

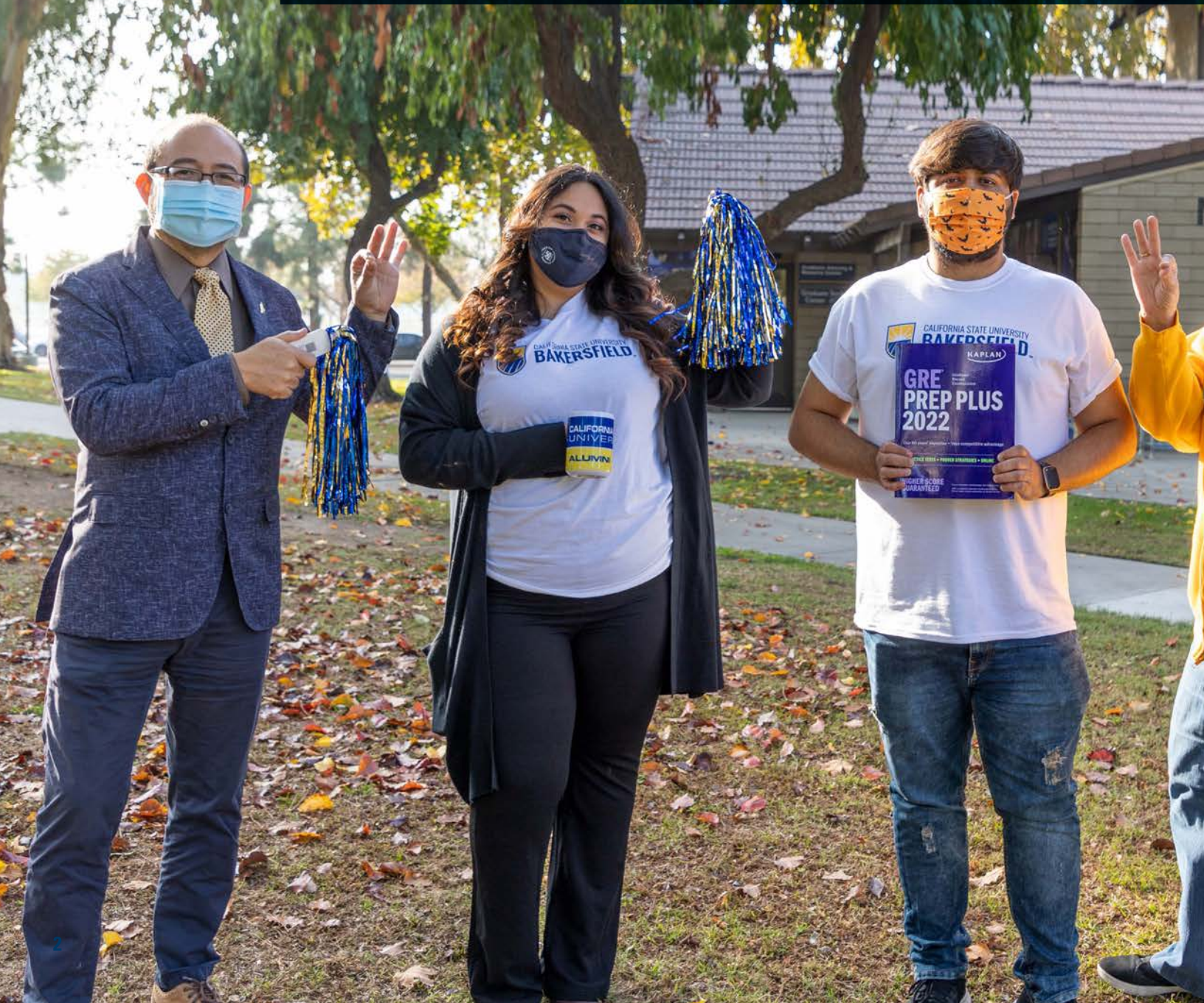


THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY

www.calstate.edu

**“COMING TOGETHER IS A BEGINNING.
KEEPING TOGETHER IS PROGRESS.
WORKING TOGETHER IS SUCCESS.”**

HENRY FORD





Dear Friends of the California State University,

In 2021 we continued to be challenged by unprecedented times, yet the passion, resiliency and collaboration of our workforce never wavered. Together, we continued to build upon our accomplishments and remained steadfast in our efforts to serve our students and communities, all while upholding the CSU's mission and values.

The data in this publication demonstrates the CSU's commitment to a diverse workforce. We strive to attract, develop and retain a high-performing and inclusive workforce reflective of our student body and today's global work environment. Our faculty's and staff's diverse backgrounds and knowledge provide our students a transformative educational experience, preparing them for success in reaching their personal and professional goals.

Collectively we share the CSU spirit – an enduring spirit of opportunity and commitment to ensuring our students' success. And as a university, we are well positioned to continue this success. This is largely attributable to the dedication and contributions of employees at all 23 campuses and the Chancellor's Office.

I'm pleased to share with you the 2021 Employee Profile brochure and website. Here you'll find annual data and articles featuring some of our valued staff, faculty and student employees—as well as photography shared by some of our campuses. I hope you will find this information beneficial as it exemplifies the amazing workforce of the CSU.

Warm Regards,

Evelyn Nazario
Vice Chancellor, Human Resources



TABLE OF CONTENTS

Fall 2021

CSU WORKFORCE

6 WORKFORCE PROFILES: PURPOSE HAPPENS HERE

EMPLOYEES BY EMPLOYEE GROUP AND CAMPUS

- 9 Employee Head Count by Employee Group, Fall 2021
- 9 Employee Head Count and Distribution by Employee Group and Time Base, Fall 2019 to Fall 2021
- 10 Employee Salary Distribution by Employee Group, Fall 2019 to Fall 2021
- 10 Employee Salary and Head Count Distribution by Collective Bargaining Unit, Fall 2021
- 11 Employee Head Count and FTE by Campus and Time Base, Fall 2021
- 11 Employee Head Count by Campus, Employee Group and Time Base, Fall 2021

EMPLOYEES BY GENDER AND RACE/ETHNICITY

- 13 Employee Distribution by Race/Ethnicity and Time Base, Fall 2021
- 13 Employee Distribution and Head Count by Race/Ethnicity and Time Base, Fall 2021
- 14 Employee Distribution by Gender and Time Base, Fall 2021
- 14 Employee Distribution and Head Count by Gender and Time Base, Fall 2021
- 15 Employee Head Count by Race/Ethnicity, Fall 2017 to Fall 2021
- 15 Employee Distribution by Race/Ethnicity, Fall 2017 to Fall 2021
- 15 Employee Head Count by Gender, Fall 2017 to Fall 2021
- 15 Employee Distribution by Gender, Fall 2017 to Fall 2021
- 16 Employee Distribution by Race/Ethnicity Within Employee Group, Fall 2021
- 16 Employee Distribution by Employee Group Within Race/Ethnicity, Fall 2021
- 17 Employee Distribution by Gender Within Employee Group, Fall 2021
- 17 Employee Distribution by Employee Group Within Gender, Fall 2021
- 18 Employee Distribution by Employee Group, Gender and Race/Ethnicity, Fall 2021
- 19 Employee Head Count by Employee Group and Race/Ethnicity, Fall 2021 and Fall 2016

AGE DISTRIBUTION OF CSU EMPLOYEES

- 20 Employee Distribution by Employee Group and Age, Fall 2021
 - 20 Employee Distribution by Race/Ethnicity and Age, Fall 2021
 - 20 Employee Head Count and Distribution by Employee Group and Age, Fall 2021
 - 21 Employee Head Count and Distribution by Race/Ethnicity and Age, Fall 2021
 - 21 Employee Distribution by Gender and Age, Fall 2021
 - 21 Employee Head Count and Distribution by Gender and Age, Fall 2021
- ## 22 THE WANG FAMILY EXCELLENCE AWARD WINNERS 2022
- ## 24 CSU RANKINGS

CSU FACULTY

26 FACULTY PROFILES: INSPIRATION HAPPENS HERE

GENDER AND RACE/ETHNICITY

- 29 Non-Instructional Faculty Distribution by Race/Ethnicity, Fall 2021
- 29 Non-Instructional Faculty Distribution by Gender, Fall 2021
- 30 Non-Instructional Faculty Distribution by Category, Gender and Race/Ethnicity Fall 2021
- 30 Instructional Faculty Head Count by Rank, Fall 2017 to Fall 2021
- 31 Instructional Faculty Head Count by Rank and Race/Ethnicity, Fall 2021 and Fall 2016
- 31 Instructional Faculty Head Count by Rank and Gender, Fall 2021 and Fall 2016
- 32 Instructional Faculty Head Count by Tenure Status and Race/Ethnicity, Fall 2021 and Fall 2016
- 32 Instructional Faculty Head Count by Tenure Status and Gender, Fall 2021 and Fall 2016
- 32 Instructional Faculty Head Count by Tenure Status, Gender and Race/Ethnicity, Fall 2021
- 33 Instructional Faculty Distribution by Category, Gender and Race/Ethnicity Fall 2021

TENURE STATUS

- 34 Tenure-Track Instructional Faculty Head Count by Rank, Fall 2021

- 34 Instructional Faculty With Doctorate Head Count by Rank, Fall 2021
- 34 Instructional Faculty Head Count by Tenure Status and Race/Ethnicity, Fall 2021 and Fall 2016
- 34 Instructional Faculty Head Count by Tenure Status and Gender, Fall 2021 and Fall 2016

NEW FACULTY

- 35 New Tenure-Track Instructional Faculty, Fall 2017 to Fall 2021

PROMOTIONS AND TENURE

- 35 Tenure-Track Instructional Faculty Promotions, Fall 2017 to Fall 2021
- 35 Tenure-Track Instructional Faculty Granted Tenure, Fall 2017 to Fall 2021

SEPARATIONS

- 36 Separations Among Full-Time Tenure-Track Instructional Faculty by Cause and Appointment Status, Fall 2017 to Fall 2021

SALARY

- 36 Instructional Faculty Head Count and Average Salary by Rank and Appointment Type, Fall 2021

CAMPUS

- 37 Instructional Faculty Head Count by Campus and Rank, Fall 2021

CSU STUDENT EMPLOYEES

38 STUDENT WORKER PROFILES: OPPORTUNITY HAPPENS HERE

REPRESENTED STUDENT EMPLOYEE

- 41 Represented Student Employee Head Count by Campus and Race/Ethnicity, Fall 2021
- 42 Represented Student Employee Head Count by Campus and Gender, Fall 2021

NON-REPRESENTED STUDENT EMPLOYEES

- 42 Non-Represented Student Employee Head Count by Campus and Race/Ethnicity, Fall 2021
- 43 Non-Represented Student Employee Head Count by Campus and Gender, Fall 2021

46 ACKNOWLEDGMENTS

TECHNICAL NOTES AND GLOSSARY

- 47 Technical Notes
- 47 Glossary



TONY COULSON, PH.D.

**DIRECTOR, CYBERSECURITY CENTER AND PROFESSOR OF
INFORMATION AND DECISION SCIENCE
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

Dr. Tony Coulson is a globally recognized cybersecurity expert who has consulted for Congress, federal agencies and private organizations. He recently testified before a congressional subcommittee about a projected 500,000-person shortage in the cyber workforce. “Let that number sink in. CSUSB is committed to solve this workforce problem,” says Dr. Coulson, who has led more than 25 grant-funded cybersecurity projects totaling over \$41 million at CSUSB. He also helped

facilitate a nationally acclaimed cybersecurity program designated as a Center of Academic Excellence (CAE) in Cyber Defense Education by the National Security Agency (NSA) and Department of Homeland Security. The program has been recognized for its leadership in developing the country’s cybersecurity workforce—spanning business, computer science, national security studies, criminal justice and public administration. Dr. Coulson also leads the CAE Community Cybersecurity Education as an NSA National Center for more than 340 NSA-designated colleges and universities.



VIRIDIANA DIAZ, PH.D.

**ASSOCIATE VICE PRESIDENT OF STRATEGIC SUPPORT PROGRAMS
CALIFORNIA STATE UNIVERSITY, SACRAMENTO
VICE PRESIDENT FOR STUDENT AFFAIRS
CALIFORNIA STATE UNIVERSITY SAN MARCOS**

Dr. Viridiana Diaz has worked in higher education for 20 years, dedicating her career to creating a more inclusive campus for historically marginalized students. Such students include Pell eligible, immigrant, undocumented, LGBTQIA+ and out-of-school youth. At Sacramento State, she oversaw equity and affinity centers offering academic advising, counseling, tutoring and mentoring. These programs, which

received a coveted national Seal of Excelencia certification, are the bedrock of the campus’s efforts to recruit, retain and graduate Latino students. Recently, Dr. Diaz co-authored and was awarded a \$3 million Developing Hispanic-Serving Institutions (DHSI) grant from the U.S. Department of Education to launch a project called “Degree With a Purpose: Integration of Career Development and Financial Wellness Into the College Experience.” In January, Diaz joined the San Marcos campus as its vice president for student affairs. She says she sees herself in every student who comes through her office and believes “a different life is possible for everyone.”



MARLETTE GRANT-JACKSON

**PROFESSIONAL ACADEMIC ADVISOR AND CULTURAL COORDINATOR FOR THE
INDIAN TRIBAL & EDUCATIONAL PERSONNEL PROGRAM (ITEPP)
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, HUMBOLDT**

Marlette Grant-Jackson is a Cal Poly Humboldt alumna and a 2020/21 Staff Recognition Awards recipient. For the past two decades, her contributions have been integral to ITEPP, where she began as a student assistant and member. Since 2001, her commitment to the campus program and to the Native American Indian students and tribes it supports has never wavered. She has done everything from

graphic design and social media, to writing grants for the Native American Children’s Authors Festival. But her true passion is supporting students by helping them with their mental health, seeing them grow and learn, and helping them find a family in ITEPP—because many of their issues revolve around identity and navigating systems of oppression. She advocates for students and staff and encourages honest dialogue. Grant-Jackson is also an enrolled Yurok Tribal member, the largest federally recognized Indian Tribe in California.



