

CFA Research Brief #7: California State University Fall 2003 Employment Data

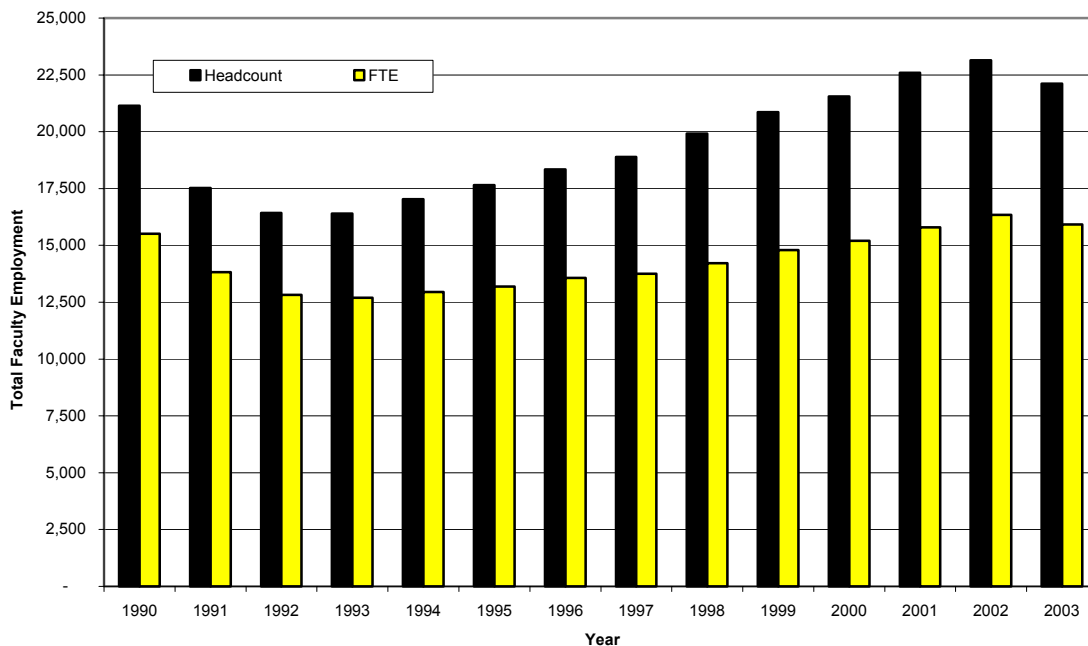
Summary

- The 2003/04 budget reductions resulted in a 4.4 percent overall decline in CSU faculty headcount and a 2.6 percent decline in faculty FTE;
- The reduction in faculty employment was concentrated among lecturers, whose ranks declined by 8.6 percent (headcount). Tenured and tenure-track increased slightly in Fall 2003, most likely due to the increased number of searches required by the CFA/CSU collective bargaining agreement.
- The decline in faculty employment experienced in Fall 2003 was not as severe as the decrease in CSU faculty during the first year of the state's last major budget crisis (Fall 1991). This may be because much of the state's budget shortfall was covered with borrowing, transfers and other one-time fixes.

Systemwide Faculty Employment

As expected, the 2003-04 state budget reductions have had a significant impact on CSU faculty. The CSU's total faculty headcount dropped by 4.4 percent, declining from 23,135 in Fall 2002 to 22,113 in Fall 2003 (see Chart #1 & Appendix #1). The total number of full-time equivalent faculty (FTE) decreased by 2.6 percent, from 16,341 in Fall 2002 to 15,922 in Fall 2003 (see Appendix #2).

