
CFA Research Brief # 12

CSU Faculty Employment Trends: 2002 to 2004

October 2005

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Since 2002, the CSU system has experienced cuts to its general fund budget totaling \$655 million. While students are clearly being affected, in the form of higher fees for enrolled students, fewer spots for prospective students, and tougher admissions requirements in some places, faculty are also being affected by the budget crisis. This report summarizes some of the macro-level changes in CSU faculty employment over the past couple of years. CFA Research Brief #10, "Where Have All the Students Gone?" discusses the impact of budget cuts on CSU enrollment and student access to the CSU.

The source of data for this report is the PIMS data sent to CFA on a regular basis, unless otherwise noted. Over the years, CFA has kept track of employment trends and many of the charts and tables should look familiar, but include updated numbers. An upcoming report will focus more extensively on trends in faculty gender and ethnicity trends.

Summary of Main Findings

Aggregate Numbers of Faculty

See especially Charts 1, 3, 4; Tables 1, 2, 3a, 3b, 4, 15, 16

- The number of faculty, both in terms of headcount and full-time equivalents, is dropping across all categories. As the numbers of faculty fall, those who remain are experiencing greater workloads. For, even though budget cuts led to constant or lower enrollments in 2003-04 and 2004-05, the numbers of faculty has dropped even more sharply. For instance, while the number of FTE students fell by .4% between fall 2002 and fall 2004, the number of FTE instructional faculty decreased by almost 7%.
- The CSU is relying increasingly on temporary, as opposed to tenure-track or tenured faculty. This spring (2005), over 50% of the faculty were temporary on 14 of the 23 CSU campuses as well as overall, systemwide. Even in terms of FTEF, six campuses have 40% or more temporary faculty. If the newest CSU campus is any indication of what the CSU will look like in the future, then reliance on temporary faculty is likely to increase even more. At Channel Islands, three out of four faculty are temporary.
- By rank or job category, full professors and counselors saw the largest drops in numbers. The amount of FTE full professors dropped by 12%. Counselors lost 17%, however by Spring 2005, the number of there were an additional 6 FTE counselors in the system.
- Though the CSU system as a whole lost about 7% of the FTEF between 2002 and 2004, some campuses were affected more than others. Among the campuses that lost the greatest number of faculty are Fresno, East Bay, San Diego, and Sonoma.
- Taking into account enrollment growth in recent years and the goal of reducing the student/tenure-track faculty ratio, as stated in the collective bargaining agreement, there is a clear lag in the CSU's tenure-track recruitment and hiring.

Faculty Gender Diversity

See especially Charts 2, 5; Tables 4, 5, 6, 7a, 7b

- Overall, there are more men than women faculty in the CSU and this has remained about constant between 2002 and 2004. In 2004, 54% of the faculty was male (down from 55% in 2002). In terms of full time equivalents, however, 56% were male in 2004 (down from 57% in 2002).
- Campus by campus, there is some variation from the overall CSU average, with some campuses having greater gender diversity than others. In 2004, at Monterey Bay, Dominguez Hill, and San Francisco, over than half of the faculty were female. By contrast, Cal Poly SLO was 70% male, and Maritime Academy were 78% male.
- The greater disparities in gender diversity are seen in comparisons across ranks or tenure status. Over the past couple of years, little progress has been made to improve this pattern. Women are overrepresented among temporary faculty and underrepresented among tenured and tenure track faculty. Most skewed are the relatively low numbers of tenured women. In 2004, only 36% of the tenured faculty were women. There are even more male than female assistant professors, though some campuses appear to be making greater efforts to diversify the faculty. For instance, the percent of women assistant professors at Bakersfield increased from 43% to 51% between 2002 and 2004. At Dominguez Hills, the percent increased from 45% to 56%.
- Hiring of non-instructional faculty is also gendered. Librarians are overwhelmingly female (68%), as are Counselors (59%). Coaches are overwhelmingly male (72%). In these categories, there has also been little change over the past few years.
- Looking back over the longer term (since 1985), there is a clearer trend showing increasing gender diversity, at least among instructional faculty (for whom CFA has historical data). However, with the exception of a few campuses (e.g., San Marcos, San Francisco, Monterey Bay, Northridge) there is still room for improvement of the overrepresentation of men among FTEF.¹

Faculty Racial/Ethnic Diversity

See especially Chart 6; Tables 8, 9, 10, 11

- CSU faculty are predominantly white and little change in the ethnic diversity of the faculty occurred over the past couple of years. Among all faculty, the proportion of faculty of color (headcount) was about the same in 2004 as in 2002. Among temporary faculty, the percentage of faculty of color dropped by 4% during that period.
- In 2004, only 4% of the faculty were African American and only 7% of the faculty were Latina/o. About every three of every four faculty are white.
- Over the longer term (since 1985), the data show a slow increase in the proportion of faculty of color among instructional faculty (for whom CFA has historical data).²
- By campus, there are wide variations in the racial/ethnic diversity of faculty, with Los Angeles having the highest proportion of faculty of color. Four of every ten faculty are not white, and this is consistent across tenure status. At the other end of the spectrum is Chico, where just 13% of the faculty are faculty of color.
- Among instructional faculty, Assistant Professors are least likely to be white (67%), followed by Associate Professors, Lecturers, and Full Professors (78%). Non-instructional faculty are also predominantly white, especially Librarians (77%). The greatest ethnic diversity is found among Counselors.

Instructional Faculty

See especially Charts 7, 8, 9, 10, Tables 12, 13, 14, 15, 16

- The numbers of instructional faculty rise and fall with the health of the CSU's budget and level state funding. In tighter budget years, the CSU has increased its reliance on temporary faculty, decreased the number of new tenure track searches and sometimes cancelled new faculty searches – even during periods when enrollment is constant or growing and senior faculty continue to retire.
- Over half (57.7%, or 187) of the unsuccessful tenure track faculty searches for 2004 were cancelled because of budgetary reasons. Only 10% of such searches were cancelled in 2002.
- Drops in the number of instructional faculty over the past couple of years have created even more crowded classrooms for faculty and increased workloads for instructional and non-instructional faculty alike.
- The student faculty ratio has been increasing steadily over the last decade, with the student/tenured and tenure track faculty ratio increasing by 31% since 1985.
- Looking back over the past five years, data shows the number of faculty has not kept up with the *growth in the student body or with the pace of growth in the administration either.*

NOTES

¹ Campus specific charts showing the historical change in the, gender gap among instructional faculty are available. Chapters interested in this data should contact Aimee Shreck, CFA research specialist, for copies.

² Campus specific charts showing racial and ethnic diversity of instructional faculty over time are also available.

See Appendix (pages 4-20) for Charts and Tables.

For additional copies of this or other CFA Research Briefs, please contact Aimee Shreck, CFA Research Specialist [916.441.4848 or ashreck@calfac.org] OR download from the CFA Research Center at www.calfac.org/research.html

