</b>	<b>4,492</b>	<b>4,958</b>	<b>19,640</b>	<b>718</b>
<b>Fall 2001</b>							
Faculty	11,379	437	70	1,406	823	8,633	10
Professional	1,461	123	10	109	144	1,074	1
Secretarial	7,702	642	87	1,183	974	4,807	9
Technical	4,547	517	52	473	1,001	2,497	7
Service	3,076	231	28	387	474	1,955	1
Managerial	982	85	17	75	195	609	1
Skilled Crafts	1,861	271	25	251	698	613	3
<b>Total</b>	<b>31,008</b>	<b>2,306</b>	<b>289</b>	<b>3,884</b>	<b>4,309</b>	<b>20,188</b>	<b>32</b>

## AGE DISTRIBUTION OF CSU EMPLOYEES

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

### Age Distribution of All Full-Time Employee Headcount

Age	Staff*	Faculty	Total
<b>Fall 2006</b>			
60+	1,689	2,081	3,770
50-59	6,914	4,103	11,017
40-49	5,505	3,008	8,513
30-39	4,211	2,287	6,498
Under 30	2,401	143	2,544
<b>TOTAL</b>	<b>20,720</b>	<b>11,622</b>	<b>32,342</b>
<b>AVERAGE AGE</b>	<b>45.7</b>	<b>50.0</b>	<b>47.2</b>

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

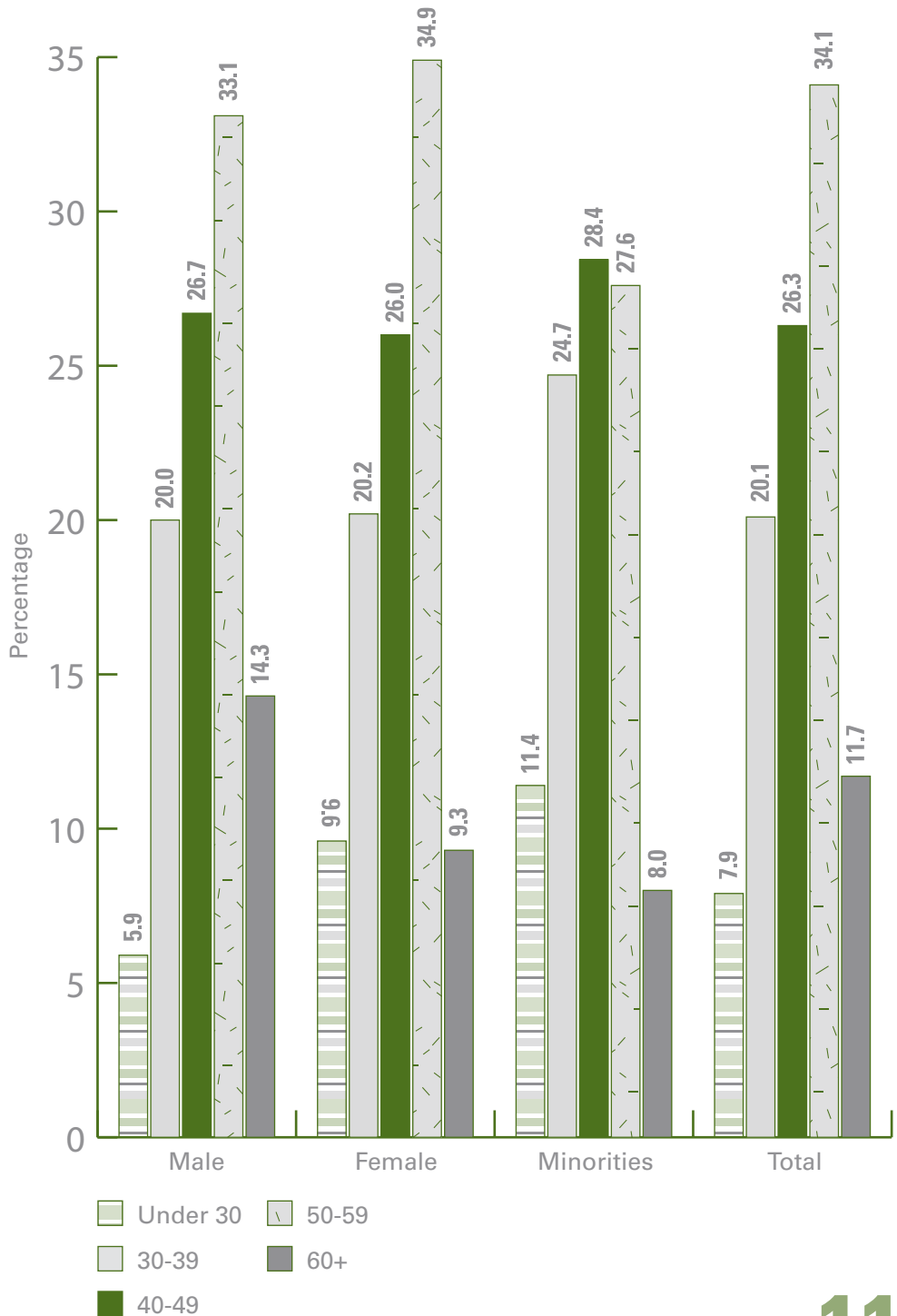
### Age Distribution of Full-Time Employee Headcount by Gender and Minority Status