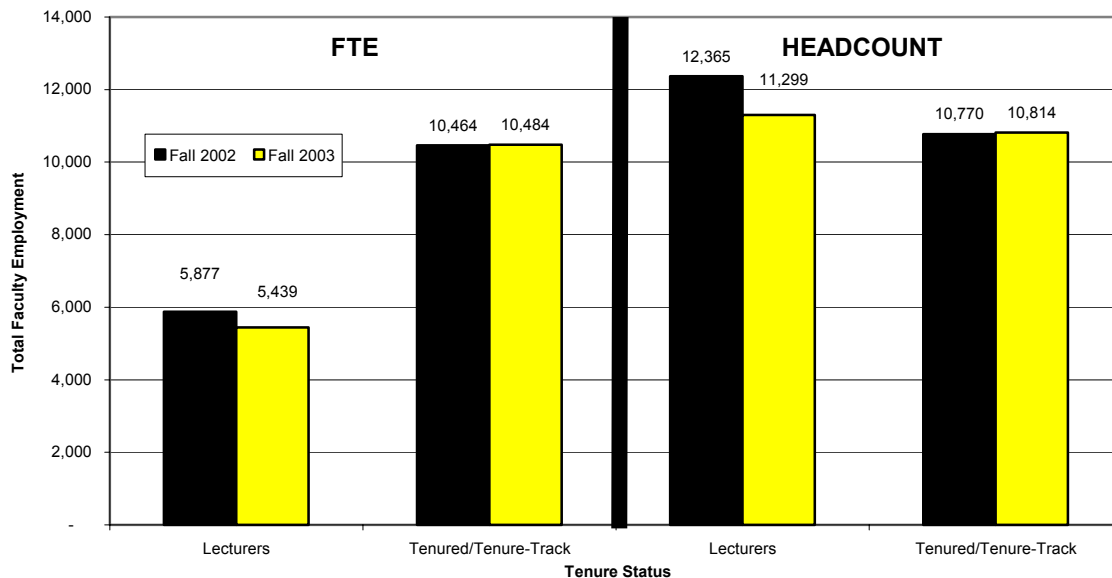
**Chart #1 -- Total CSU Faculty Employment:
Fall 1990 to Fall 2003**



Fall 2003 was the first year-over-year decline in total CSU faculty headcount since Fall 1991, the first year of California's last major state budget crisis. In that year, faculty headcount and FTE declined by 17.1 percent and 10.9 percent respectively. In other words, the first year of the early 1990's decline was about 4 times as severe as the decrease experienced in 2003. However, much of the state's budget solution in 2003/04 involved strategies that pushed the budget shortfall to future years. The CSU has therefore probably not yet seen the total impact of the state's financial problems.

In Fall 2003, reduction in faculty employment was confined to CSU lecturers, reconfirming in all too real terms the extremely tenuous nature of lecturers' employment situation. The total lecturer headcount decreased by 8.6 percent, from 12,365 in Fall 2002 to 11,299 in Fall 2003 (see Chart #2 & Appendix #3). Lecturer FTE fell by 7.5 percent, from 5,877 to 5,439 (see Appendix #4). It is possible that a number of lecturers were displaced by tenure-track hires. However, it is likely that the large majority of the decline in temporary faculty is due to budgetary factors.

Chart #2 -- Change in CSU Faculty Employment, by Tenure Status: Fall 2002 and Fall 2003



The silver lining in Fall 2003 has been tenured and tenure track employment, which actually increased slightly in Fall 2003. Total headcount among tenured and tenure-track faculty grew from 10,770 to 10,814. Tenured and tenure-track FTE increased from 10,464 to 10,484. This data seems to imply that, despite the dismal budget outlook, CFA's efforts during the successor contract negotiations to increase tenure-track recruitment proved fruitful.

Campus-by-Campus Faculty Data

When the faculty employment data is disaggregated by campus, it becomes clear that the

budget reductions of 2003/04 impact campuses very differently. Lecturer job loss was extremely severe at Humboldt, San Diego, Sonoma, Monterey, LA and San Marcos. Each of the aforementioned campuses suffered lecturer headcount declines of around 20 percent or more (here it must be noted that San Marcos, and to a lesser degree LA and Sonoma, partially offset these lecturer reductions with increases in permanent faculty). A handful of campuses, Channel Islands, Stanislaus and Pomona, actually achieved an increase in lecturer headcount.