APPENDIX – TABLES AND CHARTS

Chart 1

Percent Change in Full-Time Equivalents: Fall 2002 to Fall 2004

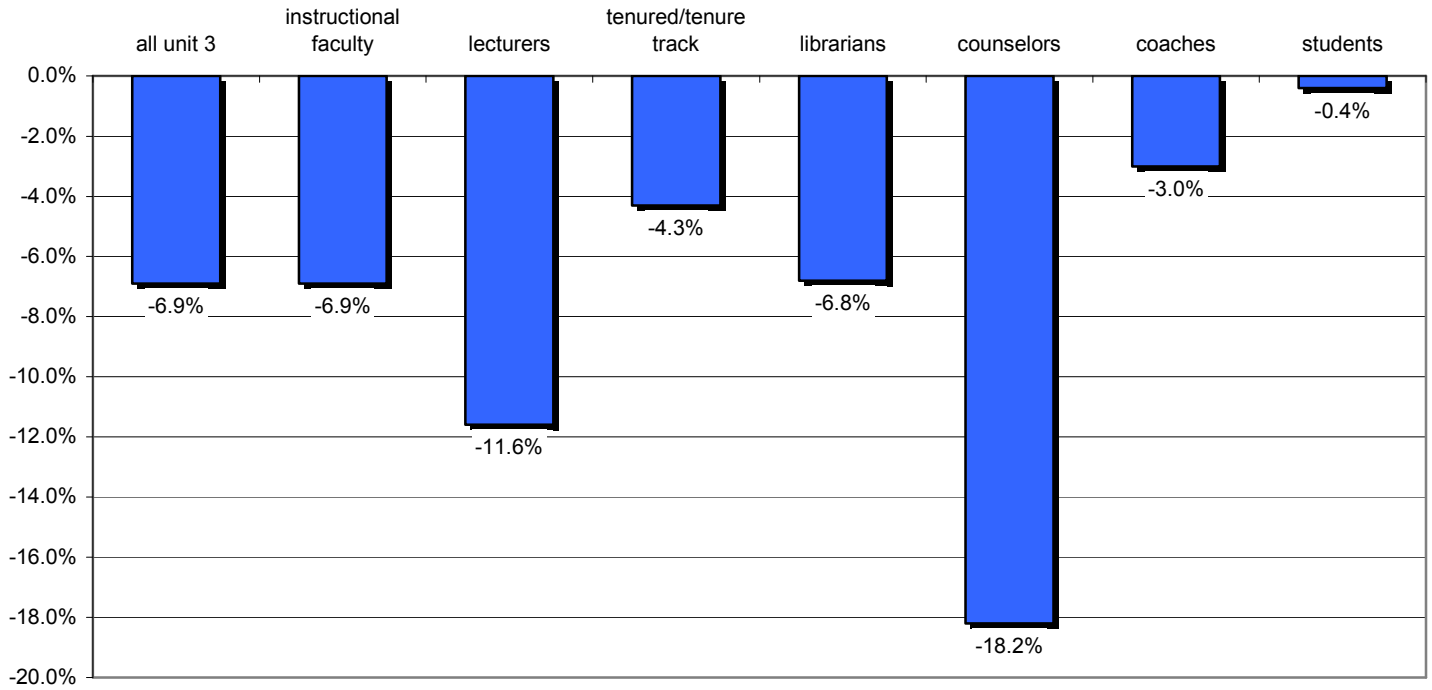


Chart 2

Change in CSU Faculty, by Gender
Fall 2002 to Fall 2004

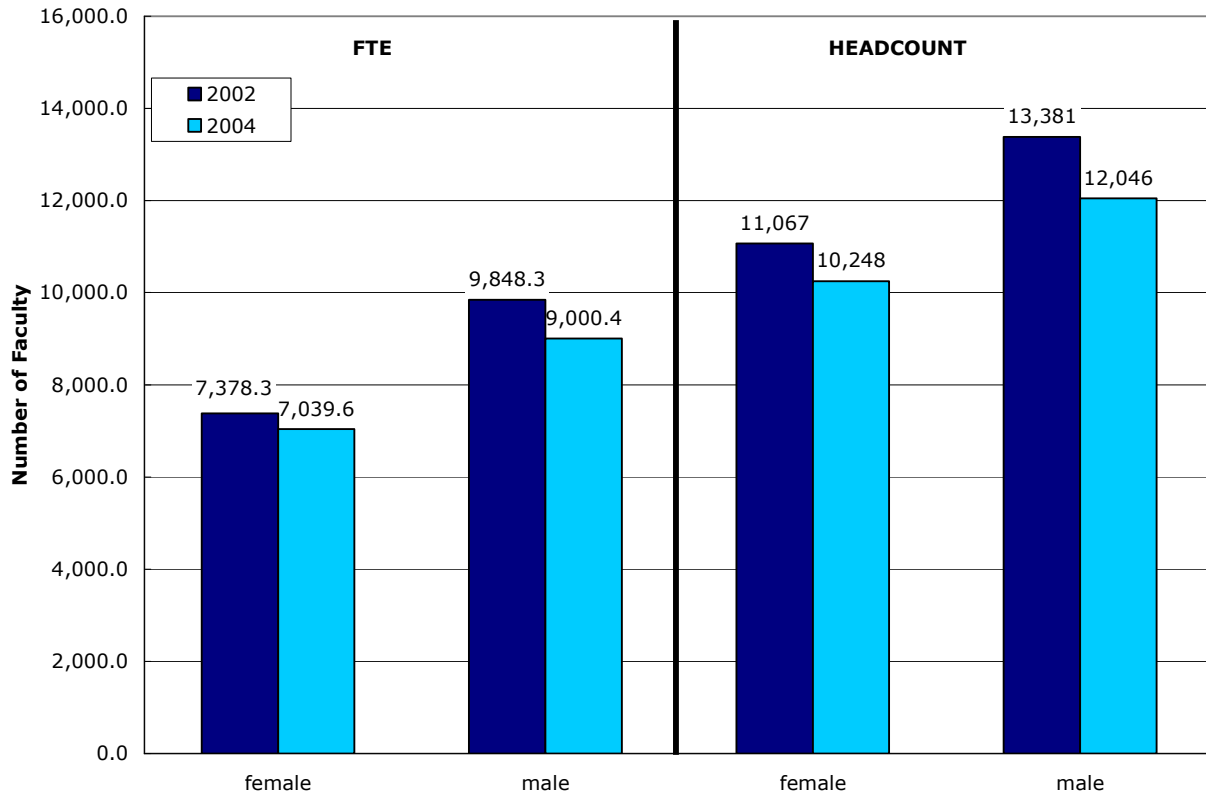


Chart 3

CSU Faculty (HC) by Tenure Status - March 05

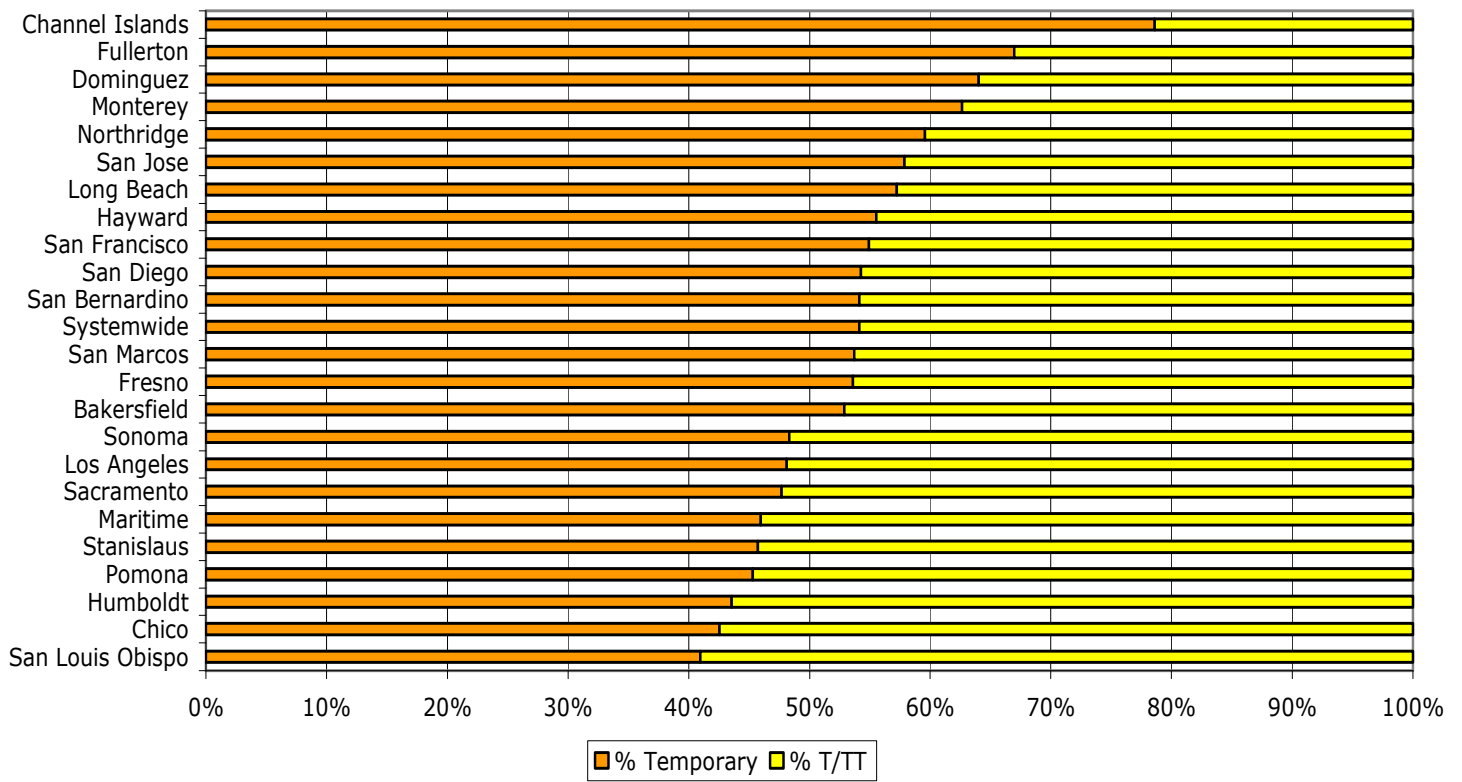


Chart 4

CSU Faculty (FTE) by Tenure Status - March 05

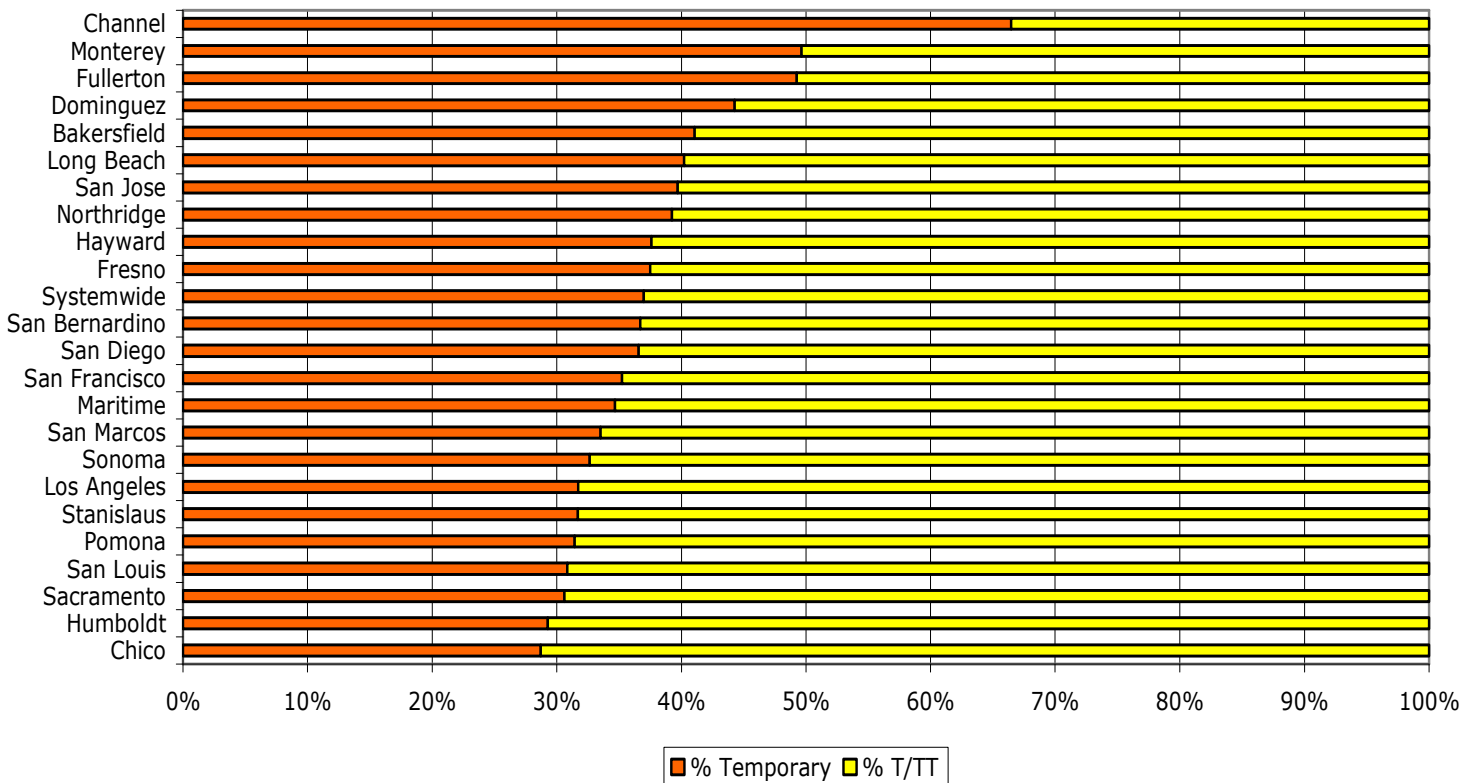


Chart 5 **CSU Instructional Faculty (FTE) by Gender, 1985-2004**

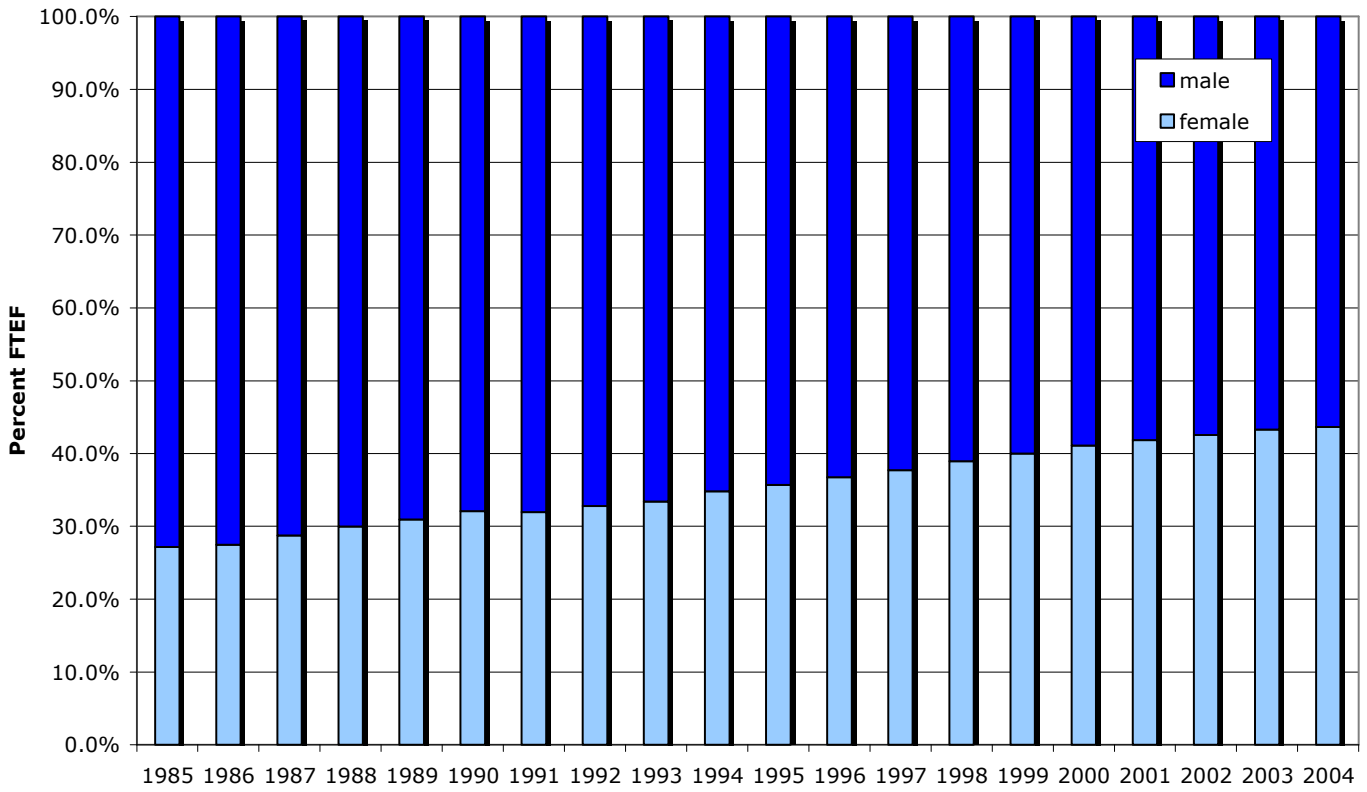


Chart 6 **Ethnic Diversity of Instructional Faculty (FTE), all campuses**

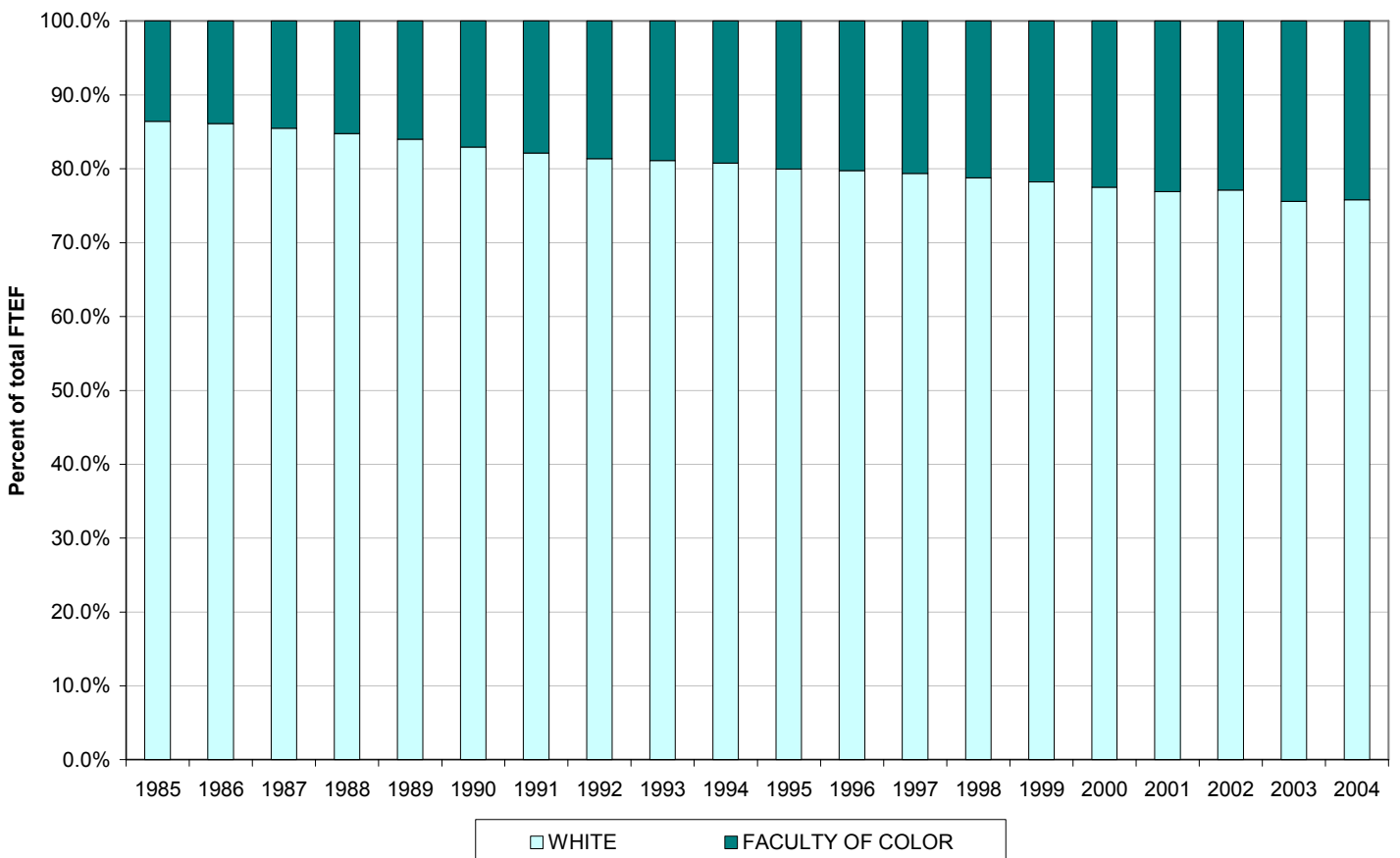


Chart 7

**Student/Faculty Ratios Since 1985
(full-time equivalents)**

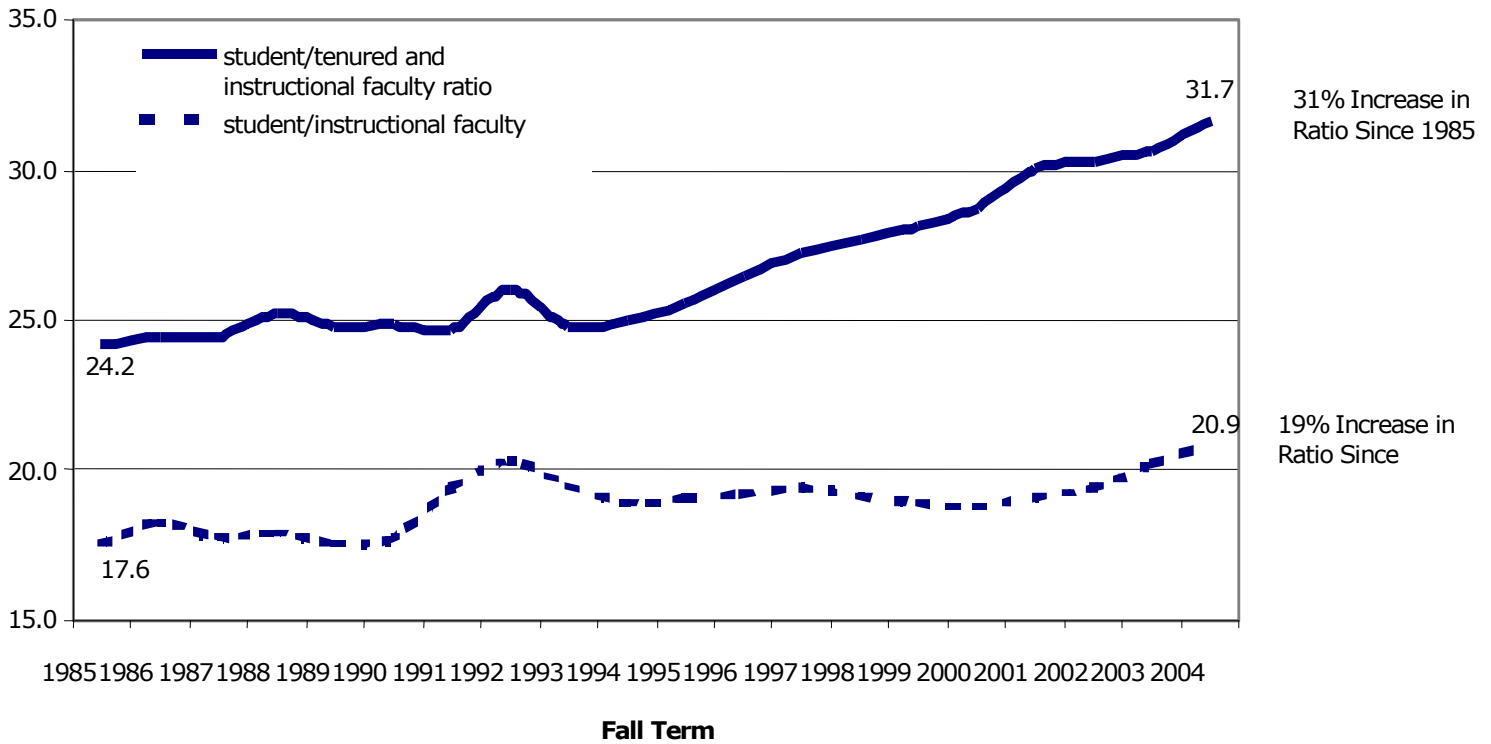


Chart 8

CSU Instructional Faculty Employment: Fall 1990 to Fall 2004

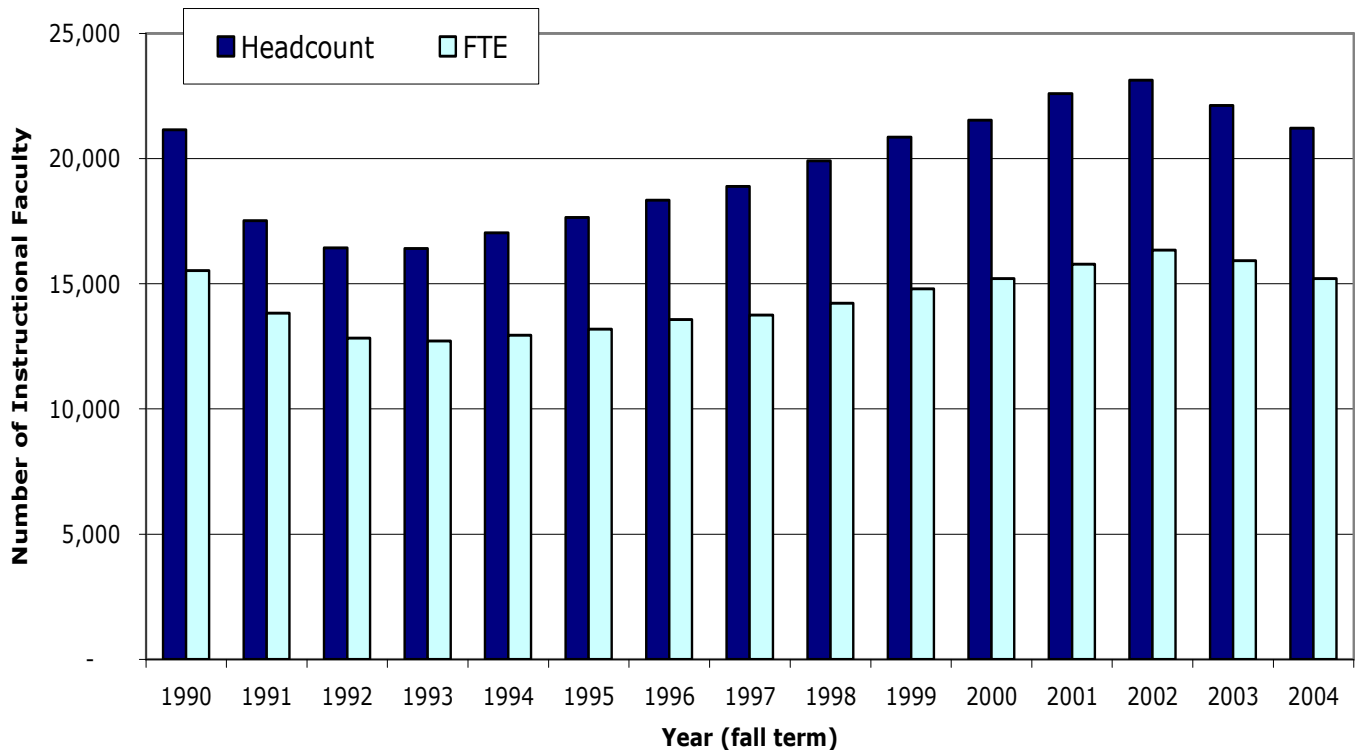


Chart 9

**Change in CSU Faculty, by Tenure Status
Fall 2002 to Fall 2004**

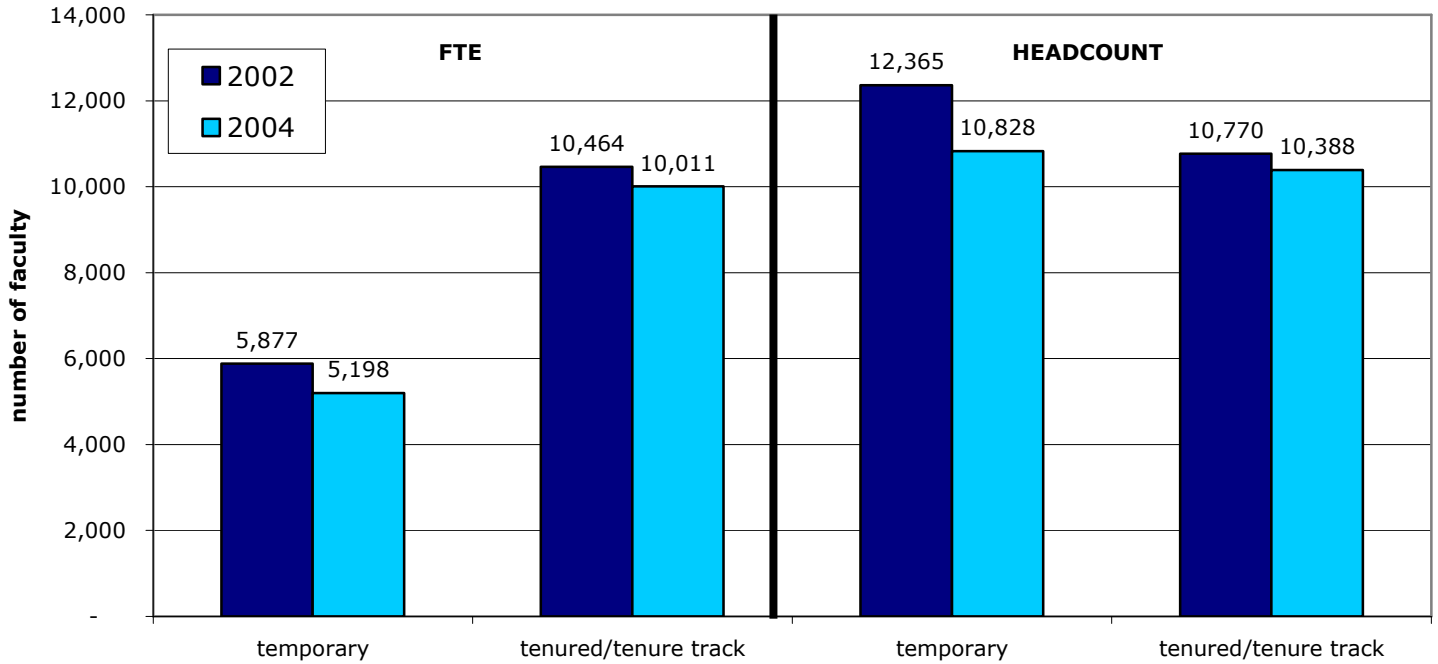


Chart 10

Percent Change in CSU Instructional Faculty, 2002-2004

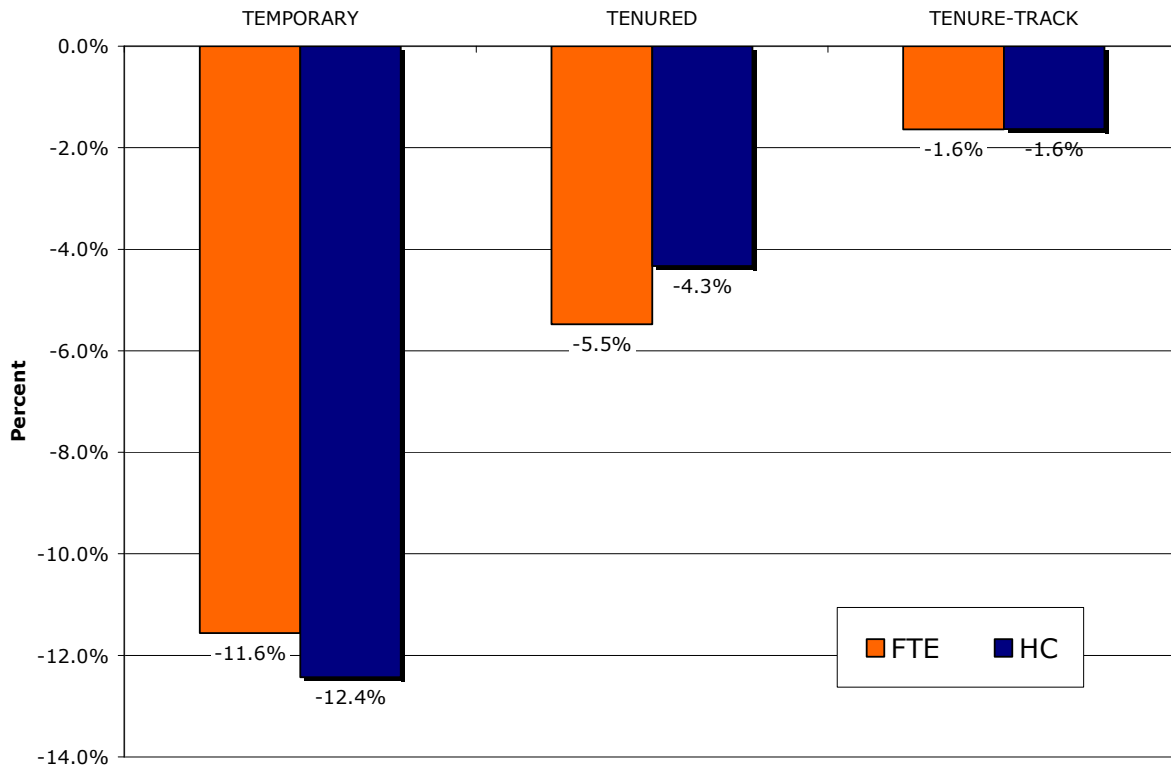


Table 1

All CSU Faculty by Tenure Status and Campus, Fall 2004

Campus	Full-Time Equivalents				Headcount			
	Temporary	Tenure-Track	Tenured	Total	Temporary	Tenure-Track	Tenured	Total