ANTOINETTE ROBERTS

**MANAGER, PAYROLL SERVICES AND CHRS
CALIFORNIA STATE UNIVERSITY, FULLERTON**

Antoinette Roberts has worked on campus for 20 years. She began her career in Compensation Services, then moved to Faculty Affairs and Records, where she became an expert in temporary academic employment. Her impactful contributions to Human Resources systems and data have been instrumental to the implementation of the Common Human Resources System (CHRS). Roberts has also advised the CSU temporary academic employment module work group, the largest employee group in the CSU. As the campus’s CHRS project manager, Roberts

also leads CHRS Recruiting development and the CHRS Core system implementation, of which CSUF is one of the first campuses to complete. Roberts is acknowledged university-wide as a subject matter expert for a variety of HR areas and employee groups. But perhaps her greatest contributions may be her positive spirit and collaborative work ethic—qualities that have made her a beloved and respected colleague across the CSU.



MARILYN MCPOLAND, KIM LARSON, ARANTZA PELAYO & ESTELA MELENDEZ

**UNIVERSITY CEREMONIES AND EVENTS
CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS**

This small but mighty group designs, produces and manages events for the university. Their vital and challenging work is instrumental to bringing people together to celebrate campus successes. They organize donor, community and alumni events for University Advancement, as well as commencements, campuswide celebrations, public ceremonies and other high-profile events for the Office of the President. The work is demanding in a typical year, but the pandemic limited in-person activities and challenged the team to innovate while complying with campus guidelines. During the depths of the pandemic at the end of 2020, a Kenny G virtual holiday concert and distinguished lecture entertained more than 800 people. In the spring of 2021, with support from campus volunteers, an in-person commencement event honored 2020 and 2021 graduates with seven ceremonies over three days. And in the fall, a ceremonial ribbon-cutting event for four new campus facilities led the public celebration of employees’ return to campus.



CSU WORKFORCE

Fall 2021

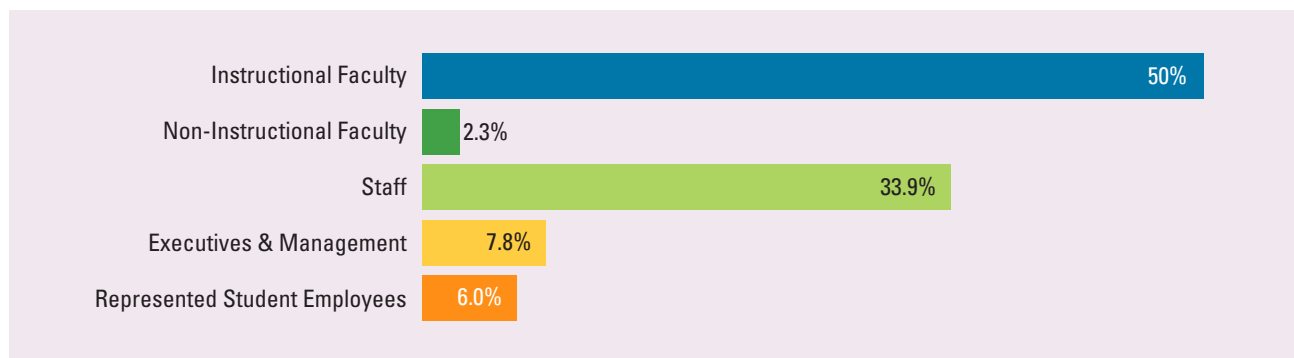
This report draws on CSU employment data as of Fall 2021, profiling the university’s evolving workforce and underscoring CSU’s commitment to hiring well-qualified, diverse faculty and staff. The pages that follow provide a high-level summary of personnel at the CSU, bringing together analytics, stories and images in an annual portrait of the nearly 56,000 faculty and staff the CSU employs statewide.

Head counts, time base, and salary breakdowns are reported in the aggregate and in five broad employee groupings: Instructional Faculty, Non-Instructional Faculty, Staff, Executives & Management, and Represented Student Employees. Figures are also disaggregated by three demographic categories: Race/Ethnicity, Gender and Age. Faculty and student-employee-specific summaries wrap up the quantitative sections of this profile.

The narratives and images throughout the profile highlight some of the exceptional individuals making up the CSU’s workforce, whose contributions emulate the values and advance the mission of the CSU.

EMPLOYEES BY EMPLOYEE GROUPS AND CAMPUS

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP, FALL 2021



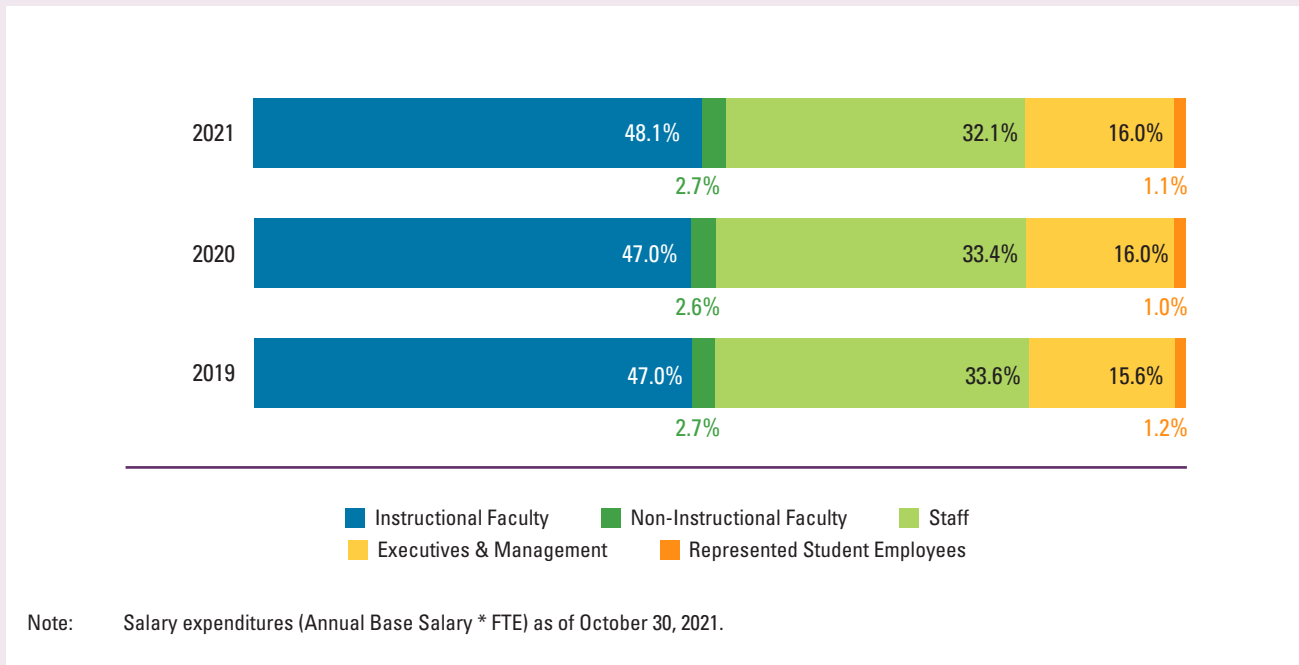
EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND TIME BASE, FALL 2019 TO FALL 2021

YEAR	EMPLOYEE GROUP	FULL-TIME		PART-TIME		GRAND TOTAL	
		Head Count	%	Head Count	%	Head Count	%
2021	Instructional Faculty	13,536	36.5%	14,359	76.6%	27,895	50.0%
	Non-Instructional Faculty	985	2.7%	318	1.7%	1,303	2.3%
	Staff	18,212	49.1%	693	3.7%	18,905	33.9%
	Executives & Management	4,361	11.8%	19	0.1%	4,380	7.8%
	Represented Student Employees	*	0.0%	3,350	17.9%	3,351	6.0%
	Total		37,095	100.0%	18,739	100.0%	55,834
2020	Instructional Faculty	13,496	35.3%	13,438	75.9%	26,934	48.2%
	Non-Instructional Faculty	956	2.5%	260	1.5%	1,216	2.2%
	Staff	19,302	50.5%	735	4.2%	20,037	35.8%
	Executives & Management	4,452	11.7%	26	0.1%	4,478	8.0%
	Represented Student Employees	*	0.0%	3,242	18.3%	3,244	5.8%
	Total		38,208	100.0%	17,701	100.0%	55,909
2019	Instructional Faculty	13,494	35.2%	14,188	74.9%	27,682	48.3%
	Non-Instructional Faculty	983	2.6%	336	1.8%	1,319	2.3%
	Staff	19,497	50.8%	839	4.4%	20,336	35.5%
	Executives & Management	4,397	11.5%	29	0.2%	4,426	7.7%
	Represented Student Employees	*	0.0%	3,562	18.8%	3,563	6.2%
	Total		38,372	100.0%	18,954	100.0%	57,326

Notes:

- An asterisk (*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.
- Includes all employees with the exception of non-represented 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 Employee Groups.

EMPLOYEE SALARY DISTRIBUTION BY EMPLOYEE GROUP, FALL 2019 TO FALL 2021



EMPLOYEE SALARY AND HEAD COUNT DISTRIBUTION BY COLLECTIVE BARGAINING UNIT, FALL 2021

UNION/GROUP	% OF TOTAL SALARY	% OF EMPLOYEES
California Faculty Association	50.81%	52.29%
California State University Employees Union	22.57%	24.61%
Executives & Management Personnel Plan	15.98%	7.84%
Academic Professionals of California	5.27%	5.71%
Teamsters 2010	2.13%	1.82%
Academic Student Employees	1.09%	6.00%
Confidential Classes	0.86%	0.76%
Statewide University Police Association	0.82%	0.60%
Union of American Physicians and Dentists	0.35%	0.13%
Excluded Classes	0.10%	0.20%
International Union of Operating Engineers	0.03%	0.03%
Total	100%	100%

- Notes:
- Includes all employees with the exception of non-represented 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 Employee Groups.

EMPLOYEE HEAD COUNT AND FTE BY CAMPUS AND TIME BASE, FALL 2021

CAMPUS	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bakersfield	915	921.2	373	147.4	1,288	1,068.6
Chancellor's Office	664	664.0	*	*	667	665.6
Channel Islands	705	711.7	213	103.0	918	814.7
Chico	1,425	1,433.4	521	240.8	1,946	1,674.2
Dominguez Hills	1,162	1,167.9	570	239.7	1,732	1,407.6
East Bay	1,172	1,177.2	572	245.9	1,744	1,423.2
Fresno	1,764	1,764.6	844	354.5	2,608	2,119.1
Fullerton	2,452	2,468.1	1,282	536.5	3,734	3,004.6
Humboldt	818	822.5	308	120.9	1,126	943.4
Long Beach	2,720	2,728.1	1,787	723.1	4,507	3,451.2
Los Angeles	1,698	1,702.1	1,107	455.6	2,805	2,157.7
Maritime	255	256.9	29	13.8	284	270.7
Monterey Bay	753	760.7	292	139.0	1,045	899.7
Northridge	2,511	2,523.7	1,481	627.5	3,992	3,151.2
Pomona	1,761	1,765.2	957	439.9	2,718	2,205.1
Sacramento	2,202	2,203.7	1,115	461.0	3,317	2,664.7
San Bernardino	1,466	1,470.1	724	311.6	2,190	1,781.7
San Diego	2,742	2,745.4	1,831	736.0	4,573	3,481.4
San Francisco	2,201	2,216.6	1,380	526.6	3,581	2,743.2
San José	2,416	2,424.8	1,482	622.9	3,898	3,047.7
San Luis Obispo	2,276	2,283.0	539	246.7	2,815	2,529.8
San Marcos	1,211	1,222.5	581	238.8	1,792	1,461.4
Sonoma	873	876.0	337	138.4	1,210	1,014.5
Stanislaus	933	937.0	411	145.6	1,344	1,082.5
Grand Total	37,095	37,246.6	18,739	7,816.9	55,834	45,063.5

EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE, FALL 2021

CAMPUS	FULL-TIME				PART-TIME				GRAND TOTAL
	Faculty	Staff	Students	Total	Faculty	Staff	Students	Total	
Bakersfield	372	543		915	346	19	8	373	1,288
Chancellor's Office		664		664		*		*	667
Channel Islands	238	467		705	207	6		213	918
Chico	547	878		1,425	419	34	68	521	1,946
Dominguez Hills	451	711		1,162	556	9	5	570	1,732
East Bay	411	761		1,172	506	35	31	572	1,744
Fresno	849	915		1,764	681	12	151	844	2,608
Fullerton	1,090	1,362		2,452	1,034	34	214	1,282	3,734
Humboldt	292	526		818	226	17	65	308	1,126
Long Beach	1,134	1,586		2,720	1,288	58	441	1,787	4,507
Los Angeles	731	967		1,698	912	14	181	1,107	2,805
Maritime	71	184		255	26	*		29	284
Monterey Bay	244	509		753	257	21	14	292	1,045
Northridge	1,001	1,510		2,511	1,186	70	225	1,481	3,992
Pomona	698	1,063		1,761	814	28	115	957	2,718
Sacramento	887	1,315		2,202	986	14	115	1,115	3,317
San Bernardino	520	946		1,466	578	13	133	724	2,190
San Diego	1,077	1,664	*	2,742	980	88	763	1,831	4,573
San Francisco	905	1,296		2,201	952	104	324	1,380	3,581
San José	994	1,422		2,416	1,178	39	265	1,482	3,898
San Luis Obispo	922	1,354		2,276	424	26	89	539	2,815
San Marcos	439	772		1,211	489	17	75	581	1,792
Sonoma	264	609		873	281	16	40	337	1,210
Stanislaus	384	549		933	351	32	28	411	1,344
Total	14,521	22,573	*	37,095	14,677	712	3,350	18,739	55,834

- Notes:
- Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
 - An asterisk (*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.



EMPLOYEE DEMOGRAPHICS

Widely recognized for its inclusive policies and outreach, the CSU is home to a diverse student and staff population across its 23 campuses and the Chancellor's Office.