The disparity in the year-over-year changes in faculty employment is due partly to the uneven distribution of enrollment growth across the system. For example, Chico and Humboldt received no enrollment growth funding in 2003/04 and suffered significant lecturer job loss. Northridge, on the other hand, increased its student population and therefore was able to offset budget cuts with enrollment growth funds and additional student fee revenue. In addition, variances in the year-over-year change in faculty employment can be attributed to differences in how campuses manage their budgets. Campuses that were able to roll over large amounts of cash from the prior fiscal year, such as Stanislaus, Pomona, Long Beach and San Bernardino were able to deal with budget cuts in a manner that spares the campus' instructional programs from significant job loss. Campuses such as Los Angeles that had fewer resources to roll over into 2003/04 suffered significant job loss.

**For additional information, or for copies of other CFA Research Briefs please contact:
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**Appendix #1 -- Change in CSU Faculty Employment
(Headcount), by Campus: Fall 2002 to Fall 2003**

CAMPUS	FALL 2002	FALL 2003	PERCENT CHANGE
BAKERSFIELD	502	467	-7.0%
CHANNEL IS	72	139	93.1%
CHICO	949	905	-4.6%
DOMINGUEZ	771	765	-0.8%
FRESNO	1,220	1,184	-3.0%
FULLERTON	1,681	1,607	-4.4%
HAYWARD	795	752	-5.4%
HUMBOLDT	555	489	-11.9%
LA	1,135	1,050	-7.5%
LONG BEACH	1,908	1,851	-3.0%
MARITIME	63	67	6.3%
MONTEREY	315	272	-13.7%
NORTHRIDGE	1,819	1,832	0.7%
POMONA	1,055	1,070	1.4%
SACRAMENTO	1,607	1,543	-4.0%
SAN BERN	921	890	-3.4%
SAN DIEGO	1,944	1,706	-12.2%
SAN FRAN	1,604	1,518	-5.4%
SAN JOSE	1,697	1,581	-6.8%
SAN MARCOS	432	400	-7.4%
SLO	1,085	1,063	-2.0%
SONOMA	548	485	-11.5%
STANISLAUS	457	477	4.4%
CSU TOTAL	23,135	22,113	-4.4%

**Appendix #2 -- Change in CSU Faculty Employment (FTE),
by Campus: Fall 2002 to Fall 2003**

CAMPUS	FALL 2002	FALL 2003	PERCENT CHANGE
BAKERSFIELD	360	365	1.5%
CHANNEL IS	52	94	82.0%
CHICO	744	696	-6.5%
DOMINGUEZ	463	472	2.0%
FRESNO	867	844	-2.7%
FULLERTON	1,117	1,077	-3.5%
HAYWARD	535	510	-4.7%
HUMBOLDT	400	371	-7.2%
LA	828	795	-4.0%
LONG BEACH	1,337	1,322	-1.1%
MARITIME	57	60	3.9%
MONTEREY	206	189	-8.4%
NORTHRIDGE	1,210	1,226	1.3%
POMONA	829	830	0.1%
SACRAMENTO	1,130	1,124	-0.5%
SAN BERN	661	645	-2.4%
SAN DIEGO	1,378	1,257	-8.8%
SAN FRAN	1,099	1,075	-2.2%
SAN JOSE	1,175	1,102	-6.3%
SAN MARCOS	280	278	-0.8%
SLO	897	876	-2.3%
SONOMA	371	355	-4.1%
STANISLAUS	346	359	3.8%
CSU TOTAL	16,341	15,922	-2.6%

Appendix #3 -- Change in CSU Faculty Employment (Headcount), by Campus and Tenure Status: Fall 2002 to Fall 2003