Bakersfield	147.8	86.4	144.5	378.7	243	85	145	473
Channel Islands	74.1	27.0	20.0	121.1	140	27	19	186
Chico	197.7	115.0	392.0	704.6	390	115	429	934
Dominguez	183.7	98.6	161.4	443.7	431	99	173	703
Fresno	294.7	142.0	388.2	825.0	589	142	410	1,141
Fullerton	547.0	198.6	418.9	1,164.5	1,146	198	433	1,777
Hayward	174.3	87.5	236.0	497.8	369	88	254	711
Humboldt	108.7	58.0	229.7	396.4	215	58	245	518
Long Beach	499.5	259.0	547.9	1,306.3	981	259	572	1,812
Los Angeles	235.2	164.7	387.7	787.6	495	165	407	1,067
Maritime	22.0	19.0	28.0	69.0	36	19	28	83
Monterey	104.8	43.0	61.3	209.1	192	43	66	301
Northridge	489.2	277.3	495.2	1,261.6	1,091	277	520	1,888
Pomona	244.8	151.7	395.2	791.6	459	152	420	1,031
Sacramento	339.7	328.6	481.0	1,149.4	697	330	516	1,543
San Bernardino	231.5	104.0	298.5	634.0	482	103	313	898
San Diego	421.8	213.8	601.5	1,237.1	840	216	623	1,679
San Francisco	331.4	226.3	526.0	1,083.7	752	228	555	1,535
San Jose	426.2	165.4	526.9	1,118.5	916	167	553	1,636
San Louis Obispo	262.2	188.7	417.4	868.3	417	189	438	1,044
San Marcos	77.2	77.3	127.8	282.2	178	79	129	386
Sonoma	104.5	77.3	162.0	343.8	211	77	170	458
Stanislaus	123.1	81.0	161.8	365.9	238	81	171	490
All Campuses	5,641.1	3,190.1	7,208.8	16,040.0	11,508	3,197	7,589	22,294

Table 2

All CSU Faculty by Tenure Status, March 2005

Campus	Full-Time Equivalents				Headcount			