Age	Male	Female	Minorities	Total
<b>Fall 2006</b>				
60+	2,182	1,588	955	3,770
50-59	5,064	5,953	3,303	11,017
40-49	4,083	4,430	3,404	8,513
30-39	3,057	3,441	2,959	6,498
Under 30	906	1,638	1,363	2,544
<b>TOTAL</b>	<b>15,292</b>	<b>17,050</b>	<b>11,984</b>	<b>32,342</b>
<b>AVERAGE AGE</b>	<b>48.1</b>	<b>46.5</b>	<b>44.7</b>	<b>47.2</b>



# AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employee Headcount, Percentage by Age Group



## AGE DISTRIBUTION OF CSU EMPLOYEES

### Minority Employees as Percent of Full-Time Employees by Age Groups and Job Categories (Headcount)

Age	Support	Professional & Managerial	Faculty	All Full-Time Employees
<b>Fall 2006</b>				
60+	39.1	25.2	20.1	25.3
50-59	39.1	28.6	23.5	30.0
40-49	49.2	41.0	30.7	40.0
30-39	58.1	49.2	31.8	45.5
Under 30	58.9	49.0	35.0	53.6
<b>ALL AGES</b>	<b>47.9%</b>	<b>38.2%</b>	<b>26.5%</b>	<b>37.1%</b>

E.g., 39.1% of Full-Time, Support employees in the “60 and above” age group are minorities.

### Female Employees as Percent of Full-Time Employees by Age Groups and Job Categories (Headcount)

Age	Support	Professional & Managerial	Faculty	All Full-Time Employees
<b>Fall 2006</b>				
60+	57.5	53.3	31.4	42.1
50-59	59.5	60.1	44.3	54.0
40-49	57.2	55.1	44.4	52.0
30-39	59.2	51.3	49.8	53.0
Under 30	71.4	56.3	53.8	64.4
<b>ALL AGES</b>	<b>60.3%</b>	<b>55.8%</b>	<b>43.2%</b>	<b>52.7%</b>

E.g., 57.5% of Full-Time, Support employees in the “60 and above” age group are female.

# CSU Faculty Fall 2006

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The California State University employs over 23,000 total faculty, nearly equally divided between full-time and part-time faculty. This section of the Profile focuses mostly on the 11,000+ full-time faculty in the CSU. The majority of 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 2006, as well as five years earlier. In fall 2006, over 25 percent of full-time CSU faculty were ethnic minorities and 42 percent were female.