CAMPUS NAME	TEMPORARY FACULTY			TENURED & TENURE-TRACK FACULTY		
	FALL 2002	FALL 2003	PERCENT CHANGE	FALL 2002	FALL 2003	PERCENT CHANGE
BAKERSFILED	291	239	-17.9%	211	228	8.1%
CHANNEL IS	44	96	118.2%	28	43	53.6%
CHICO	378	358	-5.3%	571	547	-4.2%
DOMINGUEZ	496	491	-1.0%	275	274	-0.4%
FRESNO	655	622	-5.0%	565	562	-0.5%
FULLERTON	1,044	959	-8.1%	637	648	1.7%
HAYWARD	445	403	-9.4%	350	349	-0.3%
HUMBOLDT	256	201	-21.5%	299	288	-3.7%
LA	556	460	-17.3%	579	590	1.9%
LONG BEACH	1,085	1,014	-6.5%	823	837	1.7%
MARITIME	16	20	25.0%	47	47	0.0%
MONTEREY	222	180	-18.9%	93	92	-1.1%
NORTHRIDGE	1,072	1,070	-0.2%	747	762	2.0%
POMONA	460	477	3.7%	595	593	-0.3%
SACRAMENTO	804	725	-9.8%	803	818	1.9%
SAN BERN	485	469	-3.3%	436	421	-3.4%
SAN DIEGO	1,043	825	-20.9%	901	881	-2.2%
SAN FRAN	856	764	-10.7%	748	754	0.8%
SAN JOSE	946	854	-9.7%	751	727	-3.2%
SAN MARCOS	245	200	-18.4%	187	200	7.0%
SLO	445	422	-5.2%	640	641	0.2%
SONOMA	298	218	-26.8%	250	267	6.8%
STANISLAUS	223	232	4.0%	234	245	4.7%
CSU TOTAL	12,365	11,299	-8.6%	10,770	10,814	0.4%

Appendix #4 -- Change in CSU Faculty Employment (FTE), by Campus and Tenure Status: Fall 2002 to Fall 2003

CAMPUS	TEMPORARY FACULTY			TENURED & TENURE-TRACK FACULTY		
	FALL 2002	FALL 2003	PERCENT CHANGE	FALL 2002	FALL 2003	PERCENT CHANGE
BAKERSFIELD	151	139	-8.0%	209	227	8.3%
CHANNEL IS	22	50	130.8%	30	44	46.7%
CHICO	193	176	-8.9%	550	520	-5.6%
DOMINGUEZ	201	210	4.5%	262	262	0.1%
FRESNO	318	303	-4.9%	548	541	-1.4%
FULLERTON	489	440	-10.0%	627	637	1.6%
HAYWARD	204	181	-10.8%	332	329	-0.9%
HUMBOLDT	114	95	-16.9%	286	276	-3.4%
LA	260	221	-15.0%	568	575	1.1%
LONG BEACH	536	503	-6.3%	801	819	2.3%
MARITIME	10	13	21.4%	47	47	0.0%
MONTEREY	114	99	-13.7%	92	90	-1.9%
NORTHRIDGE	489	485	-0.8%	721	741	2.8%
POMONA	250	257	2.8%	579	573	-1.0%
SACRAMENTO	366	342	-6.8%	763	783	2.6%
SAN BERN	234	234	0.0%	427	412	-3.7%
SAN DIEGO	498	405	-18.7%	880	852	-3.1%
SAN FRAN	374	342	-8.5%	725	732	1.0%
SAN JOSE	443	401	-9.6%	732	701	-4.2%
SAN MARCOS	94	78	-16.8%	186	200	7.3%
SLO	271	251	-7.4%	625	624	-0.2%
SONOMA	127	96	-24.6%	244	260	6.6%
STANISLAUS	117	119	1.5%	228	240	5.0%
CSU TOTAL	5,877	5,439	-7.5%	10,464	10,484	0.2%