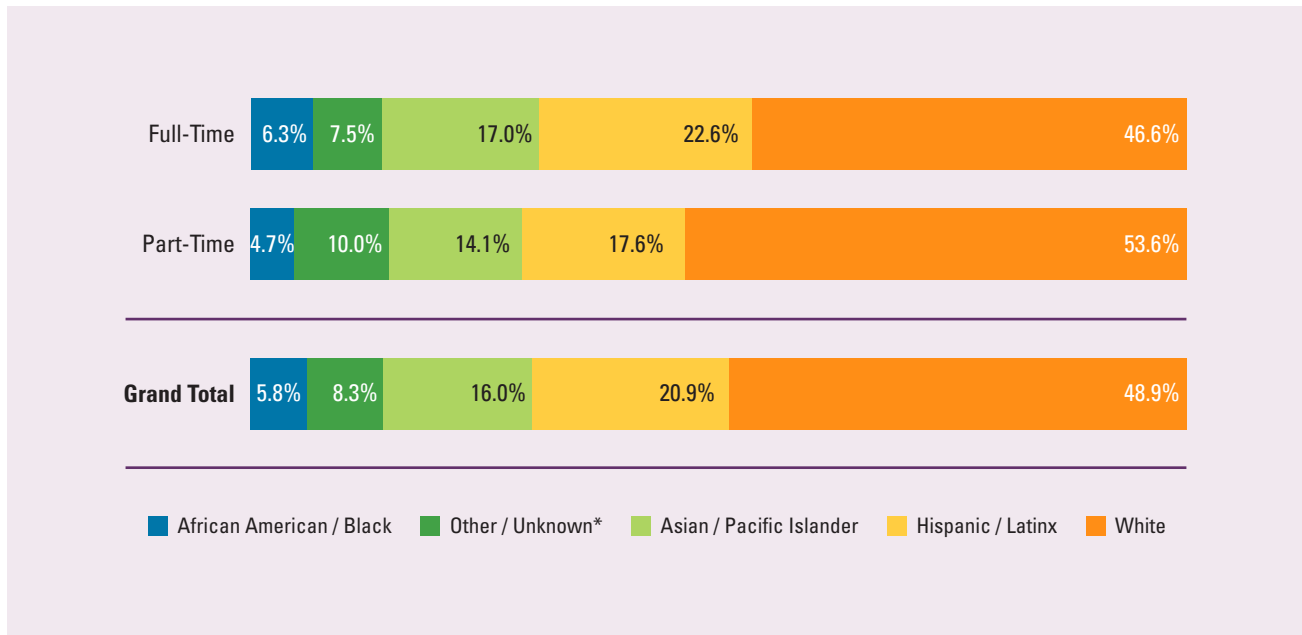
At the CSU, 55 percent of the workforce are women. Within the executive and management workforce, this increases slightly to 55.8 percent. And in fact, 11 of the CSU's 23 presidents are women and increasingly ethnically diverse. In terms of race, ethnicity and gender, nearly 60 percent of all Latinx and Black employees are women, with the staff population surpassing the 60 percent mark for those two groups.

The median age for the CSU workforce in 2021 is 46.3. Latinas have the youngest median age at 39.8, while white men hold the oldest median age at 50.7. The youngest employee grouping by far consists of represented student employees, with a median age of 26.3, with non-instructional faculty, like coaches, counselors, and librarians making up the next youngest group with a median age of 40.1. The oldest employee group are executives and management, with a median age of 49.8.

Smaller populations are not highlighted in this report, to protect their identity when total figures are fewer than 100 and to maximize report and graphics legibility. There are 310 Native American, 162 Pacific Islander, and 1,171 mixed race employees in 2021, with 3,173 declining to state race/ethnicity.

Our fastest growing population is the non-binary population, which became an official reporting category for gender effective January 2019. Since then, the population has nearly tripled, growing from 39 to 97 individuals systemwide. Unfortunately, given the size of the population, non-binary totals are excluded from the summaries that follow.

EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND TIME BASE, FALL 2021

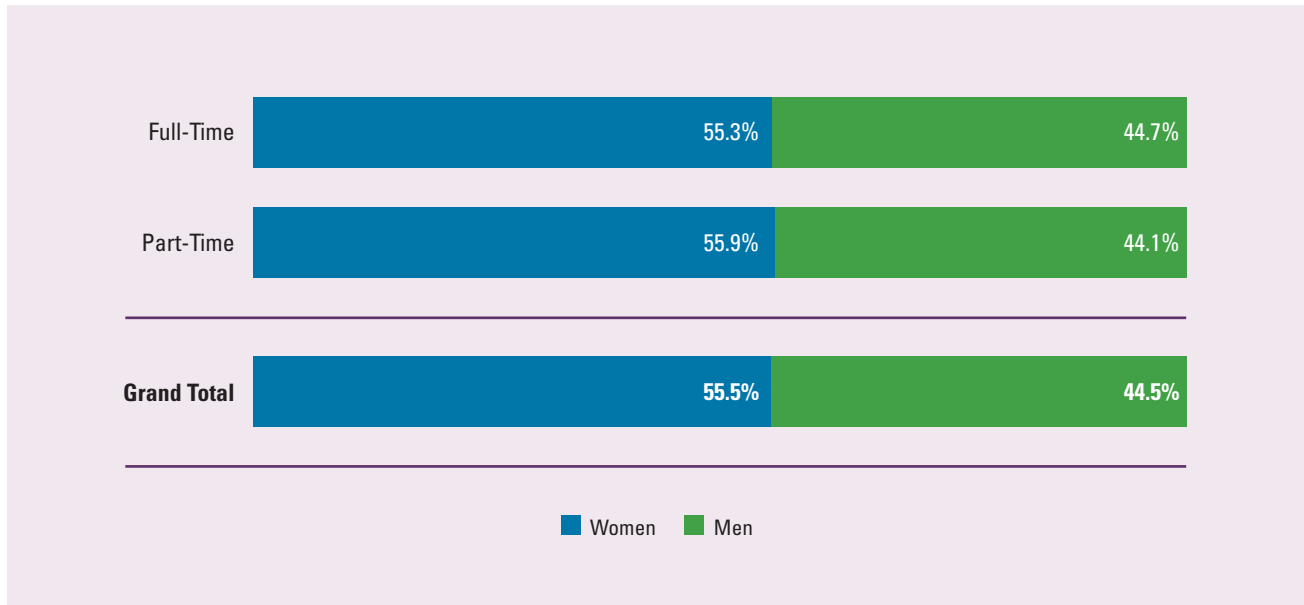


EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2021

RACE / ETHNICITY	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
African American / Black	2,336	6.3%	885	4.7%	3,221	5.8%
Other / Unknown*	2,794	7.5%	1,865	10.0%	4,659	8.3%
Asian / Pacific Islander	6,317	17.0%	2,639	14.1%	8,956	16.0%
Hispanic / Latinx	8,376	22.6%	3,306	17.6%	11,682	20.9%
White	17,272	46.6%	10,044	53.6%	27,316	48.9%
Total	37,095	100.0%	18,739	100.0%	55,834	100.0%

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

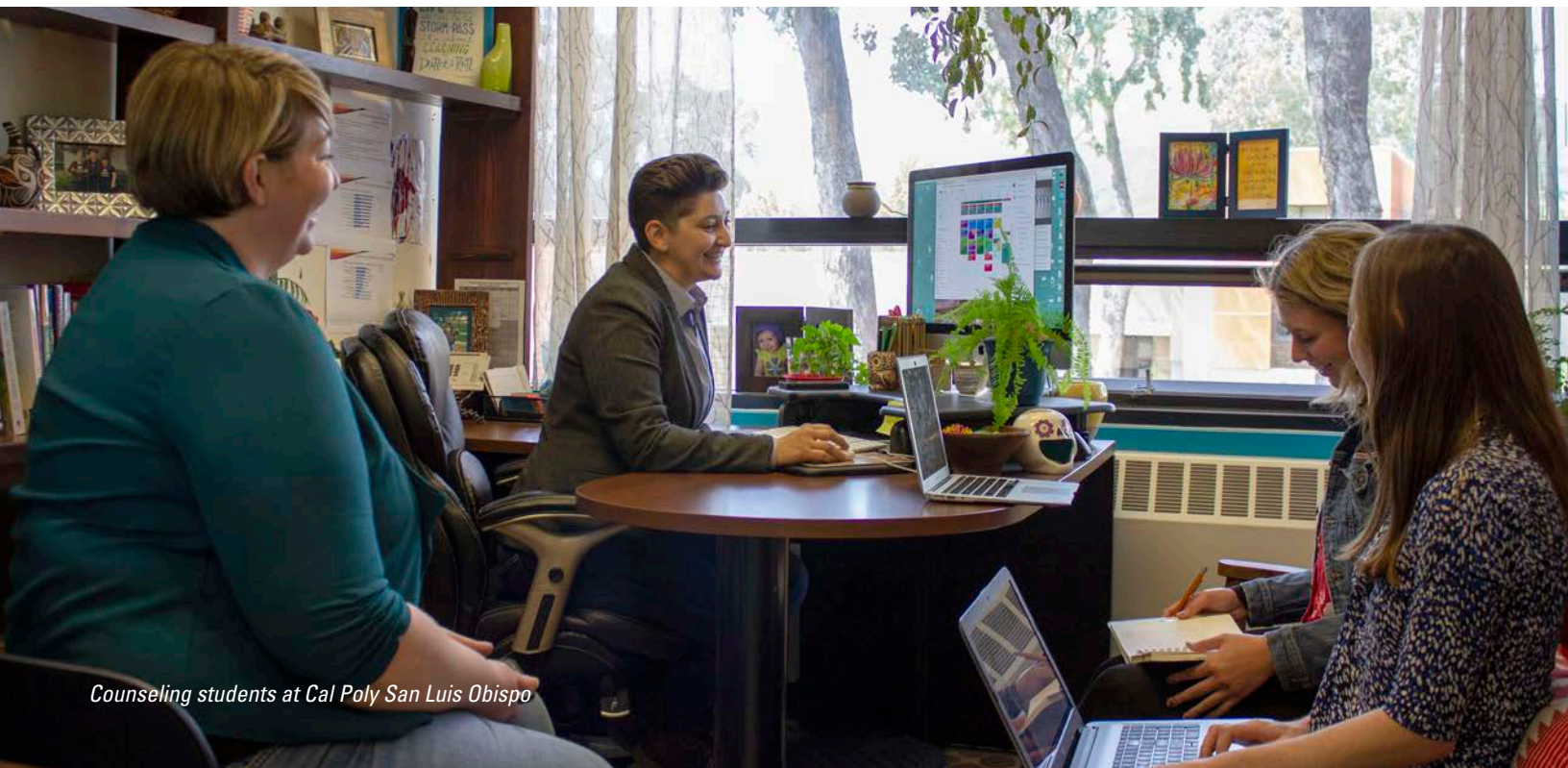
EMPLOYEE DISTRIBUTION BY GENDER AND TIME BASE, FALL 2021



EMPLOYEE DISTRIBUTION AND HEAD COUNT BY GENDER AND TIME BASE, FALL 2021

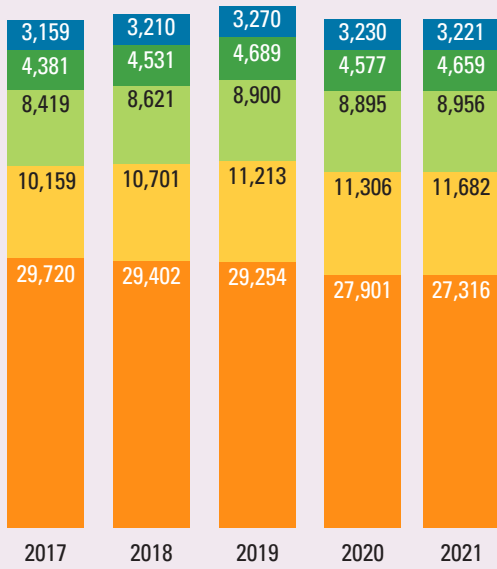
GENDER	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Women	20,487	55.3%	10,432	55.9%	30,919	55.5%
Men	16,570	44.7%	8,240	44.1%	24,810	44.5%
Total	37,057	100.0%	18,672	100.0%	55,729	100.0%

- Notes:
- Due to small population, non-binary and unknown gender are not reported above.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

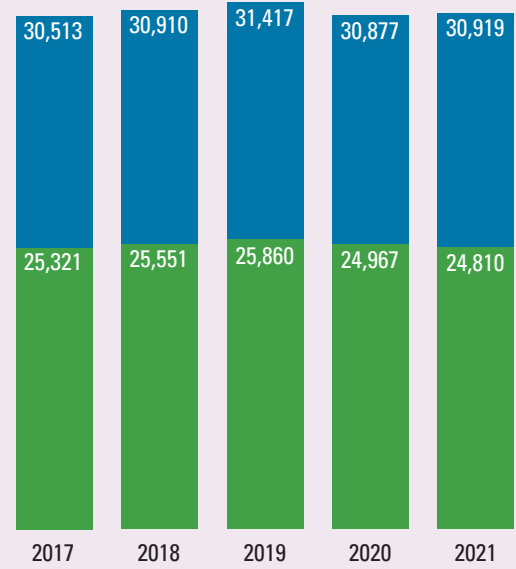


Counseling students at Cal Poly San Luis Obispo

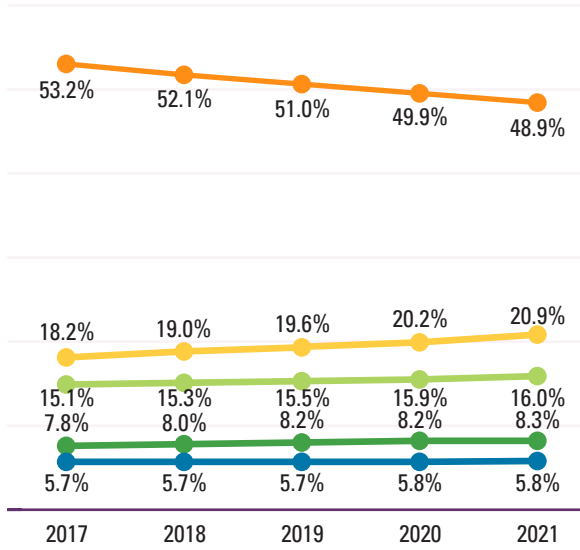
**EMPLOYEE HEAD COUNT BY RACE/ETHNICITY,
FALL 2017 TO FALL 2021**