	Temporary	Tenure-Track	Tenured	Total	Temporary	Tenure-Track	Tenured	Total
Bakersfield	159.4	88.4	140.5	388.4	255	87	140	482
Channel Islands	93.1	25.0	22.0	140.1	169	25	21	215
Chico	209.0	114.0	404.9	728.0	408	114	437	959
Dominguez	214.9	101.4	169.0	485.3	507	103	182	792
Fresno	320.7	144.2	390.2	855.1	643	144	413	1,200
Fullerton	624.9	197.0	447.2	1,269.1	1,332	196	461	1,989
Hayward	188.5	87.0	225.7	501.2	416	87	246	749
Humboldt	118.3	59.0	226.4	403.7	233	59	243	535
Long Beach	554.6	257.0	567.0	1,378.6	1,135	257	591	1,983
Los Angeles	255.1	161.0	387.9	804.0	533	161	414	1,108
Maritime	24.9	19.0	28.0	71.9	40	19	28	87
Monterey	102.1	44.5	59.1	205.7	181	45	63	289
Northridge	515.4	281.0	516.3	1,312.8	1,212	281	542	2,035
Pomona	258.4	149.7	414.1	822.2	487	150	438	1,075
Sacramento	372.0	327.0	516.1	1,215.1	806	328	556	1,690
San Bernardino	235.0	102.2	303.1	640.3	491	102	314	907
San Diego	492.8	213.3	641.3	1,347.3	1,049	215	669	1,933
San Francisco	410.4	222.0	532.8	1,165.2	953	223	559	1,735
San Jose	450.8	166.6	517.4	1,134.7	972	168	540	1,680
San Louis Obispo	279.1	189.5	436.2	904.8	454	190	465	1,109
San Marcos	104.3	78.3	128.6	311.2	245	80	131	456
Sonoma	117.1	75.9	165.6	358.6	234	76	174	484
Stanislaus	111.1	80.0	159.2	350.3	209	80	168	457
Grand Total	6,212.1	3,182.9	7,398.5	16,793.5	12,964	3,190	7,795	23,949