### Full-Time Faculty by Rank, Gender, and Ethnicity, Fall 2006 and Five Years Earlier (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
<b>Fall 2006</b>							
Professor	2,222	758	355	1,162	47	4,544	39.1
Associate Professor	873	378	299	773	60	2,383	20.5
Assistant Professor	920	435	491	844	140	2,830	24.4
Instructor	4	1	0	2	0	7	.1
Tenure-track Subtotal	4,019	1,572	1,145	2,781	247	9,764	84.0
Lecturer	655	178	187	797	41	1,858	16.0
<b>ALL FULL-TIME</b>	<b>4,674</b>	<b>1,750</b>	<b>1,332</b>	<b>3,578</b>	<b>288</b>	<b>11,622</b>	<b>100.0</b>
<b>Fall 2001</b>							
Professor	3,174	855	309	1,326	1	5,665	49.8
Associate Professor	660	324	224	577	1	1,786	15.7
Assistant Professor	757	335	344	787	5	2,228	19.6
Instructor	9	4	1	4	0	18	0.2
Tenure-track Subtotal	4,600	1,518	878	2,694	7	9,697	85.2
Lecturer	642	182	158	697	3	1,682	14.8
<b>ALL FULL-TIME</b>	<b>5,242</b>	<b>1,700</b>	<b>1,036</b>	<b>3,391</b>	<b>10</b>	<b>11,379</b>	<b>100.0</b>

## GENDER AND ETHNICITY

### Full-Time Faculty by Tenure Status, Gender, and Ethnicity, Fall 2006 and Five Years Earlier (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
<b>Fall 2006</b>							
Tenured	2,979	1,085	636	1,857	86	6,643	57.2
Probationary	1,040	487	509	924	161	3,121	26.9
Tenure-track Subtotal	4,019	1,572	1,145	2,781	247	9,764	84.0
Temporary	655	178	187	797	41	1,858	16.0
<b>Total</b>	<b>4,674</b>	<b>1,750</b>	<b>1,332</b>	<b>3,578</b>	<b>288</b>	<b>11,622</b>	<b>100.0</b>
<b>Fall 2001</b>							
Tenured	3,655	1,116	491	1,793	2	7,057	62.0
Probationary	945	402	387	901	5	2,640	23.2
Tenure-track Subtotal	4,600	1,518	878	2,694	7	9,697	85.2
Temporary	642	182	158	697	3	1,682	14.8
<b>Total</b>	<b>5,242</b>	<b>1,700</b>	<b>1,036</b>	<b>3,391</b>	<b>10</b>	<b>11,379</b>	<b>100.0</b>

# GENDER AND ETHNICITY

## Headcount of Part-Time Faculty by Gender and Ethnicity

	Total	African American	American Indian	Asian American	Latino/Hispanic	White	Ethnicity Unknown
<b>Fall 2006</b>							
Female	6,045	270	44	561	457	4,422	291
Male	5,654	201	50	566	481	4,109	247
<b>TOTAL</b>	<b>11,699</b>	<b>471</b>	<b>94</b>	<b>1,127</b>	<b>938</b>	<b>8,531</b>	<b>538</b>

## 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

	Total	Tenure		Doctorate	
		Total	%	Total	%
<b>Fall 2006</b>					
Professor	4,544	4,504	99.1	3,922	86.3
Associate Professor	2,383	2,038	85.5	2,016	84.6
Assistant Professor	2,830	97	3.4	2,264	80.0
Instructor	7	4	57.1	1	14.3
Tenure-Track Subtotal	9,764	6,643	68.0	8,203	84.0
Lecturer	1,858	0	0.0	538	29.0
<b>ALL FULL-TIME</b>	<b>11,622</b>	<b>6,643</b>	<b>57.2%</b>	<b>8,741</b>	<b>75.2%</b>

### Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2006 and Five Years Earlier

	Total	Ethnicity					
		African American	American Indian	Asian American	Latino/Hispanic	White	Unknown
<b>Fall 2006</b>							
Tenured	6,643	255	40	899	527	4,836	86
Probationary	3,121	137	20	547	292	1,964	161
Temporary	1,858	59	12	154	140	1,452	41
<b>TOTAL</b>	<b>11,622</b>	<b>451</b>	<b>72</b>	<b>1,600</b>	<b>959</b>	<b>8,252</b>	<b>288</b>
<b>Fall 2001</b>							
Tenured	7,057	279	42	831	455	5,448	2
Probationary	2,640	101	20	416	252	1,846	5
Temporary	1,682	57	8	159	116	1,339	3
<b>TOTAL</b>	<b>11,379</b>	<b>437</b>	<b>70</b>	<b>1,406</b>	<b>823</b>	<b>8,633</b>	<b>10</b>