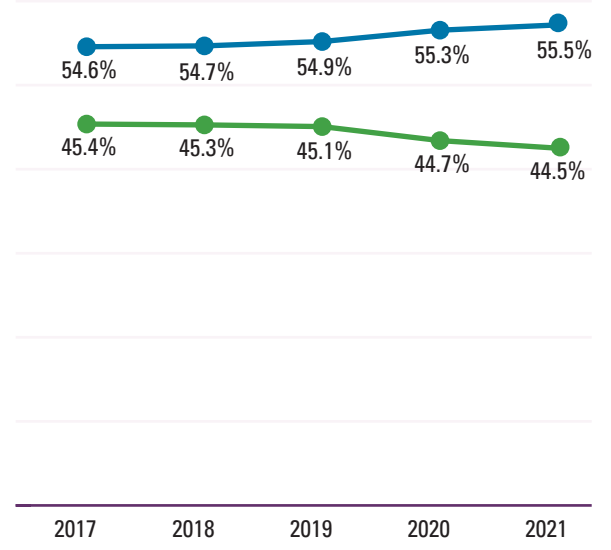
**EMPLOYEE HEAD COUNT BY GENDER,
FALL 2017 TO FALL 2021**



**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY,
FALL 2017 TO FALL 2021**



**EMPLOYEE DISTRIBUTION BY GENDER,
FALL 2017 TO FALL 2021**

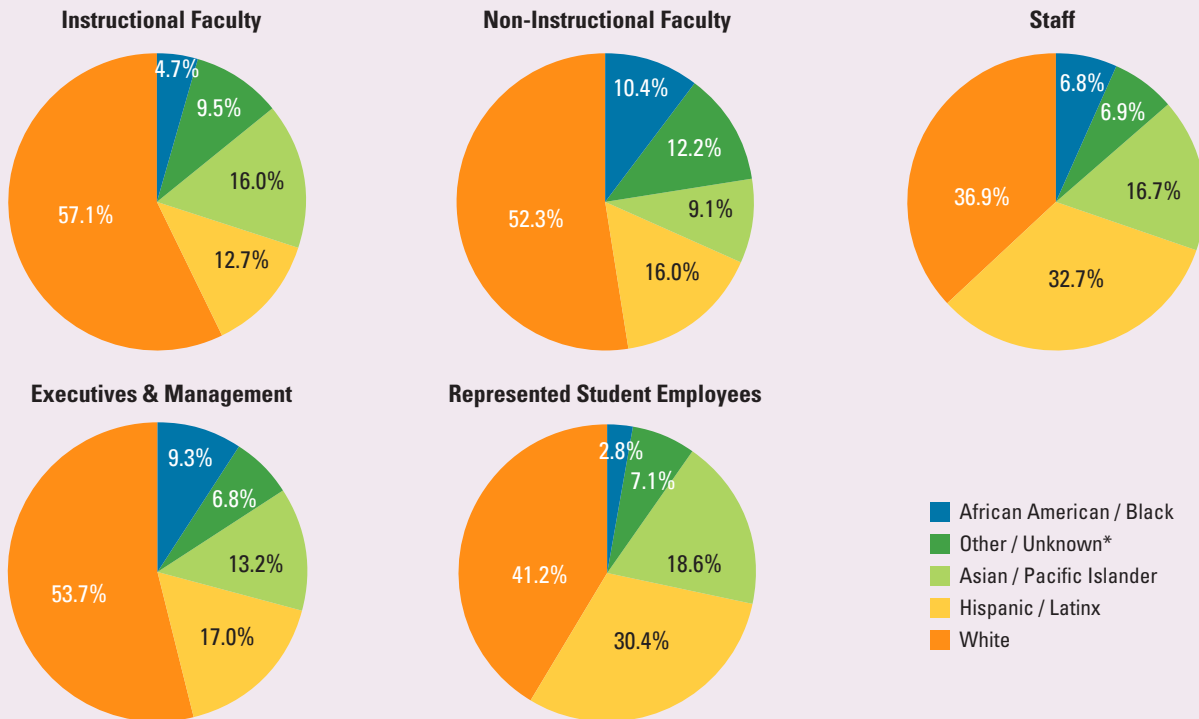


■ African American / Black ■ Other / Unknown*
■ Asian / Pacific Islander ■ Hispanic / Latinx ■ White

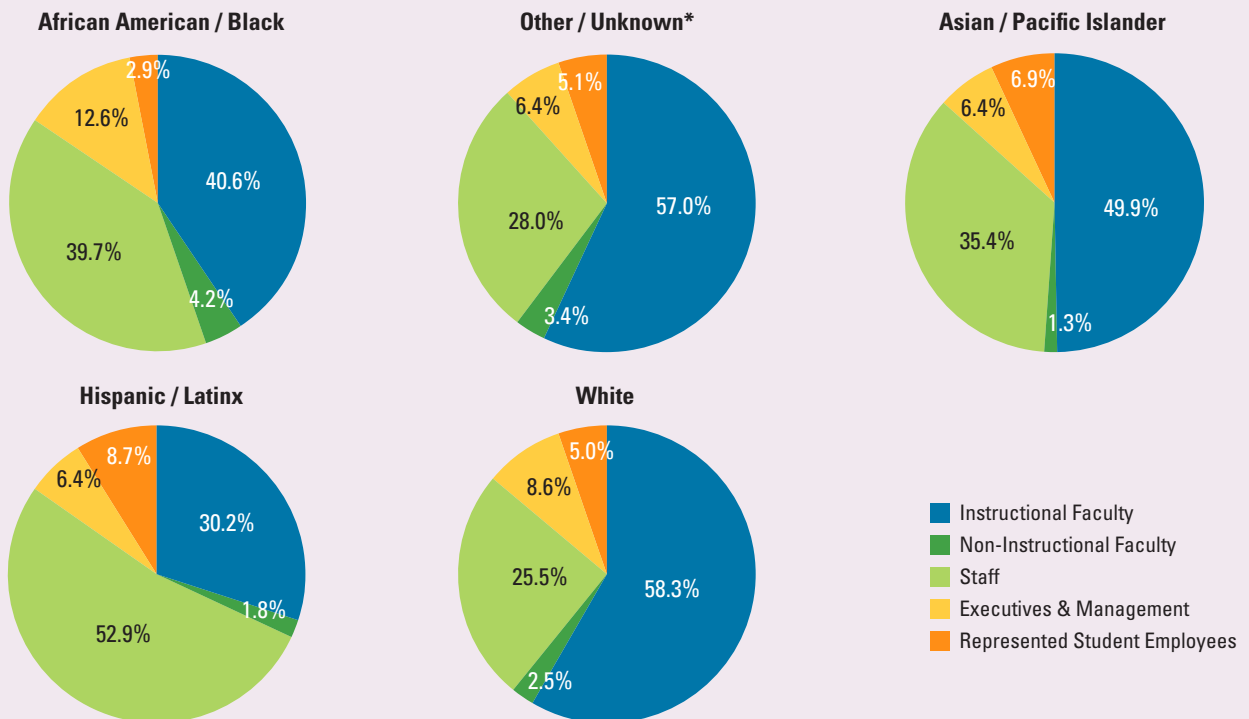
■ Women ■ Men

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY WITHIN EMPLOYEE GROUP, FALL 2021

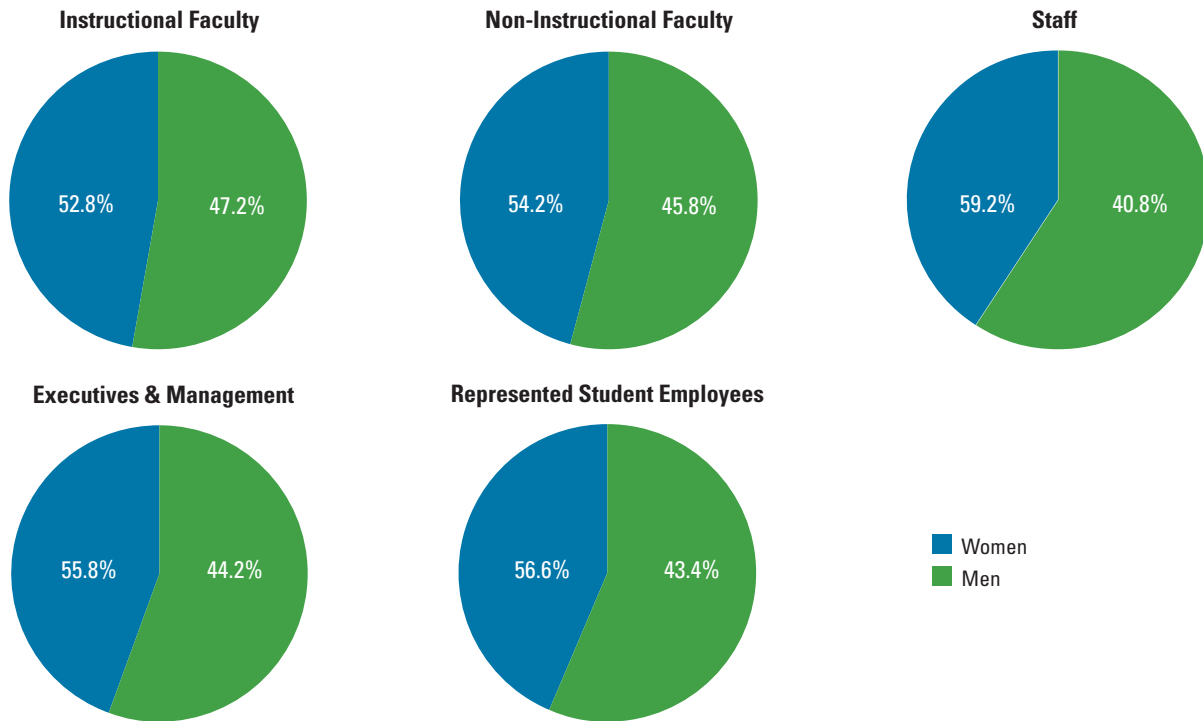


EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN RACE/ETHNICITY, FALL 2021

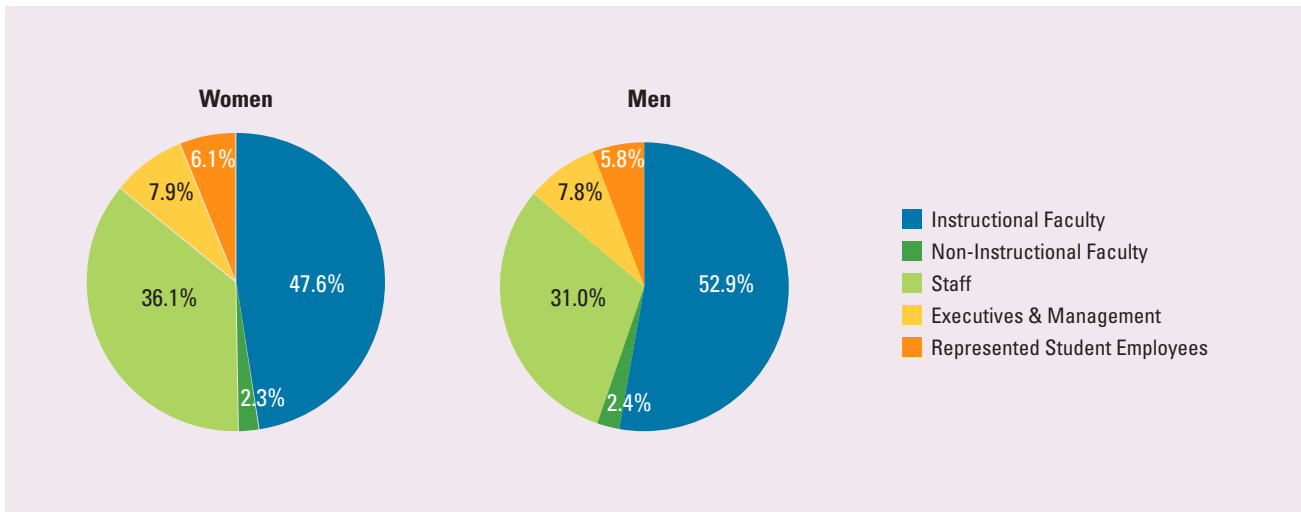


Notes: • Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE DISTRIBUTION BY GENDER WITHIN EMPLOYEE GROUP, FALL 2021



EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN GENDER, FALL 2021



- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
 - Due to small population, non-binary and unknown gender are not reported above.

EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2021

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Instructional Faculty	African American / Black	56.7%	43.3%
	Other / Unknown*	54.2%	45.8%
	Asian / Pacific Islander	51.9%	48.1%
	Hispanic / Latinx	54.2%	45.8%
	White	52.3%	47.7%
	Total	52.8%	47.2%
Non-Instructional Faculty	African American / Black	43.4%	56.6%
	Other / Unknown*	51.3%	48.7%
	Asian / Pacific Islander	80.5%	19.5%
	Hispanic / Latinx	59.3%	40.7%
	White	50.9%	49.1%
	Total	54.2%	45.8%
Staff	African American / Black	61.7%	38.3%
	Other / Unknown*	56.2%	43.8%
	Asian / Pacific Islander	58.7%	41.3%
	Hispanic / Latinx	61.9%	38.1%
	White	57.2%	42.8%
	Total	59.2%	40.8%
Executives & Management	African American / Black	55.1%	44.9%
	Other / Unknown*	51.8%	48.2%
	Asian / Pacific Islander	56.2%	43.8%
	Hispanic / Latinx	61.4%	38.6%
	White	54.5%	45.5%
	Total	55.8%	44.2%
Represented Student Employees	African American / Black	67.7%	32.3%
	Other / Unknown*	55.7%	44.3%
	Asian / Pacific Islander	54.5%	45.5%
	Hispanic / Latinx	57.8%	42.2%
	White	56.1%	43.9%
	Total	56.6%	43.4%

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP AND RACE/ETHNICITY, FALL 2021 AND FALL 2016