Table 3a

CSU FULL TIME EQUIVALENT FACULTY BY CAMPUS AND RANK, 2002 to 2004

Fall 2002								
	Assoc							All Ranks
	Full Prof	Prof	Asst Prof	Lecturer	Librarian	Counselor	Coach	
BA	98.6	46.5	63.0	151.5	8.5	4.0	15.7	387.8
CI	11.0	7.0	10.0	22.5	1.1			51.6
CH	332.5	74.0	143.8	193.2	15.1	8.4	15.3	782.2
DH	165.4	41.0	55.0	206.0	9.9	5.3	9.4	492.0
FR	343.4	73.0	132.0	318.8	21.5	6.8	22.0	917.5
FU	328.0	127.5	169.8	495.2	23.0	4.8	29.6	1,177.8
HA	200.8	43.1	88.0	204.4	12.1	0.5	14.4	563.2
HU	156.7	55.4	74.0	113.6	11.0	3.5	16.6	430.8
LB	445.0	152.0	202.5	533.6	18.0	12.8	26.0	1,389.9
LA	306.1	126.4	134.0	254.0	14.2	4.0	12.9	851.6
MA	19.0	18.0	11.0	9.4	1.0	0.5	4.5	63.4
MB	32.0	30.0	31.0	114.5	6.0	1.2	5.7	220.3
NO	400.4	114.0	205.0	491.4	23.3	12.5	30.8	1,277.5
PO	388.6	75.8	114.0	249.4	11.0	5.3	15.2	859.3
SA	455.4	67.5	236.6	369.7	20.7	12.9	33.4	1,196.1
SB	223.2	87.3	115.8	235.4	11.0	7.0	10.5	690.2
SD	475.1	187.9	216.6	497.8	30.7	25.8	41.0	1,474.8
SF	408.7	132.4	182.3	378.7	22.3	12.6	16.1	1,153.0
SJ	413.4	155.7	160.7	442.7	29.2	11.2	26.0	1,238.8
SLO	399.2	93.0	132.2	272.0	11.2	5.0	30.6	943.3
SM	46.0	72.5	67.5	93.5	12.2	2.9	2.0	296.5
SO	127.5	54.5	63.6	126.8	9.7	3.7	12.1	397.9
ST	117.5	56.7	55.3	117.5	8.0	5.5	11.1	371.5
ALL	5,893.4	1,891.2	2,663.5	5,891.6	330.6	156.0	401.0	17,227.1
Fall 2004								
	Assoc							All Ranks
	Full Prof	Prof	Asst Prof	Lecturer	Librarian	Counselor	Coach	
BA	90.7	48.2	67.3	148.1	8.2	1.0	15.3	378.7
CI	19.0	7.0	21.0	69.5	4.6			121.1
CH	289.3	97.0	100.5	181.2	14.6	7.0	15.0	704.6
DH	133.8	39.6	76.8	171.7	9.0	3.8	9.0	443.7
FR	280.8	85.0	127.5	290.3	16.5	4.8	20.0	825.0
FU	299.5	143.0	157.6	513.9	20.5	5.8	24.2	1,164.5
HA	166.9	60.9	88.5	154.1	11.0	1.1	15.2	497.8
HU	141.4	73.3	56.0	99.0	11.5	2.0	13.2	396.4
LB	405.6	158.3	225.0	468.9	13.5	9.0	26.0	1,306.3
LA	285.8	112.9	144.7	215.9	13.2	3.0	12.1	787.6
MA	17.0	6.0	22.0	17.9	1.0	0.5	4.7	69.0
MB	34.0	33.1	29.0	97.4	7.8	1.2	6.7	209.1
NO	361.8	138.5	246.3	450.3	22.5	9.6	32.7	1,261.6
PO	340.6	82.5	108.7	231.1	11.9	4.0	12.8	791.6
SA	379.2	99.0	303.0	293.0	26.8	13.5	34.8	1,149.4
SB	206.6	90.8	95.0	215.1	11.2	5.7	9.6	634.0
SD	397.3	188.3	181.8	380.3	23.0	24.1	42.4	1,237.1
SF	357.2	146.6	225.1	318.0	20.4	9.7	6.8	1,083.7
SJ	379.6	161.3	127.1	385.5	24.2	9.0	31.9	1,118.5
SLO	329.4	120.5	145.0	224.1	11.0	4.7	33.7	868.3
SM	60.8	67.1	70.5	67.3	11.8	2.8	2.0	282.2
SO	103.6	65.0	58.9	90.7	8.2	2.8	14.6	343.8
ST	107.4	58.5	67.0	110.7	8.0	4.0	10.4	365.9
ALL	5,187.2	2,082.4	2,744.2	5,194.1	310.3	128.9	392.9	16,040.0

Table 3b

**CSU FULL-TIME EQUIVALENT FACULTY
Percent Change between 2002 to 2004**

	Assoc							
	Full Prof	Prof	Asst Prof	Lecturer	Librarian	Counselor	Coach	All Ranks
BA	-8.0%	3.6%	6.7%	-2.2%	-4.1%	-75.0%	-2.5%	-2.3%
CI	72.7%	0.0%	110.0%	208.4%	318.2%			134.5%
CH	-13.0%	31.1%	-30.1%	-6.2%	-3.1%	-16.4%	-2.0%	-9.9%
DH	-19.1%	-3.4%	39.6%	-16.6%	-9.1%	-28.3%	-4.8%	-9.8%
FR	-18.2%	16.5%	-3.4%	-8.9%	-23.3%	-29.4%	-9.1%	-10.1%
FU	-8.7%	12.2%	-7.2%	3.8%	-10.5%	21.1%	-18.2%	-1.1%
HA	-16.8%	41.4%	0.6%	-24.6%	-9.1%	137.9%	5.2%	-11.6%
HU	-9.7%	32.4%	-24.3%	-12.9%	4.5%	-42.9%	-20.7%	-8.0%
LB	-8.8%	4.1%	11.1%	-12.1%	-25.0%	-29.7%	0.0%	-6.0%
LA	-6.6%	-10.7%	8.0%	-15.0%	-7.0%	-25.0%	-6.7%	-7.5%
MA	-10.5%	-66.7%	100.0%	89.7%	0.0%	0.0%	3.7%	8.8%
MB	6.3%	10.2%	-6.5%	-15.0%	30.4%	0.0%	18.0%	-5.1%
NO	-9.7%	21.5%	20.1%	-8.4%	-3.6%	-23.2%	6.1%	-1.2%
PO	-12.3%	8.8%	-4.7%	-7.3%	7.9%	-23.8%	-16.0%	-7.9%
SA	-16.7%	46.7%	28.1%	-20.7%	29.6%	5.0%	4.1%	-3.9%
SB	-7.5%	4.0%	-17.9%	-8.6%	1.8%	-19.0%	-8.6%	-8.1%
SD	-16.4%	0.2%	-16.1%	-23.6%	-25.0%	-6.6%	3.3%	-16.1%
SF	-12.6%	10.8%	23.5%	-16.0%	-8.7%	-23.4%	-57.6%	-6.0%
SJ	-8.2%	3.6%	-20.9%	-12.9%	-17.1%	-19.5%	22.7%	-9.7%
SLO	-17.5%	29.6%	9.7%	-17.6%	-1.8%	-6.7%	10.1%	-7.9%
SM	32.1%	-7.5%	4.4%	-28.0%	-2.9%	-5.2%	0.0%	-4.8%
SO	-18.8%	19.3%	-7.3%	-28.4%	-15.5%	-25.2%	21.4%	-13.6%
ST	-8.6%	3.2%	21.3%	-5.8%	0.0%	-27.3%	-6.3%	-1.5%
ALL	-12.0%	10.1%	3.0%	-11.8%	-6.1%	-17.4%	-2.0%	-6.9%

Table 4

CSU Full-Time Equivalent Faculty, by Gender: 2002 to 2004

	2002			2004			% Change		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Full Professor	1,736.6	4,156.8	5,893.4	1,640.6	3,546.6	5,187.2	-5.5%	-14.7%	-12.0%
Associate Professor	833.0	1,058.2	1,891.2	942.3	1,140.1	2,082.4	13.1%	7.7%	10.1%
Assistant Professor	1,305.8	1,357.7	2,663.5	1,329.5	1,414.7	2,744.2	1.8%	4.2%	3.0%
Lecturer	3,073.6	2,817.5	5,891.1	2,728.6	2,465.5	5,194.1	-11.2%	-12.5%	-11.8%
Librarian	225.2	105.3	330.6	210.8	99.6	310.3	-6.4%	-5.5%	-6.1%
Counselor	86.0	70.0	156.0	76.7	52.2	128.9	-10.8%	-25.4%	-17.4%
Coach	118.2	282.8	401.0	111.2	281.7	392.9	-5.9%	-0.4%	-2.0%
All Ranks	7,378.3	9,848.3	17,226.6	7,039.7	9,000.4	16,040.0	-4.6%	-8.6%	-6.9%

Table 5

**Unit 3 CSU Faculty (HC) by Tenure Status, Gender, and Campus
Fall 2002**

	TEMPORARY			TENURE TRACK			TENURED			ALL	
	F	M	% MALE	F	M	% MALE	F	M	% MALE	TOTAL	% MALE
BA	193	130	40%	35	53	60%	49	88	64%	548	49%
CI	25	28	53%	4	8	67%	8	8	50%	81	54%
CH	210	194	48%	73	89	55%	139	298	68%	1,003	58%
DH	312	232	43%	34	36	51%	86	132	61%	832	48%
FR	339	351	51%	58	80	58%	144	307	68%	1,279	58%
FU	582	524	47%	121	110	48%	139	306	69%	1,782	53%
EB/HA	256	228	47%	47	42	47%	94	177	65%	844	53%
HU	143	129	47%	33	56	63%	74	159	68%	594	58%
LB	575	547	49%	137	123	47%	195	401	67%	1,978	54%
LA	297	278	48%	95	86	48%	163	263	62%	1,182	53%
MA	3	22	88%	3	17	85%	4	25	86%	74	86%
MB	124	120	49%	23	25	52%	23	30	57%	345	51%
NO	574	534	48%	120	113	48%	204	361	64%	1,906	53%
PO	199	288	59%	64	96	60%	137	325	70%	1,109	64%
SA	442	420	49%	140	144	51%	199	353	64%	1,698	54%
SB	274	251	48%	65	54	45%	118	204	63%	966	53%
SD	597	506	46%	139	125	47%	221	466	68%	2,054	53%
SF	514	398	44%	104	97	48%	227	356	61%	1,696	50%
SJ	458	526	53%	103	105	50%	223	370	62%	1,785	56%
SLO	204	285	58%	66	111	63%	90	399	82%	1,155	69%
SM	134	122	48%	43	40	48%	61	62	50%	462	48%
SO	172	154	47%	44	41	48%	64	111	63%	586	52%
ST	125	112	47%	34	35	51%	68	115	63%	489	54%
All	6,752	6,379	49%	1,585	1,686	52%	2,730	5,316	66%	24,448	55%

Fall 2004

	TEMPORARY			TENURE TRACK			TENURED			ALL	
	F	M	% MALE	F	M	% MALE	F	M	% MALE	TOTAL	% MALE
BA	138	105	43%	42	43	51%	49	96	66%	473	52%
CI	69	71	51%	12	15	56%	8	11	58%	186	52%
CH	202	188	48%	48	67	58%	150	279	65%	934	57%
DH	239	192	45%	57	42	42%	71	102	59%	703	48%
FR	290	299	51%	60	82	58%	130	280	68%	1,141	58%
FU	608	538	47%	102	96	48%	143	290	67%	1,777	52%
EB/HA	202	167	45%	48	40	45%	92	162	64%	711	52%
HU	125	90	42%	24	34	59%	89	156	64%	518	54%
LB	500	481	49%	129	130	50%	209	363	63%	1,812	54%
LA	250	245	49%	84	81	49%	160	247	61%	1,067	54%
MA	9	27	75%	4	15	79%	5	23	82%	83	78%
MB	112	80	42%	20	23	53%	24	42	64%	301	48%
NO	592	499	46%	138	139	50%	198	322	62%	1,888	51%
PO	194	265	58%	65	87	57%	131	289	69%	1,031	62%
SA	370	327	47%	162	168	51%	196	320	62%	1,543	53%
SB	258	224	46%	53	50	49%	121	192	61%	898	52%
SD	440	400	48%	103	113	52%	218	405	65%	1,679	55%
SF	434	318	42%	125	103	45%	222	333	60%	1,535	49%
SJ	460	456	50%	83	84	50%	221	332	60%	1,636	53%
SLO	168	249	60%	63	126	67%	86	352	80%	1,044	70%
SM	90	88	49%	43	36	46%	68	61	47%	386	48%
SO	113	98	46%	38	39	51%	69	101	59%	458	52%
ST	119	119	50%	36	45	56%	67	104	61%	490	55%
ALL	5,982	5,526	48%	1,539	1,658	52%	2,727	4,862	64%	22,294	54%