## NEW FACULTY

The CSU hired almost 900 new tenure track faculty for fall 2006. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More detailed 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 2006 and Five Years Earlier (Headcount)

	Total	Male	Female	Minorities
<b>Fall 2006</b>				
Professor	43	29	14	6
Associate Professor	98	57	41	21
Assistant Professor	739	358	381	239
Instructor	2	1	1	1
<b>GRAND TOTAL</b>	<b>882</b>	<b>445</b>	<b>437</b>	<b>267</b>
<b>Fall 2001</b>				
Professor	47	31	16	12
Associate Professor	122	77	45	36
Assistant Professor	674	345	329	207
Instructor	2	2	0	0
<b>GRAND TOTAL</b>	<b>845</b>	<b>455</b>	<b>390</b>	<b>255</b>

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 report on Faculty Recruitment Survey



## PROMOTIONS

*The following table indicates the number of full-time faculty who were promoted to a higher academic rank during fall 2005 and fall 2006.*

### Promotions Among Full-Time Faculty (Headcount)

To:	Fall 2005	Fall 2006
Professor	222	248
Associate Professor	396	427
Assistant Professor	6	6
<b>TOTAL</b>	<b>624</b>	<b>681</b>

Source: CIRS Compendium Report G01

## SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2005-06 and in the prior year. In 2005-06, 50 percent of the separations were retirements.

### Separations Among Faculty by Cause and Appointment Status (Headcount)

	Retirement	Death	Resignation	Not Rehired	Total
<b>2005-06</b>					
Tenured	320	10	83	2	415
Probationary	8	3	161	9	183
Temporary	28	1	10	72	111
<b>TOTAL</b>	<b>356</b>	<b>14</b>	<b>254</b>	<b>83</b>	<b>709</b>
<b>2004-05</b>					
Tenured	428	8	64	0	500
Probationary	9	3	146	10	168
Temporary	18	1	19	112	150
<b>TOTAL</b>	<b>455</b>	<b>12</b>	<b>229</b>	<b>122</b>	<b>818</b>

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 2005-06 are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19/L08

## SALARY

*The table below presents information on average salaries paid to full-time faculty employees as of October 2006. These averages are based on salaries earned through regular academic year or 12-month appointments. Salaries earned through irregular pay appointments, such as extra quarter assignments, are not included in these calculations. Salaries of faculty on 12-month appointments have been adjusted to academic year equivalents by applying a 9/11th factor commonly used in higher education salary studies.*

### Average Salaries for Full-Time Faculty by Rank (Headcount)

<b>Fall 2006</b>		
	Number	Average Salary
Professor	4,544	\$86,054
Associate Professor	2,383	\$67,860
Assistant Professor	2,830	\$59,429
Instructor	7	\$53,117
Lecturer	1,858	\$53,493
<b>ALL FULL-TIME FACULTY</b>	<b>11,622</b>	<b>\$70,615</b>

## GLOSSARY

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**Clerical and Secretarial\*** Includes departmental secretaries, payroll, receiving and account clerks, etc.

**Estimated FTE Positions** Refers to the total “full-time equivalent positions” filled by all full-time and part-time employees.

**Ethnicity Unknown** Includes all individuals who did not self-report a racial/ethnic background.

**Faculty\*** All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors (counted among “professionals”). Also excludes extension or summer session faculty.

**FERP Faculty** Refers to faculty employees who participate in the Faculty Early Retirement Program.

**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).

**Managerial\*** Includes campus executives, deans, personnel officers, directors of physical plant, and all other managers and supervisors in the Management Personnel Plan.

**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 “Ethnicity 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.

**Professional\*** Includes persons whose jobs require a college education or comparable experience; excludes faculty and managerial employees.

\* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.

## GLOSSARY

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**Service & Maintenance\*** Includes custodians, gardeners, laborers, campus guards, etc.

**Staff Employees** Refers to all employees who are not “faculty,” as defined above.

**Skilled Crafts\*** Includes electricians, mechanics, carpenters, etc.

**Technical and 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.