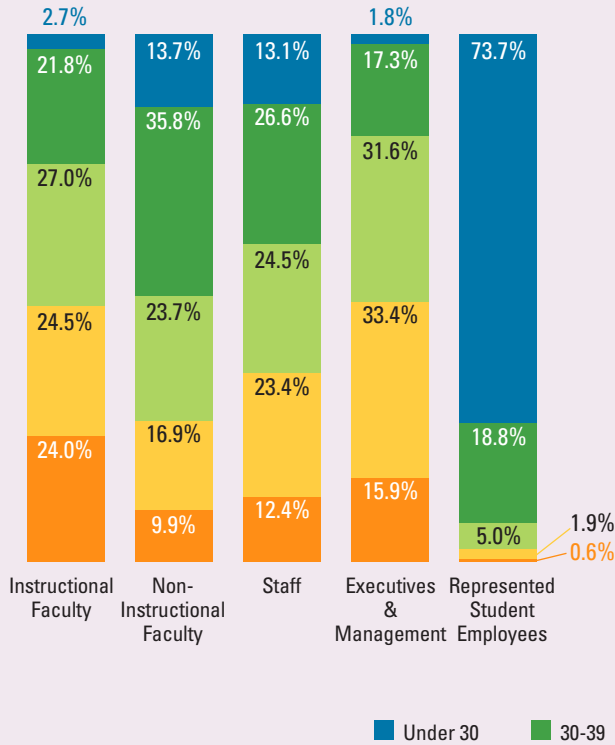
YEAR	EMPLOYEE GROUP	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2021	Instructional Faculty	1,307	2,656	4,473	3,531	15,928	27,895
	Non-Instructional Faculty	136	159	118	209	681	1,303
	Staff	1,279	1,306	3,166	6,179	6,975	18,905
	Executives & Management	406	299	577	745	2,353	4,380
	Represented Student Employees	93	239	622	1,018	1,379	3,351
Total		3,221	4,659	8,956	11,682	27,316	55,834
2016	Instructional Faculty	1,062	2,154	3,725	2,728	16,565	26,234
	Non-Instructional Faculty	103	121	110	145	769	1,248
	Staff	1,485	1,303	3,102	5,183	8,196	19,269
	Executives & Management	329	275	478	541	2,466	4,089
	Represented Student Employees	117	307	727	849	1,739	3,739
Total		3,096	4,160	8,142	9,446	29,735	54,579

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

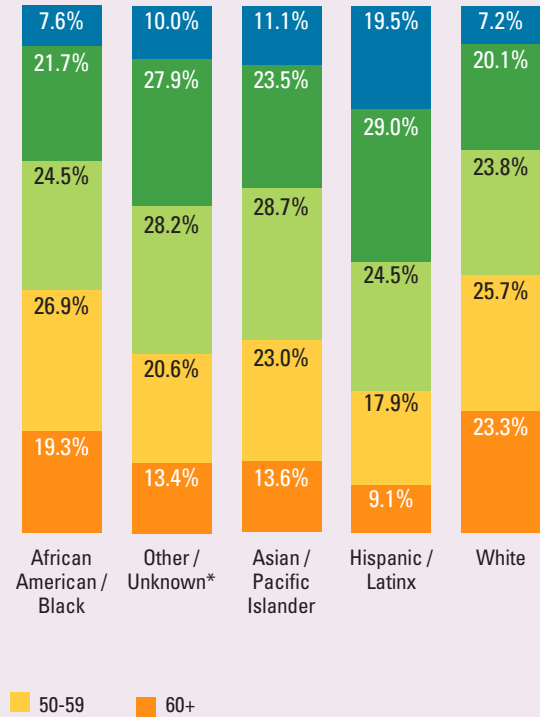


AGE DISTRIBUTION OF CSU EMPLOYEES

EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2021



EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2021



Notes: • Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.

EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2021

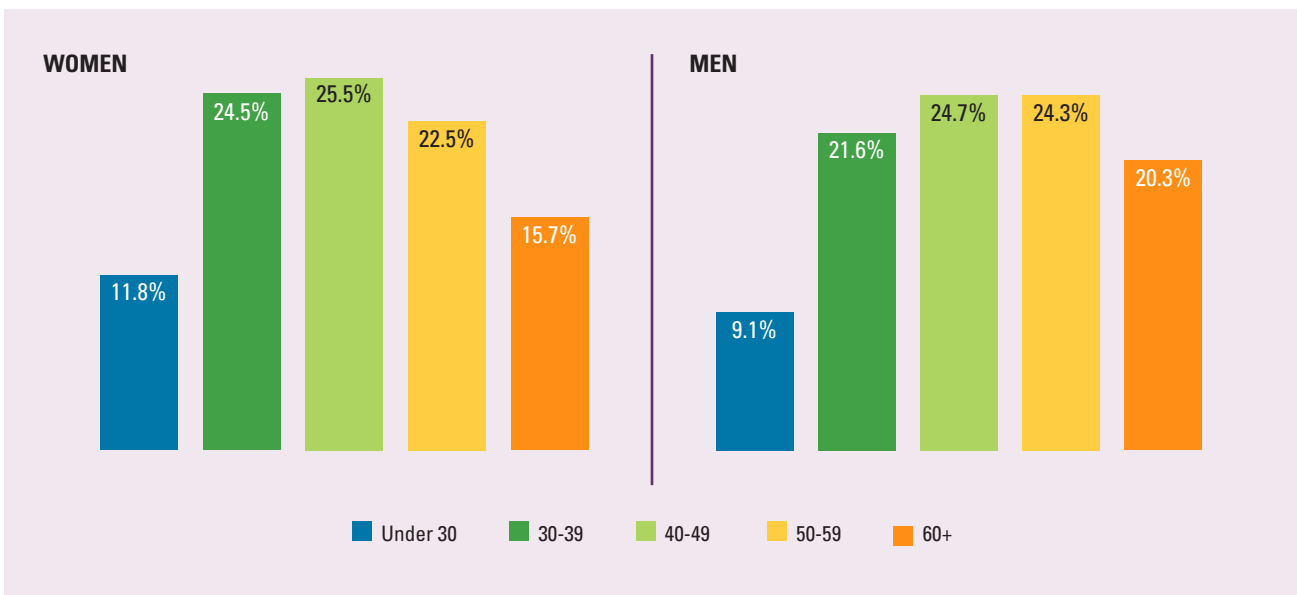
AGE GROUP	INSTRUCTIONAL FACULTY		NON-INSTRUCTIONAL FACULTY		STAFF		EXECUTIVES & MANAGEMENT		REPRESENTED STUDENT EMPLOYEES		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	749	2.7%	179	13.7%	2,468	13.1%	79	1.8%	2,469	73.7%	5,944	10.6%
30-39	6,080	21.8%	466	35.8%	5,031	26.6%	758	17.3%	631	18.8%	12,966	23.2%
40-49	7,529	27.0%	309	23.7%	4,635	24.5%	1,385	31.6%	168	5.0%	14,026	25.1%
50-59	6,830	24.5%	220	16.9%	4,427	23.4%	1,462	33.4%	62	1.9%	13,001	23.3%
60+	6,707	24.0%	129	9.9%	2,344	12.4%	696	15.9%	21	0.6%	9,897	17.7%
Grand Total	27,895	100.0%	1,303	100.0%	18,905	100.0%	4,380	100.0%	3,351	100.0%	55,834	100.0%

Notes: • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE HEAD COUNT AND DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2021

AGE GROUP	AFRICAN AMERICAN / BLACK		OTHER / UNKNOWN*		ASIAN / PACIFIC ISLANDER		HISPANIC / LATINX		WHITE		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	245	7.6%	464	10.0%	998	11.1%	2,281	19.5%	1,956	7.2%	5,944	10.6%
30-39	698	21.7%	1,298	27.9%	2,104	23.5%	3,382	29.0%	5,484	20.1%	12,966	23.2%
40-49	788	24.5%	1,314	28.2%	2,572	28.7%	2,857	24.5%	6,495	23.8%	14,026	25.1%
50-59	868	26.9%	959	20.6%	2,064	23.0%	2,095	17.9%	7,015	25.7%	13,001	23.3%
60+	622	19.3%	624	13.4%	1,218	13.6%	1,067	9.1%	6,366	23.3%	9,897	17.7%
Grand Total	3,221	100.0%	4,659	100.0%	8,956	100.0%	11,682	100.0%	27,316	100.0%	55,834	100.0%

EMPLOYEE DISTRIBUTION BY GENDER AND AGE, FALL 2021



EMPLOYEE HEAD COUNT AND DISTRIBUTION BY GENDER AND AGE, FALL 2021

AGE GROUP	WOMEN		MEN		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Under 30	3,647	11.8%	2,256	9.1%	5,903	10.6%
30-39	7,562	24.5%	5,368	21.6%	12,930	23.2%
40-49	7,879	25.5%	6,132	24.7%	14,011	25.1%
50-59	6,966	22.5%	6,024	24.3%	12,990	23.3%
60+	4,865	15.7%	5,030	20.3%	9,895	17.8%
Grand Total	30,919	100.0%	24,810	100.0%	55,729	100.0%

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.
 - Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

Each year, the Wang Family Excellence Award recognizes four outstanding faculty members and one outstanding staff member who, through extraordinary commitment and dedication, have distinguished themselves by exemplary contributions and achievements. Their activities advance the California State University's mission, contribute to student success, bring benefit and credit to the CSU, and enhance the CSU's excellence in teaching, scholarship and service.



OUTSTANDING FACULTY SCHOLARSHIP

STEVE AROUNSACK, PH.D.

**PROFESSOR, ANTHROPOLOGY AND
DIRECTOR, KECK VISUAL ANTHROPOLOGY LAB
CALIFORNIA STATE UNIVERSITY, STANISLAUS**

As an internationally recognized scholar on Lao culture and portions of Southeast Asia, Dr. Arounsack's work reflects a deep passion to engage, educate and inform. He challenges his students to "learn by doing," and engages their curiosity with technology-enhanced active learning pedagogies. The student's academic experience is further enriched by their involvement in Dr. Arounsack's own scholarly and creative activities, including award-winning films and documentaries. His commitment to the innovative use of classroom technology earned him the prestigious Sony Award for Innovative Teaching with Technology, and spurred his efforts to secure funding for the Keck Visual Anthropology Lab. One of the most advanced laboratories of its kind, it provides a fully operational learning platform to produce professional-grade visual media projects.



OUTSTANDING FACULTY TEACHING

DON EDBERG, PH.D.

**PROFESSOR OF AEROSPACE ENGINEERING
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

Dr. Don Edberg has rightfully earned a reputation for excellence in teaching throughout his 20-year academic career. Over the last decade, he earned the Outstanding Teaching Award from Cal Poly Pomona's College of Engineering, the Teaching Excellence Award from Northrop Grumman Corporation, and the Provost's Award for Excellence in Teaching—the highest recognition given by Cal Poly Pomona to a faculty member. Dr. Edberg's legendary hands-on activities include model airplane and model rocket analyses, construction and flight tests. His close working relationship with the aerospace industry provides opportunities for students to interact directly with practicing engineers, witness real-world aerospace engineering projects and factories. He personally is the holder of 10 U.S. patents on launch vehicle and microgravity vibration isolation and related engineering technologies.



OUTSTANDING FACULTY SERVICE

LOUCINE M. HUCKABAY, MSN, PH.D.

**DIRECTOR AND PROFESSOR, SCHOOL OF NURSING
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Throughout her 42-year tenure, Dr. Huckabay has been a strong supporter and advocate for students, especially those from historically underserved backgrounds. She is well known for mentoring students struggling academically, or those whose home or work situations interfere with their academic success. Her efforts include soliciting grants to help recruit and support Black and Latinx nurses pursuing master's degrees in the Family Nurse Practitioner Program; and she's been the primary writer for four successful national and five state-level accreditation studies for the School of Nursing. Evidence of her passion for the program are her extraordinary fundraising efforts, where her years of service to the healthcare community raised \$3.3 million toward a new Nursing building. In total, she has raised \$42.5 million for the School of Nursing.



OUTSTANDING FACULTY SERVICE

DAVE MOON, M.F.A.

**PROFESSOR OF ART
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

In his 30 years of service, Dave Moon's passion has been to build a creative space where students could "learn by doing." He founded the on-campus Center for Visual Communication (VISCOM) to enable students to apply their learning to projects for the campus and community. With faculty mentorship and guidance, students gain experience and skills in design, marketing and strategy for real-world clients.

Moon also was instrumental in creating the Matador Emerging Technology and Arts Lab, the Design Hub, and IntersectLA, a student-run, faculty-mentored strategic communication agency. At this campus-based agency, students meet and interact with real-world clients, researching and presenting solutions, and then implementing the selected programs. These on-campus centers have helped students receive paid internships or job offers upon their graduation.



OUTSTANDING STAFF PERFORMANCE

KEITH B. HUMPHREY, PH.D.

**VICE PRESIDENT FOR STUDENT AFFAIRS
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO**

Dr. Humphrey's leadership is evident in programs he has established to create a welcoming and inclusive campus climate, including: the Cal Poly Dream Center, the Men and Masculinities Program, the Native American and Indigenous Cultural Center and the LatinX Cultural Center. He also created the Center for Military Connected Students, and has been instrumental in expanding financial aid to cover student fees under his administrative authority. In addition, he launched the National College Student Bystander Intervention Study to help campuses compare their bystander intervention efforts with other universities nationally. His commitment to Graduation Initiative 2025 has been central to his focus and resulted in the donor-funded Cal Poly Cares program, the Cal Poly food pantry and the Tanklage Family Initiative to End Homelessness.



California State University campuses are consistently lauded for academic excellence, value, impact and opportunity. This is possible because of CSU's quality faculty and staff—and our steadfast commitment to student success.