Table 6

CSU FULL-TIME EQUIVALENT FACULTY (ALL RANKS) BY GENDER AND CAMPUS

	Fall 2002				Fall 2004				2 YEAR CHANGE		
	FEMALE	MALE	Total	% MALE	FEMALE	MALE	Total	% MALE	FEMALE	MALE	% MALE
BAKERSFIELD	175.0	212.8	387.8	54.9%	171.6	207.2	378.8	54.7%	-3.4	-5.6	-0.2%
CHANNEL IS	22.9	28.8	51.6	55.7%	58.0	63.1	121.1	52.1%	35.1	34.3	-3.6%
CHICO	307.7	474.5	782.2	60.7%	280.5	424.1	704.6	60.2%	-27.2	-50.4	-0.5%
DOMINGUEZ	236.0	256.0	492.0	52.0%	218.4	225.3	443.7	50.8%	-17.6	-30.7	-1.3%
FRESNO	367.1	550.5	917.5	60.0%	336.4	488.6	825.0	59.2%	-30.7	-61.9	-0.8%
FULLERTON	525.2	652.6	1,177.8	55.4%	535.5	629.0	1,164.5	54.0%	10.3	-23.6	-1.4%
HAYWARD	250.9	312.3	563.2	55.4%	226.7	271.1	497.8	54.5%	-24.2	-41.2	-1.0%
HUMBOLDT	163.8	266.9	430.8	62.0%	164.9	231.5	396.4	58.4%	1.1	-35.4	-3.6%
LOS ANGELES	387.6	464.0	851.6	54.5%	356.8	430.8	787.6	54.7%	-30.8	-33.2	0.2%
LONG BEACH	608.1	781.7	1,389.9	56.2%	587.3	719.0	1,306.3	55.0%	-20.8	-62.7	-1.2%
MARITIME	8.7	54.7	63.4	86.3%	14.7	54.3	69.0	78.7%	6.0	-0.4	-7.6%
MONTEREY	112.4	107.9	220.3	49.0%	107.4	101.7	209.1	48.6%	-5.0	-6.2	-0.3%
NORTHRIDGE	570.7	706.8	1,277.5	55.3%	579.2	682.4	1,261.6	54.1%	8.5	-24.4	-1.2%
POMONA	305.5	553.8	859.3	64.4%	300.4	491.2	791.6	62.1%	-5.1	-62.6	-2.4%
SACRAMENTO	527.0	669.1	1,196.1	55.9%	521.8	627.6	1,149.4	54.6%	-5.2	-41.5	-1.3%
SAN BERNARDINO	309.4	380.7	690.2	55.2%	293.1	340.9	634.0	53.8%	-16.3	-39.8	-1.4%
SAN DIEGO	647.1	827.7	1,474.8	56.1%	540.4	696.7	1,237.1	56.3%	-106.7	-131.0	0.2%
SAN FRANCISCO	546.2	606.3	1,152.5	52.6%	524.2	559.5	1,083.7	51.6%	-22.0	-46.8	-1.0%
SAN JOSE	532.2	706.6	1,238.8	57.0%	506.5	612.0	1,118.5	54.7%	-25.7	-94.6	-2.3%
SAN MARCOS	150.8	145.7	296.5	49.1%	245.3	623.0	868.3	71.7%	94.5	477.3	22.6%
SAN LUIS OBISPO	270.7	672.5	943.3	71.3%	148.5	133.7	282.2	47.4%	-122.2	-538.8	-23.9%
SONOMA	184.8	213.1	397.9	53.6%	159.8	184.0	343.8	53.5%	-25.0	-29.1	0.0%
STANISLAUS	168.5	203.0	371.5	54.6%	162.2	203.7	365.9	55.7%	-6.3	0.7	1.0%
ALL	7,378.3	9,848.3	17,226.6	57.2%	7,039.6	9,000.4	16,040.0	56.1%	-338.7	-847.9	-1.1%

Table 7a

CSU Faculty by Gender and Rank, Fall 2002 (Full-Time Equivalents)

	<u>Assistant Professor</u>			<u>Associate Professor</u>			<u>Full Professor</u>			<u>Lecturer</u>		
	<u>F</u>	<u>M</u>	<u>%M</u>	<u>F</u>	<u>M</u>	<u>%M</u>	<u>F</u>	<u>M</u>	<u>%M</u>	<u>F</u>	<u>M</u>	<u>%M</u>
	<u>n</u>	<u>n</u>		<u>n</u>	<u>n</u>		<u>n</u>	<u>n</u>		<u>n</u>	<u>n</u>	
BA	27.0	36.0	57%	15.5	31.0	67%	32.0	66.6	68%	88.8	62.8	41%
CH	67.0	76.8	53%	31.0	43.0	58%	90.4	242.2	73%	100.6	92.6	48%
CI	3.0	7.0	70%	5.0	2.0	29%	4.0	7.0	64%	10.5	12.1	54%
DH	25.0	30.0	55%	21.0	20.0	49%	58.6	106.8	65%	119.8	86.2	42%
EB/HA	45.0	43.0	49%	21.8	21.3	50%	63.2	137.5	69%	107.1	97.3	48%
FR	60.0	72.0	55%	23.0	50.0	68%	96.7	246.8	72%	165.1	153.7	48%
FU	93.0	76.8	45%	52.0	75.5	59%	85.5	242.5	74%	261.4	233.8	47%
HU	24.0	50.0	68%	22.9	32.5	59%	43.6	113.0	72%	58.0	55.7	49%
LA	75.0	59.0	44%	56.0	70.4	56%	110.4	195.8	64%	134.0	119.9	47%
LB	103.5	99.0	49%	71.5	80.5	53%	128.2	316.8	71%	276.2	257.4	48%
MA	2.0	9.0	82%	2.0	16.0	89%	3.0	16.0	84%	0.2	9.2	98%
MB	14.0	17.0	55%	17.0	13.0	43%	11.0	21.0	66%	64.0	50.5	44%
NO	100.0	105.0	51%	52.0	62.0	54%	132.2	268.3	67%	253.1	238.3	48%
PO	47.0	67.0	59%	33.5	42.3	56%	99.8	288.8	74%	108.6	140.8	56%
SA	117.2	119.4	50%	34.0	33.5	50%	148.5	306.9	67%	194.8	174.8	47%
SB	66.0	49.8	43%	44.3	43.1	49%	63.2	160.0	72%	124.3	111.1	47%
SD	115.1	101.5	47%	83.0	104.9	56%	126.3	348.8	73%	280.0	217.8	44%
SF	93.3	88.9	49%	62.1	70.3	53%	143.9	264.8	65%	217.1	161.1	43%
SJ	86.9	73.9	46%	67.5	88.2	57%	132.4	281.0	68%	211.7	231.0	52%
SLO	42.0	90.2	68%	37.0	56.0	60%	60.5	338.8	85%	113.2	158.8	58%
SM	37.0	30.5	45%	31.0	41.5	57%	21.0	25.0	54%	50.3	43.2	46%
SO	33.6	30.0	47%	28.0	26.5	49%	40.8	86.7	68%	70.7	56.1	44%
ST	29.3	26.0	47%	22.0	34.7	61%	41.6	75.9	65%	64.1	53.4	45%
ALL	1,305.8	1,357.7	51%	833.0	1,058.2	56%	1,736.6	4,156.8	71%	3,073.6	2,817.5	48%
	<u>Coach</u>			<u>Librarian</u>			<u>Counselor</u>					
	<u>F</u>	<u>M</u>	<u>%M</u>	<u>F</u>	<u>M</u>	<u>%M</u>	<u>F</u>	<u>M</u>	<u>%M</u>			
<u>n</u>	<u>n</u>	<u>n</u>		<u>n</u>	<u>n</u>		<u>n</u>	<u>n</u>		<u>n</u>		
BA	4.2	11.5	73%	4.5	4.0	47%	3.0	1.0	25%			
CH	4.3	11.0	72%	8.0	7.0	47%	6.4	2.0	24%			
CI				0.4	0.7	64%						
DH	1.4	8.0	85%	4.9	5.0	51%	5.3		0%			
EB/HA	5.1	9.3	65%	8.6	3.5	29%	0.2	0.3	63%			
FR	5.0	17.0	77%	14.5	7.0	33%	2.8	4.0	59%			
FU	10.6	19.0	64%	20.0	3.0	13%	2.8	2.0	42%			
HU	4.9	11.8	71%	7.0	4.0	36%	3.5		0%			
LA	4.0	8.9	69%	7.2	7.0	49%	1.0	3.0	75%			
LB	10.0	16.0	62%	13.0	5.0	28%	5.8	7.0	55%			
MA	1.0	3.5	78%		1.0	100%	0.5		0%			
MB	2.3	3.4	60%	4.0	2.0	33%	0.2	1.0	87%			
NO	10.3	20.5	67%	16.3	7.0	30%	6.8	5.8	46%			
PO	5.3	10.0	65%	7.0	4.0	36%	4.3	1.0	19%			
SA	10.5	22.9	69%	16.7	4.0	19%	5.4	7.5	58%			
SB	3.7	6.8	65%	6.0	5.0	45%	2.0	5.0	71%			
SD	12.2	28.9	70%	18.7	12.0	39%	11.9	13.9	54%			
SF	6.2	9.9	62%	15.1	7.2	32%	8.5	4.1	33%			
SJ	4.0	22.0	85%	22.8	6.4	22%	6.9	4.3	38%			
SLO	5.5	25.1	82%	9.2	2.0	18%	3.3	1.7	33%			
SM		2.0	100%	9.7	2.5	21%	1.9	1.0	34%			
SO	2.8	9.3	77%	7.7	2.0	21%	1.2	2.5	67%			
ST	5.0	6.1	55%	4.0	4.0	50%	2.5	3.0	55%			
ALL	118.2	282.8	71%	225.2	105.3	32%	86.0	70.0	45%			

Table 7b

CSU Faculty by Gender and Rank, Fall 2004 (Full-Time Equivalents)