64,000 CSU students—13% of the total student population—contributed 934,000 hours of

SERVICE TO THEIR COMMUNITIES
through service-learning⁷

23 CSU campuses named to

**AMERICA'S
TOP COLLEGES**

INSTITUTIONS DELIVERING
TOP ACADEMICS, BEST
EXPERIENCES, CAREER
SUCCESS & LOWEST DEBT⁴

**NEARLY
HALF**

of CSU students are
underrepresented
minorities⁸

209,400 JOBS
sustained and \$10.3 billion in
LABOR INCOME BY THE CSU
IN THE STATE OF CALIFORNIA⁸



Twenty CSU campuses ranked as a
"TOP MASTER'S INSTITUTION"

BASED ON CONTRIBUTIONS TO THE PUBLIC GOOD
IN SOCIAL MOBILITY, RESEARCH AND PROMOTING
PUBLIC SERVICE¹

21 campuses are
**EQUITY CHAMPIONS OF
HIGHER EDUCATION**

FOR THEIR COMMITMENT TO ENSURING
COMMUNITY COLLEGE STUDENTS
HAVE A PATHWAY TO THE CSU¹⁰

20 CSU campuses are top performers
SOCIAL MOBILITY

TWELVE CSU CAMPUSES IN TOP 20 AMONG
WESTERN REGIONAL UNIVERSITIES³



Twenty CSU campuses are
**TOP REGIONAL
 UNIVERSITIES IN THE WEST**³

5 CSU's out of
 24 Institutions Earn The
**SEAL OF
 EXCELENCIA
 CERTIFICATION**

FOR INTENTIONALLY
 SERVING LATINOS
 AND DEMONSTRATING
 POSITIVE STUDENT
 OUTCOMES⁹

All 23 CSU's are considered a
**"BEST BANG
 FOR THE BUCK"**¹



FOR SOCIAL MOBILITY, RESEARCH & PROMOTING PUBLIC SERVICE



National rankings highlight the
TRANSFORMATIVE POWER

of a CSU degree to improve students' lives.
 22 CSU CAMPUSES DOMINATE RANKINGS WITH 10 IN TOP 20⁵

GRADUATION RATES
 for first-time and transfer CSU students reach
ALL-TIME HIGHS⁸

Twenty-two CSU campuses rank among the
"BEST COLLEGES IN AMERICA"

FOR QUALITY, AFFORDABILITY AND FUTURE
 CAREER EARNINGS²

More than half of the CSU's named among
50 MOST TRANSFORMATIVE COLLEGES

FOR GRADUATION RATES, EARNINGS AND
 STUDENT OUTCOMES²

NEARLY ONE-THIRD

of undergraduates are
**FIRST IN THEIR
 FAMILIES**
 to attend college⁸

¹ Washington Monthly's 2021 College Rankings (August 2021)

² Money's "Best Colleges In America" (August 2020)

³ U.S. News & World Report's 2021 "Best Colleges" (September 2021)

⁴ Forbe's "America's Top Colleges" (September 2021)

⁵ Payscale CollegeNET's "Social Mobility Index" (November 2021)

⁶ Graduation Initiative 2025 Convening (October 2021)

⁷ CSU Office of the Chancellor's Department of Institutional Research & Analyses

⁸ The Economic Impact Of The California State University Study (April 2021)

⁹ Excelencia in Education (2019-2021)

¹⁰ The Campaign For College Opportunity (November 2021)



EDUARDO AMORIM, PH.D.

**ASSISTANT PROFESSOR, BIOLOGY AND FOUNDER, AMORIM LAB
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

Dr. Eduardo Amorim was recently designated a Human Genetics Scholar by the American Society of Human Genetics and is the newest member of CSUN's Biology Department. His lab is conducting research into further understanding the evolutionary dynamics of human diseases. The lab received \$1.7 million from the National Institutes of Health to study ancient epidemics' impact on human DNA, and to possibly provide insight into how pathogens, bacteria and viruses evolved and changed the human genome. "The field is still relatively new, and there is still a lot to be learned," Dr. Amorim says, "So we're excited to incorporate student participation in the research." The project centers on developing new resources and studying archeological remains from ancient populations in the Americas and Europe that were affected by epidemics in the past.



SEAN ANDERSON, PH.D.

**PROFESSOR, ENVIRONMENTAL SCIENCE AND RESOURCE MANAGEMENT AND
FOUNDER, THE PACIFIC INSTITUTE FOR RESTORATION ECOLOGY (PIRATE LAB)
CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS**

Dr. Sean Anderson is an ecologist and conservation biologist who developed the restoration curriculum at CSUCI when the campus was three years old. His novel approach to teaching emphasizes community service, field research and incorporates contemporary environmental challenges—while utilizing bleeding edge online and multimedia tools to boost student engagement. Anderson's Pirate Lab is involved in large-scale ecological restoration projects internationally, and it recently spearheaded a new consortium for remotely piloted systems, such as drones and remote-controlled swimming vehicles. Last fall he studied the Huntington Beach, California oil spill, and the long-term impacts of toxicity on invertebrates that make up the food chain for birds and mammals. Dr. Anderson received the Maximus Outstanding Faculty Award in 2007 for his innovative teaching and conservation efforts, and he is actively involved in many conservation-related working groups, boards and joint power authorities.



JEFF DUNCAN-ANDRADE, PH.D.

**PROFESSOR OF LATINA/LATINO STUDIES AND RACE/RESISTANCE STUDIES
SAN FRANCISCO STATE UNIVERSITY**

Dr. Jeff Duncan-Andrade hopes his students will become inspired to become teachers themselves, after attending his class on educational equity—which examines race, class and school inequality in the U.S. "I think it's reasonable we could expect a life saturated with choice and opportunity for all children," says Dr. Duncan-Andrade, who created the Teaching Excellence Network and co-founded the Roses in Concrete Community School, a responsive lab school in East Oakland. His research interests, lectures and publications include youth wellness, trauma responsiveness, curriculum change, teacher development and retention, critical pedagogy and cultural and ethnic studies. His transformational work on effective teaching in schools has been recognized throughout the U.S. and as far abroad as New Zealand. He's consistently ranked as one of the nation's most influential scholars by EdWeek's Public Influence Rankings.



KATHERINE GRAY

**PROFESSOR AND DEPARTMENT CHAIR, ART AND DESIGN
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

A distinguished glass artist, Katherine Gray is the resident evaluator on “Blown Away,” the hit Netflix glassblowing competition show that recently aired a third holiday-themed competition. Gray has been recognized for her talent as a Fellow of the American Craft Council, a national nonprofit dedicated to advancing American craft. To be elected to the council’s College of Fellows, an artist must demonstrate leadership in the field, outstanding ability as an artist and/or teacher and 25 years or more of professional achievement as an American craftsperson. In 2017, she received the Libenský | Brychtová Award from the Pilchuck Glass School for her artistic and educational contributions to the field. Her work can be found in the collections of the Corning Museum of Glass, the Toledo Museum of Art and the Tacoma Museum of Glass, among others.



CAROL MACKERSIE, PH.D.

**PROFESSOR, AUDIOLOGY AND DIRECTOR, AUDITORY RESEARCH LABORATORY
SAN DIEGO STATE UNIVERSITY**

Dr. Carol Mackersie is a clinical audiologist and a professor in the school of Speech, Language and Hearing Sciences, where she serves as the director of the Auditory Research Lab. In addition to testing, the lab supports research in permanent hearing loss—specifically the study of perceptual consequences and user self-adjustment of hearing loss and hearing amplification, as well as the physiological impact of hearing-related stress. “The thing that really drives me is knowing we’re training students to change lives. And that through treatment, we are able to support people who really rely on their hearing for communication,” Dr. Mackersie says. “We’re able to substantially improve quality of life.” This past fall, she was recognized with a 2021-22 SDSU Alumni Distinguished Faculty Award for her contributions to the university and her field.



RAKESH MOGUL, PH.D.

**PROFESSOR, BIOLOGICAL CHEMISTRY
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

Dr. Rakesh Mogul conducts research in molecular microbiology and enzymology, focusing on the biochemistry of survival in extreme environments. He has also worked in federal and international space policy analysis development and implementation for planetary protection, which seeks to minimize biological contamination in space and on Earth as a result of exploration. In his latest study, he found the sunlight filtering through Venus’ clouds could support Earthlike photosynthesis in its atmosphere. Although Venus, with its unbearable heat and toxic clouds seems an unlikely place for life, the finding suggests it is more habitable than many scientists had previously thought. “This implies that Venus’s clouds could be hospitable for microbial life and, therefore, make a great target for habitability or life detection missions, like those currently planned for Mars and Europa,” Dr. Mogul says.



Graduation ceremonies at Sacramento State

CSU FACULTY

Fall 2021

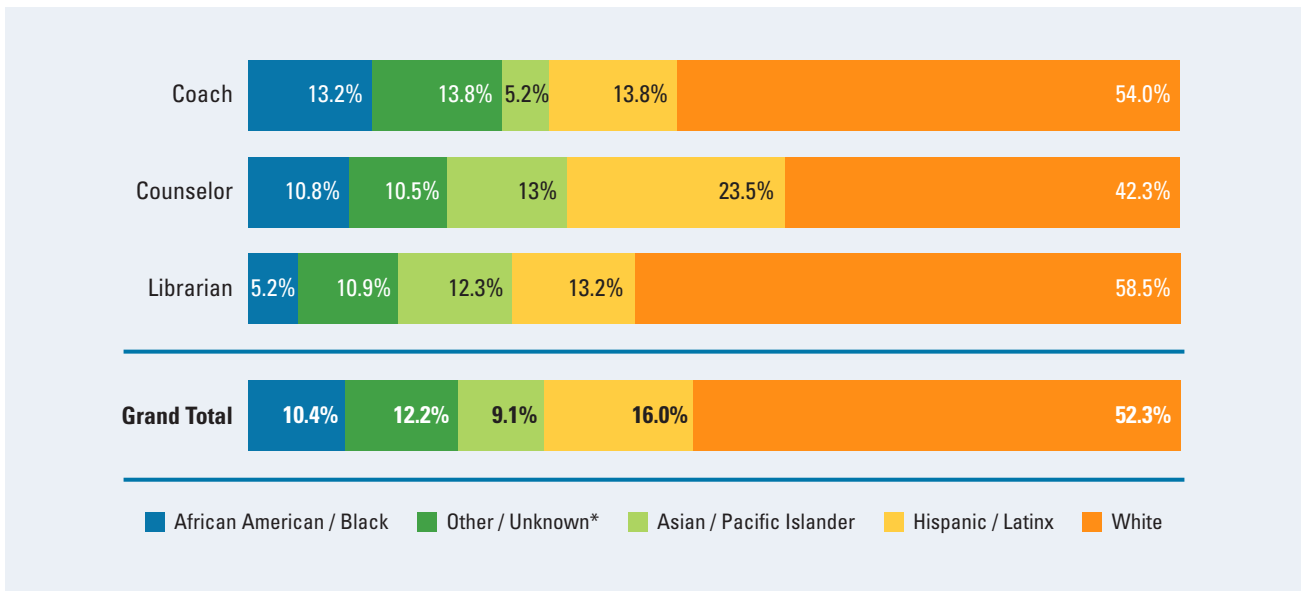
The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs 27,895 instructional faculty members and 1,303 non-instructional faculty members, which represents the majority of CSU employees. Of the 13,500-plus full-time faculty, 76.6 percent are tenured or tenure-track. Of full-time faculty employed by the CSU, 4,589 are full professors.

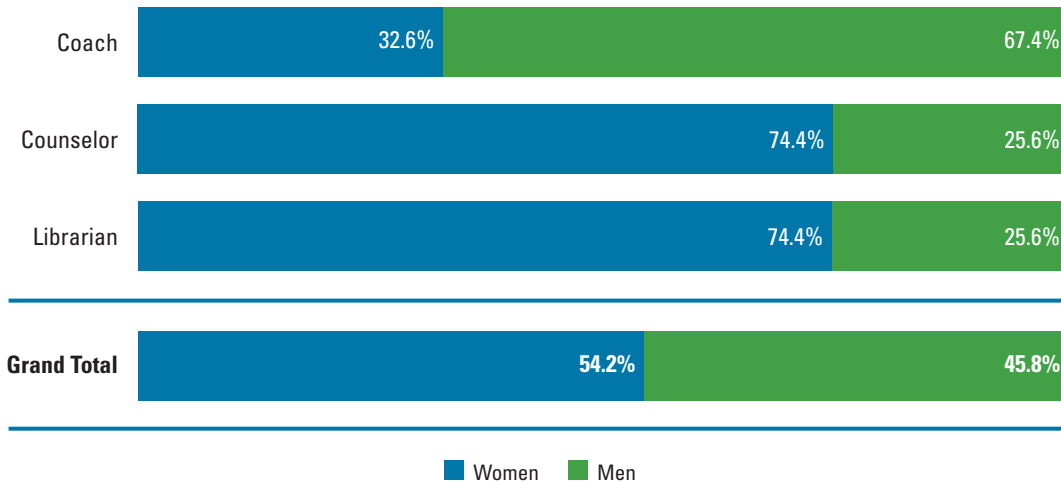
The CSU continues to make strides in emulating the composition of the student body and California's population with a faculty population that is increasingly diverse. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members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

GENDER AND RACE/ETHNICITY

NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY RACE/ETHNICITY, FALL 2021



NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY GENDER, FALL 2021



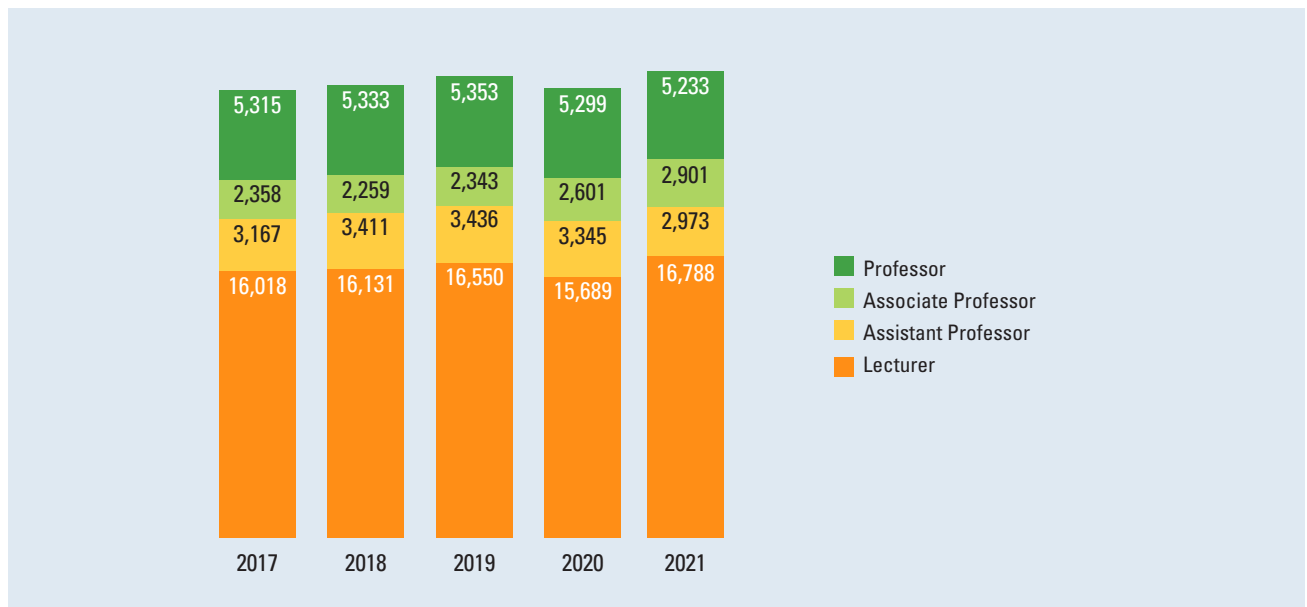
Notes: • Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 • Due to small population, non-binary and unknown gender are not reported above.

NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY FALL 2021

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Coach	African American / Black	31.3%	68.7%
	Other / Unknown*	33.3%	66.7%
	Asian / Pacific Islander	63.6%	36.4%
	Hispanic / Latinx	34.5%	65.5%
	White	29.2%	70.8%
	Total	32.6%	67.4%
Counselor	African American / Black	54.3%	45.7%
	Other / Unknown*	73.5%	26.5%
	Asian / Pacific Islander	88.1%	11.9%
	Hispanic / Latinx	75.0%	25.0%
	White	75.2%	24.8%
	Total	74.4%	25.6%
Librarian	African American / Black	77.8%	22.2%
	Other / Unknown*	73.0%	27.0%
	Asian / Pacific Islander	86.0%	14.0%
	Hispanic / Latinx	80.4%	19.6%
	White	70.6%	29.4%
	Total	74.4%	25.6%

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.

INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2017 TO FALL 2021



INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND RACE/ETHNICITY, FALL 2021 AND FALL 2016

YEAR	FACULTY RANK	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2021	Professor	159	248	1,053	468	3,305	5,233
	Associate Professor	124	236	607	301	1,633	2,901
	Assistant Professor	203	382	688	377	1,323	2,973
	Tenure-Track Subtotal	486	866	2,348	1,146	6,261	11,107
	Lecturer	821	1,790	2,125	2,385	9,667	16,788
Total	1,307	2,656	4,473	3,531	15,928	27,895	
2016	Professor	162	206	874	474	3,561	5,277
	Associate Professor	117	139	522	225	1,445	2,448
	Assistant Professor	130	292	619	305	1,591	2,937
	Tenure-Track Subtotal	409	637	2,015	1,004	6,597	10,662
	Lecturer	653	1,517	1,710	1,724	9,968	15,572
Total	1,062	2,154	3,725	2,728	16,565	26,234	

INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND GENDER, FALL 2021 AND FALL 2016

YEAR	FACULTY RANK	WOMEN	MEN	GRAND TOTAL
2021	Professor	2,261	2,972	5,233
	Associate Professor	1,492	1,409	2,901
	Assistant Professor	1,669	1,297	2,966
	Tenure-Track Subtotal	5,422	5,678	11,100
	Lecturer	9,293	7,455	16,748
Total	14,715	13,133	27,848	
2016	Professor	2,126	3,151	5,277
	Associate Professor	1,218	1,230	2,448
	Assistant Professor	1,591	1,346	2,937
	Tenure-Track Subtotal	4,935	5,727	10,662
	Lecturer	8,347	7,198	15,545
Total	13,282	12,925	26,207	

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2021 AND FALL 2016

YEAR	TENURE STATUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL	% OF GRAND TOTAL
2021	Tenured	278	475	1,625	762	4,873	8,013	28.7%
	Probationary	208	391	723	384	1,388	3,094	11.1%
	Tenure-Track Subtotal	486	866	2,348	1,146	6,261	11,107	39.8%
	Temporary	821	1,790	2,125	2,385	9,667	16,788	60.2%
	Total	1,307	2,656	4,473	3,531	15,928	27,895	100.0%
2016	Tenured	264	323	1,335	681	4,839	7,442	28.4%
	Probationary	145	314	680	323	1,758	3,220	12.3%
	Tenure-Track Subtotal	409	637	2,015	1,004	6,597	10,662	40.6%
	Temporary	653	1,517	1,710	1,724	9,968	15,572	59.4%
	Total	1,062	2,154	3,725	2,728	16,565	26,234	100.0%

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2021 AND FALL 2016

YEAR	TENURE STATUS	WOMEN	MEN	GRAND TOTAL	% OF GRAND TOTAL
2021	Tenured	3,692	4,321	8,013	28.8%
	Probationary	1,730	1,357	3,087	11.1%
	Tenure-Track Subtotal	5,422	5,678	11,100	39.9%
	Temporary	9,293	7,455	16,748	60.1%
	Total	14,715	13,133	27,848	100.0%
2016	Tenured	3,199	4,243	7,442	28.4%
	Probationary	1,736	1,484	3,220	12.3%
	Tenure-Track Subtotal	4,935	5,727	10,662	40.7%
	Temporary	8,347	7,198	15,545	59.3%
	Total	13,282	12,925	26,207	100.0%

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2021

TENURE STATUS	GENDER	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Tenured	Women	147	219	778	352	2,196	3,692
	Men	131	256	847	410	2,677	4,321
	Total	278	475	1,625	762	4,873	8,013
Probationary	Women	108	224	396	202	800	1,730
	Men	99	165	327	182	584	1,357
	Total	207	389	723	384	1,384	3,087
Tenure-Track Subtotal	Women	255	443	1,174	554	2,996	5,422
	Men	230	421	1,174	592	3,261	5,678
	Total	485	864	2,348	1,146	6,257	11,100
Temporary	Women	484	988	1,147	1,357	5,317	9,293
	Men	335	788	977	1,020	4,335	7,455
	Total	819	1,776	2,124	2,377	9,652	16,748
Total	Women	739	1,431	2,321	1,911	8,313	14,715
	Men	565	1,209	2,151	1,612	7,596	13,133
	Total	1,304	2,640	4,472	3,523	15,909	27,848

Notes: • Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 • Due to small population, non-binary and unknown gender are not reported above.

INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY FALL 2021

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Professor	African American / Black	47.8%	52.2%
	Other / Unknown*	40.7%	59.3%
	Asian / Pacific Islander	45.7%	54.3%
	Hispanic / Latinx	42.3%	57.7%
	White	42.5%	57.5%
	Total	43.2%	56.8%
Associate Professor	African American / Black	58.9%	41.1%
	Other / Unknown*	52.1%	47.9%
	Asian / Pacific Islander	51.7%	48.3%
	Hispanic / Latinx	52.8%	47.2%
	White	50.4%	49.6%
	Total	51.4%	48.6%
Assistant Professor	African American / Black	52.5%	47.5%
	Other / Unknown*	57.6%	42.4%
	Asian / Pacific Islander	55.1%	44.9%
	Hispanic / Latinx	52.3%	47.7%
	White	58.2%	41.8%
	Total	56.3%	43.7%
Lecturer	African American / Black	59.1%	40.9%
	Other / Unknown*	55.6%	44.4%
	Asian / Pacific Islander	54.0%	46.0%
	Hispanic / Latinx	57.1%	42.9%
	White	55.1%	44.9%
	Total	55.5%	44.5%

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.

TENURE STATUS

TENURE-TRACK INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2021

FACULTY RANK	ALL FACULTY	TENURED HEAD COUNT	% TENURED IN RANK
Professor	5,233	5,206	99.5%
Associate Professor	2,901	2,778	95.8%
Assistant Professor	2,973	29	1.0%
Total	11,107	8,013	72.1%

INSTRUCTIONAL FACULTY WITH DOCTORATE HEAD COUNT BY RANK, FALL 2021

FACULTY RANK	ALL FACULTY	DOCTORATE HEAD COUNT	% DOCTORATE IN RANK
Professor	5,233	4,781	91.4%
Associate Professor	2,901	2,652	91.4%
Assistant Professor	2,973	2,652	89.2%
Tenure-Track Subtotal	11,107	10,085	90.8%
Lecturer	16,788	4,906	29.2%
Total	27,895	14,991	53.7%

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2021 AND FALL 2016

YEAR	TENURE STATUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2021	Tenured	278	475	1,625	762	4,873	8,013
	Probationary	208	391	723	384	1,388	3,094
	Temporary	821	1,790	2,125	2,385	9,667	16,788
	Total	1,307	2,656	4,473	3,531	15,928	27,895
2016	Tenured	264	323	1,335	681	4,839	7,442
	Probationary	145	314	680	323	1,758	3,220
	Temporary	653	1,517	1,710	1,724	9,968	15,572
	Total	1,062	2,154	3,725	2,728	16,565	26,234

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2021 AND FALL 2016

YEAR	TENURE STATUS	WOMEN	MEN	GRAND TOTAL
2021	Tenured	3,692	4,321	8,013
	Probationary	1,730	1,357	3,087
	Temporary	9,293	7,455	16,748
	Total	14,715	13,133	27,848
2016	Tenured	3,199	4,243	7,442
	Probationary	1,736	1,484	3,220
	Temporary	8,347	7,198	15,545
	Total	13,282	12,925	26,207

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.

NEW FACULTY

NEW TENURE-TRACK INSTRUCTIONAL FACULTY, FALL 2017 - FALL 2021

	2017	2018	2019	2020	2021
Searches	838	866	789	884	390
Appointments	719	734	665	679	327
Success Rate	86%	85%	84%	77%	84%

Note: Includes appointments to tenure-track instructional faculty positions scheduled to begin service for a given academic year, as reported by campuses in the annual CSU Faculty Recruitment Survey. Appointees may have previously held tenure-track appointments elsewhere in the CSU, temporary appointments at the reporting campus, or temporary appointments at other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.

PROMOTIONS & TENURE

TENURE-TRACK INSTRUCTIONAL FACULTY PROMOTIONS, FALL 2017 - FALL 2021

RANK	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021
Full Professor	351	348	323	263	229
Associate Professor	309	297	432	560	583
Total	660	645	755	823	812

Note: Includes all tenure-track instructional faculty promotions as of 10/31/21.

TENURE-TRACK INSTRUCTIONAL FACULTY GRANTED TENURE, FALL 2017 - FALL 2021

RANK	FALL 2017	FALL 2018	FALL 2019	FALL 2020	FALL 2021
Total	350	328	459	586	620

Note: Includes all tenure-track instructional faculty granted tenure as of 10/31/21.



SEPARATIONS

SEPARATIONS AMONG FULL-TIME TENURE-TRACK INSTRUCTIONAL FACULTY BY CAUSE AND APPOINTMENT STATUS, FALL 2017 TO FALL 2021

SEPARATION AS OF TERM	TENURE STATUS	FULL-TIME HEAD COUNT, AS OF PREVIOUS FALL	DEATH		NOT REIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%
Fall 2021	Tenured	7,107	8	0.1%	2	0.0%	49	0.7%	305	4.3%	364	5.1%
	Probationary	3,467	1	0.0%	16	0.5%	98	2.8%	14	0.4%	129	3.7%
	Total	10,574	9	0.1%	18	0.2%	147	1.4%	319	3.0%	493	4.7%
Fall 2020	Tenured	6,944	9	0.1%	1	0.0%	44	0.6%	358	5.2%	412	5.9%
	Probationary	3,584			9	0.3%	111	3.1%	4	0.1%	124	3.5%
	Total	10,528	9	0.1%	10	0.1%	155	1.5%	362	3.4%	536	5.1%
Fall 2019	Tenured	6,849	13	0.2%	2	0.0%	41	0.6%	338	4.9%	394	5.8%
	Probationary	3,585	2	0.1%	11	0.3%	119	3.3%	15	0.4%	147	4.1%
	Total	10,434	15	0.1%	13	0.1%	160	1.5%	353	3.4%	541	5.2%
Fall 2018	Tenured	6,927	14	0.2%	1	0.0%	51	0.7%	341	4.9%	407	5.9%
	Probationary	3,345	1	0.0%	8	0.2%	140	4.2%	6	0.2%	155	4.6%
	Total	10,272	15	0.1%	9	0.1%	191	1.9%	347	3.4%	562	5.5%
Fall 2017	Tenured	6,892	8	0.1%	1	0.0%	50	0.7%	311	4.5%	370	5.4%
	Probationary	3,184			6	0.2%	107	3.4%	2	0.1%	115	3.6%
	Total	10,076	8	0.1%	7	0.1%	157	1.6%	313	3.1%	485	4.8%

Note: Includes separations for full-time tenure-track instructional faculty positions as of 10/31/21. Retiring faculty who enter the Faculty Early Retirement Program (FERP) are included, but FERP faculty who exit the program are not included.

SALARY

INSTRUCTIONAL FACULTY HEAD COUNT AND AVERAGE SALARY BY RANK AND APPOINTMENT TYPE, FALL 2021

TIME BASE	FACULTY RANK	ACADEMIC YEAR HEAD COUNT	ACADEMIC YEAR AVERAGE SALARY	12-MONTH HEAD COUNT	12-MONTH AVERAGE SALARY
Full-Time	Professor	4,045	\$111,744	544	\$139,349
	Associate Professor	2,740	\$97,122	84	\$119,856
	Assistant Professor	2,932	\$85,726	28	\$100,221
	Lecturer	3,026	\$65,566	137	\$87,391
	Total	12,743	\$91,648	793	\$126,926
Part-Time	Professor	644	\$117,190		
	Associate Professor	77	\$97,359		
	Assistant Professor	13	\$82,134		
	Lecturer	13,594	\$59,726	31	\$90,824
	Total	14,328	\$62,532	31	\$90,824
All Time Bases		27,071	\$76,238	824	\$125,568

CAMPUS

INSTRUCTIONAL FACULTY HEAD COUNT BY CAMPUS AND RANK, FALL 2021

CAMPUS	TENURE TRACK				LECTURER	ALL INSTRUCTIONAL FACULTY
	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	OVERALL		
Bakersfield	85	65	94	244	424	668
Channel Islands	56	42	52	150	281	431
Chico	199	123	124	446	469	915
Dominguez Hills	130	86	102	318	640	958
East Bay	151	91	116	358	505	863
Fresno	267	157	184	608	865	1,473
Fullerton	400	260	183	843	1,209	2,052
Humboldt	110	65	52	227	252	479
Long Beach	408	226	216	850	1,497	2,347
Los Angeles	292	102	159	553	1,046	1,599
Maritime	18	22	15	55	33	88
Monterey Bay	69	58	54	181	281	462
Northridge	437	210	147	794	1,304	2,098
Pomona	258	152	145	555	907	1,462
Sacramento	357	145	204	706	1,089	1,795
San Bernardino	229	107	115	451	598	1,049
San Diego	328	253	211	792	1,149	1,941
San Francisco	365	178	163	706	1,095	1,801
San José	312	165	275	752	1,310	2,062
San Luis Obispo	359	178	167	704	561	1,265
San Marcos	121	87	79	287	589	876
Sonoma	135	50	52	237	272	509
Stanislaus	147	79	64	290	412	702
Systemwide	5,233	2,901	2,973	11,107	16,788	27,895



Classroom training at CSU Dominguez Hills



TONYA HENSLEY

**STUDENT ASSISTANT, SCHOOL OF NURSING
CALIFORNIA STATE UNIVERSITY, STANISLAUS**

Tonya Hensley has faced many challenges in her life, including that of losing her husband. The resilient and optimistic mother of four was recently named a Trustee Emeritus Ali C. Razi Scholar in the CSU's annual Trustees' Award for Outstanding Achievement. A nursing major who made the dean's list, Hensley is a member of the Alpha Alpha honor society and The National Society of Leadership and Success. "Being a good role model to my kids is one of the most important things to me," she says. As a student assistant, she provides free child care to single working parents

and helps seniors in her community by grocery shopping and running errands for them. After graduation, Hensley plans to work as a labor and delivery nurse and earn multiple certificates in newborn care.



IRIS HUANG

**DIRECTOR OF ADVANCEMENT OF THE INFORMATION SYSTEMS ASSOCIATION
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO**

Iris Huang wanted to be the first in her family to go to college, and thanks to financial aid, she was able to graduate in just three years with a bachelor's degree in business with a concentration in information systems. She enrolled as a graduate student in the business analytics program, part of the Orfalea College of Business. While in the program, she interned at Kaiser Permanente and the California Department of Forestry and Fire Protection. In addition, Huang served as director of advancement of the Information Systems Association and social chair for the Thai-

Vietnamese Student Association. "Getting into the graduate program at San Luis Obispo got me so much more exposure to big data and allowed me to get my foot in the door," Huang says. She is the first Cal Poly Scholar, a need-based scholarship program, to graduate from Orfalea.



FABIOLA MORENO RUELAS

**STUDENT ASSISTANT, ADVANCEMENT DONOR RELATIONS AND
VP OF SYSTEMWIDE AFFAIRS, CAL STATE STUDENT ASSOCIATION (CSSA)
SAN DIEGO STATE UNIVERSITY**

Fabiola Moreno Ruelas works on campus and serves as an executive officer of the CSSA, while pursuing political science and public administration degrees. Her humble beginnings inspired her to pursue an education, so she took advantage of opportunities in her hometown of Gonzales, CA. She joined the youth council, and then became a youth commissioner and received a paid fellowship with the city government. At just 17 years old, Moreno Ruelas had received 10 local scholarships

and begun her college journey. She became an unlikely philanthropist just a year later, when she turned a small settlement from a car accident into a scholarship fund for college-bound students from Gonzales. "I was a little selfless in thinking about this money, but everyone in Gonzales was very selfless in helping me growing up," she says. "Our community put us first."

CSU STUDENT WORKERS: OPPORTUNITY HAPPENS HERE



KENNETH PERKINS

**PEER MENTOR, PROJECT SUCCESS
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

Kenneth Perkins first visited Cal Poly Pomona in the eighth grade and realized mechanical engineering reminded him of origami, one of his favorite pastimes. But it was his passion for problem-solving and assisting historically underrepresented groups that led him to work on campus with Project SUCCESS—a first-year freshmen mentoring, retention and academic program that aims to empower and connect men of color to academic, personal and professional networks in preparation for their sophomore year. As an alumnus of Project SUCCESS, Perkins

is in his third year of supporting incoming freshmen as a peer mentor. “My experience as a student worker has helped me understand how much goes into helping others be a success,” he says, “and it makes me proud to be a part of it.” Perkins expects to obtain his Bachelor of Science in mechanical engineering by spring 2023.



MAHA SANAD

**WRITER/SOCIAL MEDIA EDITOR AND COMMUNICATIONS ASSISTANT
CALIFORNIA STATE UNIVERSITY, EAST BAY**

Maha Sanad is a writer and social media editor for the campus Pioneer newspaper. She also works as a communications assistant in University Communications and Marketing, where her supervisor praised her as “the best student I’ve ever hired.” These opportunities continue to advance Sanad’s skills and experience, while expanding her talents and passions for writing. They also provide her the opportunity to connect with professionals who share their personal insights and perspectives. Sanad gives this advice to other student workers on campus:

“Although you may feel imposter syndrome, it’s important to remind yourself that you do belong, you’re important and valued.” Sanad is majoring in communications with a minor in advertising and aspires to work in journalism or book publishing after graduating in spring 2022.



CORY TONDREAU

**LAB COORDINATOR, LEARNING COGNITION AND INSTRUCTION
RESEARCH LABORATORY
CALIFORNIA STATE UNIVERSITY, CHICO**

Cory Tondreau graduated with honors with a bachelor’s degree in psychology, despite failing out of college her first year. She is now pursuing a master’s in psychological science, and the first-generation college graduate works as a lab coordinator in the Chico State Learning Cognition and Instruction Research Laboratory. While maintaining a 3.9 GPA, Tondreau furthered her research in

cognition, learning and instruction, and she served as a peer mentor and advocate. In 2017, she received a prestigious research fellowship at Technische Universität Dresden in Germany; and in 2019, she was named a William Randolph Hearst Scholar in the CSU’s annual Trustees’ Award for Outstanding Achievement. Tondreau plans to pursue a doctorate in educational psychology so she can become a researcher and professor to help others attain their educational dreams.



CSU STUDENT EMPLOYEES

Fall 2021

Represented by UAW (United Auto Workers), student employees make up 6 percent of the CSU's workforce and include teaching associates (TA), graduate assistants (GA), and instructional student assistants (ISA). Represented student employees were not reported in the Employee Profile until 2019.

The CSU also employs more than 15,000 non-represented student employees, which include various types of hourly student assistants. Due to the intermittent nature of non-represented student worker appointments, they're not reported elsewhere in the profile.

The pages that follow provide a campus-level summary of the populations of these student workers including breakdowns by race/ethnicity and gender.

REPRESENTED STUDENT EMPLOYEES

REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2021

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield			*	*	*	8
Channel Islands						
Chico		5	*	19	41	68
Dominguez Hills	*		*	*		5
East Bay		*	15	5	8	31
Fresno	*	10	27	62	51	151
Fullerton	10	17	34	81	72	214
Humboldt	*	6	*	11	45	65
Long Beach	15	23	90	145	168	441
Los Angeles	6	9	19	105	42	181
Maritime						
Monterey Bay				*	13	14
Northridge	*	19	29	65	109	225
Pomona	*	5	21	49	37	115
Sacramento	5	12	18	24	56	115
San Bernardino	9	8	14	66	36	133
San Diego	21	51	143	186	363	764
San Francisco	8	21	81	81	133	324
San José	*	29	94	61	77	265
San Luis Obispo	*	11	11	6	60	89
San Marcos	*	6	13	28	25	75
Sonoma	*	*	*	9	26	40
Stanislaus	*	*	*	8	14	28
Systemwide	93	239	622	1,018	1,379	3,351

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - An asterisk (*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.

REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2021

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	6	*	8
Channel Islands			
Chico	45	23	68
Dominguez Hills	*	*	5
East Bay	21	10	31
Fresno	79	72	151
Fullerton	122	91	213
Humboldt	45	20	65
Long Beach	247	191	438
Los Angeles	103	78	181
Maritime			
Monterey Bay	8	6	14
Northridge	107	116	223
Pomona	63	52	115
Sacramento	74	41	115
San Bernardino	87	46	133
San Diego	426	331	757
San Francisco	174	141	315
San José	135	130	265
San Luis Obispo	49	40	89
San Marcos	46	29	75
Sonoma	26	14	40
Stanislaus	19	9	28
Systemwide	1,885	1,444	3,329

NON-REPRESENTED STUDENT EMPLOYEES

NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2021

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield	17	33	34	221	58	363
Chancellor's Office		*	*	7		9
Channel Islands	9	17	25	164	56	271
Chico	40	63	66	402	323	894
Dominguez Hills	44	23	33	193	11	304
East Bay	62	44	174	238	60	578
Fresno	22	47	118	369	153	709
Fullerton	44	64	227	437	129	901
Humboldt	33	71	16	260	256	636
Long Beach	74	71	304	573	185	1,207
Los Angeles	21	8	73	319	36	457
Maritime	6	14	17	33	62	132
Monterey Bay	14	27	20	103	82	246
Northridge	77	73	140	425	169	884
Pomona	56	65	178	380	97	776
Sacramento	87	123	238	425	241	1,114
San Bernardino	43	19	42	379	51	534
San Diego	142	136	225	563	352	1,418
San Francisco	62	63	243	300	133	801
San José	40	77	355	233	99	804
San Luis Obispo	9	160	302	332	837	1,640
San Marcos	25	39	40	195	87	386
Sonoma	20	53	23	203	190	489
Stanislaus	5	25	28	176	63	297
Systemwide	952	1,316	2,922	6,930	3,730	15,850

- Notes:
- Other / Unknown includes individuals who identify as American Indian, two or more races or who did not indicate a race/ethnicity.
 - Due to small population, non-binary and unknown gender are not reported above.
 - An asterisk (*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.

NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2021

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	228	135	363
Chancellor's Office	*	6	9
Channel Islands	188	83	271
Chico	573	321	894
Dominguez Hills	213	91	304
East Bay	412	166	578
Fresno	454	255	709
Fullerton	602	299	901
Humboldt	436	200	636
Long Beach	802	405	1,207
Los Angeles	274	183	457
Maritime	31	101	132
Monterey Bay	167	79	246
Northridge	561	323	884
Pomona	480	296	776
Sacramento	732	382	1,114
San Bernardino	358	176	534
San Diego	954	464	1,418
San Francisco	521	280	801
San José	502	302	804
San Luis Obispo	1,021	619	1,640
San Marcos	260	126	386
Sonoma	325	164	489
Stanislaus	213	84	297
Systemwide	10,310	5,540	15,850

- Notes:
- Due to small population, non-binary and unknown gender are not reported above.
 - An asterisk (*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.





Chico State



Cal Poly San Luis Obispo



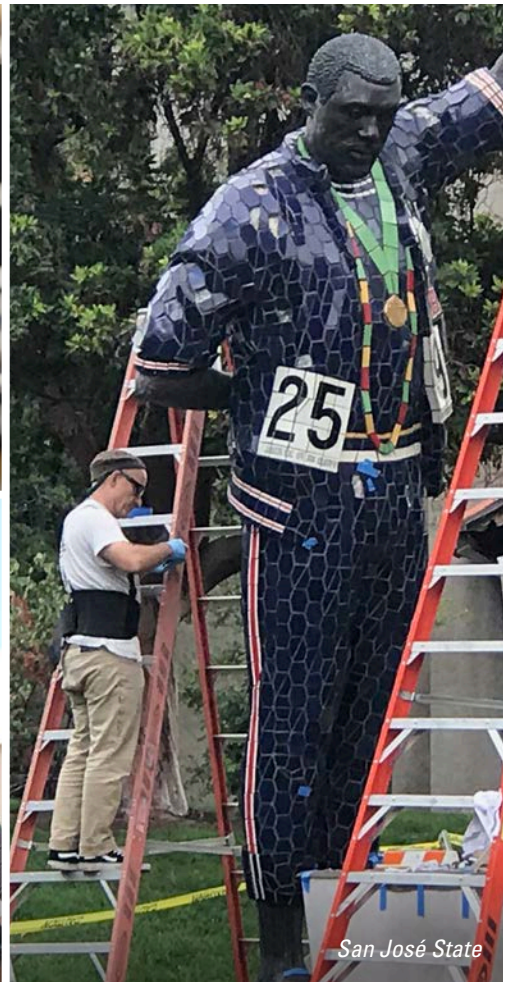
Cal State East Bay



Cal State San Bernardino



Cal State Long Beach



San José State

ACKNOWLEDGMENTS

We appreciate the time and effort of the campus personnel who contributed to the annual Employee Profile. While not all of the materials were used in this issue—your support helps reflect campus life at the CSU, and the work of our valued employees as they come together to continue to advance the mission of the CSU.

- CAL MARITIME** | Page 4
- CAL POLY SAN LUIS OBISPO** | Page 14, 44
- CAL STATE EAST BAY** | Page 44
- CAL STATE FULLERTON** | Cover, Page 8
- CAL STATE LA** | Page 35
- CAL STATE LONG BEACH** | Page 44
- CAL STATE SAN BERNARDINO** | Page 44
- CHICO STATE** | Page 12, 44
- CSU BAKERSFIELD** | Page 2-3
- CSU DOMINGUEZ HILLS** | Page 24-25, 37
- CSUN** | Page 40
- SACRAMENTO STATE** | Page 28, 46
- SAN DIEGO STATE** | Page 19, 43
- SAN JOSÉ STATE** | Page 44
- STANISLAUS STATE** | Page 45



TECHNICAL NOTES AND GLOSSARY

Fall 2021

TECHNICAL NOTES

This reference booklet contains Fall 2021 snapshot information on employees at all 23 campuses and the Chancellor's Office.

- All tables and charts in the Employee Profile exclude student employees (unless otherwise noted), 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.
- Beginning in 2020, we use Employee Group to replace Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) as it aligns with CSU's reporting practices. As a result, data for these groups cannot be directly compared to previous Employee Profiles.
- Data presented in this report were obtained from the annual systemwide IPEDS-HR extract, from campus HR databases in PeopleSoft, and from the annual Faculty Recruitment and Retention Survey.
- Percentages referenced throughout report may not add up to 100 percent because of rounding.

GLOSSARY

Academic Student Employee	Employees whose primary appointment is as a teaching associate, graduate assistant or instructional student assistant.
Executives and Management	Chancellor's Office executives, campus presidents and all Management Personnel Plan (MPP) employees.
Full-Time	Individuals employed 100 percent of time; includes full-time employees on leave with pay.
Instructional Faculty	All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors. Also excludes extension or summer session faculty.
Lecturer	Includes all instructional faculty with temporary appointments (non-tenure track).
Non-Instructional Faculty	Librarians, coaches and counselors.
Non-Represented Student Employees	Student employees who are not represented by a labor union.
Part-Time	Includes employees whose assignments at a given campus are less than 100 percent of 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.
Represented Student Employees	Teaching associates (TA), graduate assistants (GA) and instructional student assistants (ISA) who are represented by UAW.
Staff	Employees with a primary appointment other than faculty or student employee. Excludes executives and management.
Tenured Faculty	Tenure-track faculty employees who have been awarded tenure.



CSU The California State University

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

March 2022 | Prepared By Systemwide Human Resources