	Assistant Professor			Associate Professor			Full Professor			Lecturer		
	F	M	%M	F	M	%M	F	M	%M	F	M	%M
	n	n		n	n		n	n		n	n	
BA	34.3	33.0	49%	17.5	30.7	64%	33.0	57.7	64%	78.5	69.6	47%
CH	45.5	55.0	55%	43.0	54.0	56%	85.5	203.8	70%	89.3	92.0	51%
CI	10.0	11.0	52%	3.0	4.0	57%	7.0	12.0	63%	34.4	35.1	51%
DH	42.8	34.0	44%	21.6	18.0	45%	49.8	84.0	63%	94.3	77.4	45%
EB/HA	47.0	41.5	47%	28.4	32.5	53%	55.4	111.5	67%	83.1	71.1	46%
FR	58.5	69.0	54%	28.8	56.3	66%	78.5	202.3	72%	152.3	138.0	48%
FU	81.6	76.0	48%	63.0	80.0	56%	85.0	214.5	72%	275.8	238.1	46%
HU	21.0	35.0	63%	31.0	42.3	58%	46.4	95.0	67%	53.6	45.4	46%
LA	73.7	71.0	49%	51.0	61.9	55%	106.2	179.6	63%	111.8	104.2	48%
LB	114.0	111.0	49%	78.3	80.0	51%	125.2	280.4	69%	243.3	225.6	48%
MA	3.0	19.0	86%	2.0	4.0	67%	3.0	14.0	82%	4.2	13.6	76%
MO	12.0	17.0	59%	15.0	18.1	55%	12.0	22.0	65%	60.4	37.0	38%
NO	120.0	126.3	51%	61.5	77.0	56%	126.8	235.0	65%	239.9	210.4	47%
PO	46.7	62.0	57%	35.5	47.0	57%	98.7	241.9	71%	101.2	129.9	56%
SA	145.0	158.0	52%	49.0	50.0	51%	131.0	248.2	65%	162.9	130.1	44%
SB	52.0	43.0	45%	46.0	44.8	49%	66.3	140.3	68%	116.2	98.9	46%
SD	86.5	95.3	52%	88.3	100.0	53%	120.1	277.3	70%	211.2	169.1	44%
SF	122.1	103.0	46%	72.0	74.6	51%	125.4	231.8	65%	184.1	133.8	42%
SJ	64.4	62.7	49%	71.4	89.9	56%	133.7	245.9	65%	203.8	181.7	47%
SL	47.0	98.0	68%	39.5	81.0	67%	50.7	278.6	85%	89.8	134.3	60%
SM	38.5	32.0	45%	38.0	29.1	43%	25.0	35.8	59%	35.0	32.3	48%
SO	31.9	27.0	46%	35.0	30.0	46%	35.3	68.3	66%	47.8	42.9	47%
ST	32.0	35.0	52%	23.5	35.0	60%	40.7	66.7	62%	55.8	54.9	50%
ALL	1,329.5	1,414.7	52%	942.3	1,140.1	55%	1,640.6	3,546.6	68%	2,728.6	2,465.5	47%
	Coach			Librarian			Counselor					
	F	M	%M	F	M	%M	F	M	%M	F	M	%M
	n	n		n	n		n	n		n	n	
BA	3.1	12.2	80%	4.2	4.0	49%	1.0		0%			
CH	4.7	10.3	69%	7.5	7.1	48%	5.0	2.0	29%			
CI				3.6	1.0	22%						
DH	2.1	6.9	77%	4.0	5.0	56%	3.8	0.0	0%			
EB/HA	6.3	8.9	58%	6.0	5.0	45%	0.5	0.6	56%			
FR	5.0	15.0	75%	10.5	6.0	36%	2.8	2.0	42%			
FU	8.9	15.4	63%	18.5	2.0	10%	2.8	3.0	52%			
HU	3.4	9.8	74%	7.5	4.0	35%	2.0		0%			
LA	4.0	8.1	67%	9.2	4.0	30%	1.0	2.0	67%			
LB	9.0	17.0	65%	10.5	3.0	22%	7.0	2.0	22%			
MA	1.0	3.7	79%	1.0		0%	0.5		0%			
MO	2.1	4.6	69%	5.8	2.0	26%	0.2	1.0	87%			
NO	10.2	22.5	69%	16.0	6.5	29%	4.9	4.8	49%			
PO	5.1	7.8	61%	9.3	2.6	22%	4.0		0%			
SA	9.2	25.6	74%	18.6	8.2	31%	6.0	7.5	56%			
SB	3.4	6.2	65%	7.0	4.1	37%	2.2	3.5	62%			
SD	10.2	32.2	76%	13.0	10.0	43%	11.1	13.0	54%			
SF	1.6	5.3	77%	12.6	7.8	38%	6.5	3.2	33%			
SJ	6.8	25.1	79%	19.5	4.8	20%	7.0	2.0	22%			
SL	6.3	27.4	81%	8.0	3.0	27%	4.0	0.7	14%			
SM		2.0	100%	10.3	1.5	13%	1.8	1.0	36%			
SO	3.8	10.8	74%	5.2	3.0	37%	0.8	2.0	71%			
ST	5.2	5.1	50%	3.0	5.0	63%	2.0	2.0	50%			
ALL	111.2	281.7	72%	210.8	99.6	32%	76.7	52.2	41%			

Table 8

CSU Faculty (Headcount) by Ethnicity, Tenure Status, and Campus
FALL 2002

	Temporary							Tenure Track							Tenured						
	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total
BA	2	14	24	10	269	4	323	12	5	4	67	1	88	8	17	6	106				137
CI	1	3	6	1	40	2	53		3		8	1	12	3	1		12				16
CH		11	16	3	365	9	404	10	11	2	133	6	162	2	32	15	13	375			437
DH	3	45	47	83	352	14	544	1	13	7	8	40	1	70	17	14	15	170	2		218
FR	7	57	59	25	514	28	690	16	11	3	103	5	138	2	48	41	20	336	4		451
FU	7	102	77	21	870	29	1,106	1	42	20	6	160	2	231	2	68	18	11	342	4	445
HA	3	59	34	28	334	26	484	1	19	3	6	58	2	89	27	15	17	207	5		271
HU	7	16	14	5	225	5	272	2	5	2	1	79	2	89	3	14	5	3	208		233
LB	8	86	82	67	843	36	1,122	1	39	24	8	186	2	260	5	85	37	26	439	4	596
LA	3	79	84	40	340	29	575	42	19	9	104	7	181	1	79	48	27	269	2		426
MA			2	1	21	1	25	1	2	1		15	1	20	4		1	24			29
MO	1	14	31	12	169	17	244	1	5	8	4	28	2	48	1	9	13	4	25	1	53
NO	6	72	109	61	845	15	1,108	2	28	34	11	155	3	233	3	50	47	26	437	2	565
PO	4	54	43	19	351	16	487	32	19		99	10	160	1	65	18	20	351	7		462
SA	9	58	53	29	693	20	862	5	45	36	12	183	3	284	8	51	34	29	428	2	552
SB	3	24	47	26	418	7	525	13	10	6	88	2	119	2	22	22	13	256	7		322
SD	6	55	120	29	871	22	1,103	33	33	15	180	3	264	4	50	45	19	562	7		687
SF	8	119	50	47	625	65	914	5	44	15	8	121	8	201	4	77	31	36	422	13	583
SJ	10	147	50	40	704	33	984	1	49	13	11	128	6	208	1	79	31	18	461	3	593
SLO	3	23	21	5	423	14	489	11	15	2	142	7	177	1	36	23	5	410	14		489
SM	1	15	17	6	208	9	256	14	9	3	48	9	83	2	13	21	3	81	3		123
SO	6	9	18	6	278	9	326	1	4	5	2	72	1	85	2	11	8	3	151		175
ST	2	18	19	8	179	11	237	7	5	2	48	7	69	2	18	13	6	144			183
ALL	100	1,080	1,023	572	9,937	421	13,133	22	485	308	123	2,245	88	3,271	46	866	517	321	6,216	80	8,046

Table 9

CSU Faculty (Headcount) by Ethnicity, Tenure Status, and Campus
FALL 2004

	Temporary							Tenure Track							Tenured						
	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total	Native American	Asian/ Pacific Islander	Latino	African American	White	Other/ Unknown	Total
BA	1	15	16	7	197	7	243	14	4	3	62	2	85	10	16	6	111	2			145
CI		13	15	2	100	10	140	1	6	1	15	4	27	2	1	1	15	0			19
CH	1	14	18	3	346	8	390	8	7	1	97	2	115	2	35	18	10	363	1		429
DH	4	48	32	58	286	3	431	1	20	11	14	51	2	99	11	13	14	134	1		173
FR	6	44	50	15	437	37	589	19	10	4	101	8	142	2	46	38	18	305	1		410
FU	6	126	83	26	863	42	1,146	1	37	14	3	140	3	198	1	74	22	13	322	1	433
HA	3	36	22	24	254	30	369	19	5	6	56	2	88	1	29	14	15	192	3		254
HU	9	11	11	2	179	3	215	2	2	2	2	49	1	58	3	18	6	3	215	0	245
LB	9	92	71	53	729	27	981	1	39	20	9	188	2	259	4	84	41	26	414	3	572
LA	4	73	66	47	285	20	495	42	17	6	96	4	165	2	93	44	21	240	7		407
MA		1	2	1	31	1	36	1	1			16	1	19	4		1	23	0		28
MO		17	24	10	129	12	192	4	7	4	22	6	43	2	12	13	4	35	0		66
NO	5	78	95	55	836	22	1,091	4	40	36	14	177	6	277	3	49	45	22	399	2	520
PO	3	54	40	21	332	9	459	27	22	1	90	12	152	1	65	20	16	309	9		420
SA	4	47	37	29	556	24	697	3	50	26	14	227	10	330	9	61	38	24	383	1	516
SB	3	20	29	24	390	16	482	1	9	6	3	83	1	103	2	28	23	15	233	12	313
SD	5	44	89	21	665	16	840	30	24	12	147	3	216	4	53	47	15	498	6		623
SF	6	93	38	29	545	41	752	5	56	18	11	129	9	228	3	88	29	32	393	10	555
SJ	8	146	52	36	630	44	916	1	42	12	6	100	6	167	1	85	30	18	413	6	553
SLO	3	18	20	8	360	8	417	22	13	3	144	7	189		38	22	4	368	6		438
SM	2	12	11	5	143	5	178	13	10	4	42	10	79	1	15	24	3	81	5		129
SO	5	3	12	7	182	2	211	1	5	7	2	60	2	77	2	11	7	2	148	0	170
ST	3	17	15	7	188	8	238	1	12	6	1	53	8	81	2	15	13	5	135	1	171
ALL	90	1,022	848		8,663	395	11,508	22	512	283	124	2,145	111	3,197	45	926	524	288	5,729	77	7,589

Table 10

**Percent Change in CSU Faculty of Color* (HC)
Fall 2002 to Fall 2004**

	Temporary		Tenure Track		Tenured		Total	
	2002	2004	2002	2004	2002	2004	2002	2004
BA	16%	17%	24%	25%	23%	22%	19%	20%
CI	22%	23%	27%	35%	25%	21%	23%	24%
CH	8%	9%	15%	14%	14%	15%	12%	13%
DH	34%	33%	42%	47%	21%	22%	31%	32%
FR	22%	21%	23%	25%	25%	25%	23%	23%
FU	19%	22%	30%	28%	22%	25%	21%	23%
HA	27%	25%	33%	35%	22%	24%	26%	26%
HU	16%	16%	11%	14%	11%	12%	13%	14%
LB	22%	24%	28%	27%	26%	27%	24%	25%
LA	38%	40%	40%	40%	37%	40%	38%	40%
MA	13%	11%	21%	11%	17%	18%	17%	14%
MO	26%	28%	39%	41%	52%	47%	32%	34%
NO	23%	22%	33%	35%	22%	23%	24%	24%
PO	25%	26%	34%	36%	23%	25%	26%	27%
SA	18%	17%	35%	29%	22%	26%	22%	23%
SB	19%	16%	25%	19%	19%	23%	20%	19%
SD	19%	19%	31%	31%	17%	19%	20%	21%
SF	26%	23%	37%	41%	26%	28%	28%	28%
SJ	26%	28%	37%	38%	22%	24%	26%	28%
SLO	11%	12%	16%	21%	14%	15%	13%	15%
SM	16%	17%	35%	39%	33%	35%	24%	27%
SO	12%	13%	14%	20%	14%	13%	13%	14%
ST	21%	18%	23%	27%	21%	21%	21%	21%
ALL	22%	18%	29%	30%	22%	24%	23%	22%

*percent of faculty with known/declared ethnicity

Table 11 **All CSU Faculty, by Rank and Ethnicity, Fall 2004**

		Native	Asian/Pacific	African	Latino/a	White	Other	Unavailable	Total
		American	Islander	American					
Assistant Professor	N	18	443	109	248	1,830	90	15	2,753
	FTE	17.4	441.9	109.0	247.5	1,824.4	89.0	15.0	2,744.2
Associate Professor	N	19	302	95	200	1,452	27	11	2,106
	FTE	19.5	300.1	94.5	198.6	1,431.7	27.0	11.0	2,082.4
Full Professor	N	29	650	184	324	4,270	34	7	5,498
	FTE	25.3	629.2	175.7	306.8	4,009.7	33.5	7.0	5,187.2
Lecturer	N	83	968	429	804	8,203	293	79	10,859
	FTE	43.3	433.9	188.9	369.9	4,009.1	116.9	32.0	5,194.1
Coach	N	3	28	56	40	387	19	2	535
	FTE	2.3	21.0	46.5	21.7	292.3	7.7	1.4	392.9
Counselor	N	3	19	16	20	91			149
	FTE	2.5	18.3	13.8	18.7	75.7			128.9
Librarian	N	2	50	13	19	304	5	1	394
	FTE	0.1	42.1	11.2	17.0	236.0	4.0	0.0	310.3
All	N	157	2,460	902	1,655	16,537	468	115	22,294
	FTE	110.5	1,886.4	639.6	1,180.1	11,878.9	278.1	66.4	16,040.0
All, percent	N	0.70%	11.03%	4.05%	7.42%	74.18%	2.10%	0.52%	100.00%
	FTE	0.69%	11.76%	3.99%	7.36%	74.06%	1.73%	0.41%	100.00%

Table 12

FALL 2002 TO FALL 2004 CSU INSTRUCTIONAL FACULTY EMPLOYMENT DATA (HEADCOUNT)

CAMPUS	FALL 2002 HEADCOUNT				FALL 2003 HEADCOUNT				FALL 2004 HEADCOUNT			
	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL
BA	291	129	82	502	239	135	93	467	219	141	82	442
CI	44	16	12	72	96	18	25	139	137	19	25	181
CH	378	416	155	949	358	403	144	905	359	413	111	883
DH	496	206	69	771	491	194	80	765	409	168	91	668
FR	655	424	141	1,220	622	418	144	1,184	569	390	140	1,099
FU	1,044	424	213	1,681	959	422	226	1,607	1,098	419	191	1,708
HA/EB	445	265	85	795	403	260	89	752	340	245	86	671
HU	256	216	83	555	201	220	68	489	197	235	55	487
LA	556	411	168	1,135	460	409	181	1,050	474	394	161	1,029
LB	1,085	569	254	1,908	1,014	559	278	1,851	946	557	255	1,758
MA	16	27	20	63	20	26	21	67	27	27	18	72
MB	222	47	46	315	180	51	41	272	171	62	40	273
NO	1,072	525	222	1,819	1,070	508	254	1,832	1,041	499	267	1,807
PO	460	445	150	1,055	477	431	162	1,070	430	410	147	987
SA	804	529	274	1,607	725	493	325	1,543	644	493	315	1,452
SB	485	315	121	921	469	303	118	890	454	303	98	855
SD	1,043	657	244	1,944	825	644	237	1,706	783	593	201	1,577
SF	856	553	195	1,604	764	533	221	1,518	719	536	223	1,478
SJ	946	552	199	1,697	854	545	182	1,581	871	534	155	1,560
SM	245	112	75	432	200	120	80	400	171	120	75	366
SLO	445	472	168	1,085	422	457	184	1,063	371	430	184	985
SO	298	168	82	548	218	169	98	485	181	165	75	421
ST	223	170	64	457	232	171	74	477	217	164	76	457
CSU-ALL	12,365	7,648	3,122	23,135	11,299	7,489	3,325	22,113	10,828	7,317	3,071	21,216

YEAR-OVER-YEAR CHANGE IN CSU FACULTY EMPLOYMENT (HEADCOUNT)

CAMPUS	FALL 2002 TO FALL 2004 CHANGE				FALL 2002 TO FALL 2004 CHANGE			
	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL
BA	(72)	12	-	(60)	-24.7%	9.3%	0.0%	-12.0%
CI	93	3	13	109	211.4%	18.8%	108.3%	151.4%
CH	(19)	(3)	(44)	(66)	-5.0%	-0.7%	-28.4%	-7.0%
DH	(87)	(38)	22	(103)	-17.5%	-18.4%	31.9%	-13.4%
FR	(86)	(34)	(1)	(121)	-13.1%	-8.0%	-0.7%	-9.9%
FU	54	(5)	(22)	27	5.2%	-1.2%	-10.3%	1.6%
HA/EB	(105)	(20)	1	(124)	-23.6%	-7.5%	1.2%	-15.6%
HU	(59)	19	(28)	(68)	-23.0%	8.8%	-33.7%	-12.3%
LA	(82)	(17)	(7)	(106)	-14.7%	-4.1%	-4.2%	-9.3%
LB	(139)	(12)	1	(150)	-12.8%	-2.1%	0.4%	-7.9%
MA	11	-	(2)	9	68.8%	0.0%	-10.0%	14.3%
MB	(51)	15	(6)	(42)	-23.0%	31.9%	-13.0%	-13.3%
NO	(31)	(26)	45	(12)	-2.9%	-5.0%	20.3%	-0.7%
PO	(30)	(35)	(3)	(68)	-6.5%	-7.9%	-2.0%	-6.4%
SA	(160)	(36)	41	(155)	-19.9%	-6.8%	15.0%	-9.6%
SB	(31)	(12)	(23)	(66)	-6.4%	-3.8%	-19.0%	-7.2%
SD	(260)	(64)	(43)	(367)	-24.9%	-9.7%	-17.6%	-18.9%
SF	(137)	(17)	28	(126)	-16.0%	-3.1%	14.4%	-7.9%
SJ	(75)	(18)	(44)	(137)	-7.9%	-3.3%	-22.1%	-8.1%
SM	(74)	8	-	(66)	-30.2%	7.1%	0.0%	-15.3%
SLO	(74)	(42)	16	(100)	-16.6%	-8.9%	9.5%	-9.2%
SO	(117)	(3)	(7)	(127)	-39.3%	-1.8%	-8.5%	-23.2%
ST	(6)	(6)	12	-	-2.7%	-3.5%	18.8%	0.0%
CSU-ALL	(1,537)	(331)	(51)	(1,919)	-12.4%	-4.3%	-1.6%	-8.3%

Table 13

FALL 2002 to FALL 2004 CSU INSTRUCTIONAL FACULTY EMPLOYMENT DATA (FTE)

CAMPUS	FALL 2002 FTE				FALL 2003 FTE				FALL 2004 FTE			
	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL
BA	151	127	82	360	139	134	93	365	130	141	83	354
CI	22	18	12	52	50	19	25	94	72	20	25	117
CH	193	396	155	744	176	376	144	696	181	376	111	668
DH	201	193	69	463	210	183	79	472	175	156	91	422
FR	318	407	141	867	303	397	144	844	275	369	140	784
FU	489	415	213	1,117	440	411	226	1,077	516	407	192	1,114
HA/EB	204	247	85	535	181	240	89	510	158	227	86	470
HU	114	203	83	400	95	208	68	371	94	220	55	370
LA	260	400	168	828	221	394	181	795	223	376	161	759
LB	536	546	255	1,337	503	540	280	1,322	470	533	255	1,258
MA	10	27	20	57	13	26	21	60	18	27	18	63
MB	114	46	46	206	99	50	40	189	96	57	40	193
NO	489	499	222	1,210	485	487	254	1,226	455	475	267	1,197
PO	250	430	149	829	257	411	162	830	231	386	147	763
SA	366	490	274	1,130	342	458	324	1,124	301	459	314	1,074
SB	234	306	121	661	234	294	118	645	220	288	99	608
SD	498	638	242	1,378	405	616	236	1,257	377	572	199	1,148
SF	374	532	193	1,099	342	512	221	1,075	317	508	221	1,047
SJ	443	533	199	1,175	401	520	181	1,102	392	508	153	1,053
SM	94	111	75	280	78	120	80	278	73	119	74	266
SLO	271	457	168	897	251	441	183	876	225	410	184	819
SO	127	162	82	371	96	161	99	355	86	157	75	318
ST	117	165	63	346	119	166	74	359	113	155	76	344
CSU-ALL	5,877	7,348	3,116	16,341	5,439	7,164	3,320	15,922	5,198	6,946	3,065	15,208

YEAR-OVER-YEAR CHANGE IN CSU FACULTY EMPLOYMENT (FTE)

CAMPUS	FALL 2002 TO FALL 2004 CHANGE				FALL 2002 TO FALL 2004 CHANGE			
	TEMPORARY	TENURED	TENURE-TRACK	TOTAL	TEMPORARY	TENURED	TENURE-TRACK	TOTAL
BA	(20)	13	1	(5)	-13.4%	10.5%	1.7%	-1.5%
CI	50	2	13	65	228.5%	11.1%	108.3%	125.1%
CH	(13)	(19)	(44)	(76)	-6.5%	-4.9%	-28.3%	-10.2%
DH	(27)	(36)	22	(41)	-13.3%	-18.8%	31.6%	-8.9%
FR	(44)	(38)	(1)	(83)	-13.7%	-9.4%	-0.7%	-9.6%
FU	26	(8)	(21)	(3)	5.4%	-1.9%	-10.0%	-0.2%
HA/EB	(46)	(20)	1	(65)	-22.4%	-8.0%	0.6%	-12.1%
HU	(19)	17	(28)	(30)	-17.0%	8.5%	-33.7%	-7.5%
LA	(36)	(24)	(8)	(69)	-14.0%	-6.1%	-4.6%	-8.3%
LB	(66)	(14)	1	(79)	-12.4%	-2.5%	0.2%	-5.9%
MA	7	-	(2)	5	71.5%	0.0%	-10.0%	9.5%
MB	(18)	11	(6)	(13)	-15.7%	24.5%	-13.0%	-6.2%
NO	(34)	(25)	45	(13)	-7.0%	-4.9%	20.4%	-1.1%
PO	(20)	(44)	(3)	(66)	-7.9%	-10.2%	-1.8%	-8.0%
SA	(65)	(30)	40	(56)	-17.8%	-6.2%	14.6%	-4.9%
SB	(14)	(18)	(22)	(54)	-5.8%	-5.9%	-18.2%	-8.1%
SD	(121)	(66)	(43)	(230)	-24.3%	-10.4%	-17.7%	-16.7%
SF	(57)	(24)	29	(52)	-15.3%	-4.5%	14.9%	-4.8%
SJ	(51)	(25)	(45)	(122)	-11.5%	-4.7%	-22.8%	-10.4%
SM	(21)	8	(1)	(14)	-22.2%	7.2%	-1.7%	-5.0%
SLO	(46)	(47)	16	(78)	-16.9%	-10.4%	9.2%	-8.7%
SO	(41)	(5)	(7)	(52)	-32.4%	-2.9%	-8.0%	-14.1%
ST	(4)	(10)	13	(2)	-3.8%	-6.3%	20.2%	-0.6%
CSU-ALL	(679)	(403)	(51)	(1,133)	-11.6%	-5.5%	-1.6%	-6.9%

Table 14

Tenure Track Faculty Searches

	Searches Initiated	Unsuccessful Searches	Searches Cancelled for Budgetary Reasons
2002	1,291	341	34
2003	1,285	468	153
2004	717	324	187

source: CSU Report on Faculty Recruitment Survey, 2003, 2004

Table 15

New Tenure Track Appointments, By Campus, 2002-2004

	Fall 02	Fall 03	Fall 04	3-Yr. Total
Bakersfield	21	28	6	55
Channel Islands	17	20		37
Chico	39	15	9	63
Dominguez Hills	31	23	30	84
East Bay	17	19	17	53
Fresno	46	43	17	106
Fullerton	64	49	9	122
Humboldt	12	11	12	35
Long Beach	66	66	23	155
Los Angeles	57	45	16	118
Maritime Academy	-	3	4	7
Monterey Bay	16	5	13	34
Northridge	61	72	47	180
Pomona	40	35	11	86
Sacramento	103	98	40	241
San Bernardino	41	22	7	70
San Diego	65	38	23	126
San Francisco	82	75	38	195
San Jose	71	20	17	108
San Luis Obispo	35	53	36	124
San Marcos	26	21	5	52
Sonoma	16	35	1	52
Stanislaus	24	21	12	57
All Campuses	950	817	393	2,160
Searches Attempted (all)	1,291	1,285	717	3,293
Success Rate	74%	64%	55%	66%

Table 16

Separations among Tenure Track Faculty Since 2000

	2000-01	2001-02	2002-03	2003-04
Retirements	695	417	495	702
Other Separations	188	183	190	196
Total Separations	883	600	685	898
Retirements and % of Total Separations	79%	70%	72%	78%
FERPs as % of Total Retirements	68%	63%	72%	38%