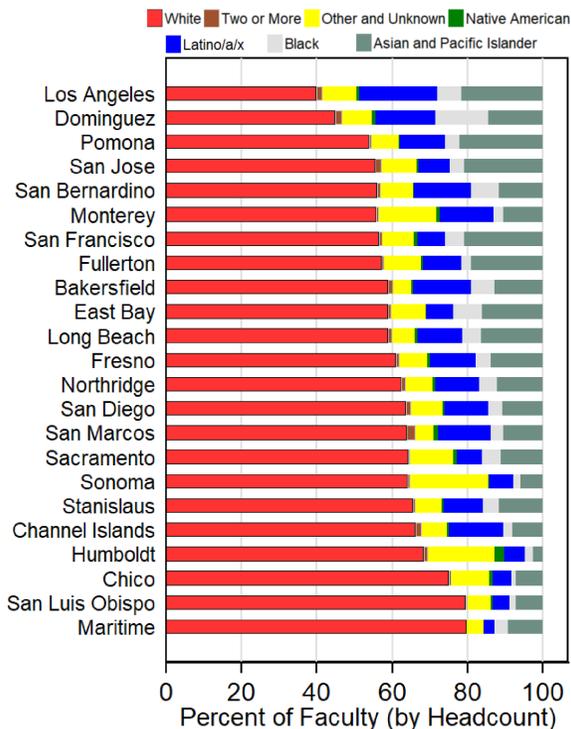


Unit 3 Faculty Head Count, 2017 and 2018

	2017		2018	
	N	% of Unit	N	% of Unit
Lecturer				
Lecturer A	8455	29.7%	8308	28.8%
Lecturer B	6765	23.7%	6913	24.0%
Lecturer C	821	2.9%	949	3.3%
Lecturer D	159	0.6%	199	0.7%
Professor				
Assistant	3203	11.2%	3433	11.9%
Associate	2373	8.3%	2204	7.6%
Full	5294	18.6%	5301	18.4%
Coach				
Coach Asst.	362	1.3%	369	1.3%
Coach Spec.	111	0.4%	115	0.4%
Coach	113	0.4%	110	0.4%
Head Coach	55	0.2%	54	0.2%
Counselor				
SSP-ARI	151	0.5%	156	0.5%
SSP-ARII	43	0.2%	48	0.2%
SSP-ARIII	51	0.2%	46	0.2%
Librarian				
Asst. Librarian	57	0.2%	53	0.2%
Sr. Asst. Librarian	111	0.4%	119	0.4%
Assoc. Librarian	78	0.3%	81	0.3%
Librarian	104	0.4%	104	0.4%
Total	28,494	100%	28,838	100%

Race/Ethnicity of Faculty



- Systemwide, faculty identify as:
 - 14% Asian/Pacific Islander
 - 5% Black
 - 11% Latino/a/x
 - 1% Native American
 - 1% Two or more
 - 7% Unknown
 - 60% White
- Cal State Los Angeles has the smallest percentage of faculty who identify as white, at 40%, while Maritime and San Luis Obispo has the largest, at almost 80%.
- Data for each campus is available at calfac.org/faculty

Continuing the Conversation on Cultural Taxation

Cultural taxation, first defined by Amado Padilla in 1994, is the burden placed on ethnic minority faculty in carrying out their responsibility for service to the university. As Sacramento State Professor Cecil Canton says in an article for the *California Faculty Magazine*, “the obligation to show good citizenship towards the institution by serving its needs for ethnic representation on committees, or to demonstrate knowledge and commitment to a cultural group, which, though it may bring accolades to the institution, is not usually rewarded by the institution on whose behalf the service was performed.”

Student to Faculty Ratio by Race/Ethnicity, Fall 2018 (All Faculty)

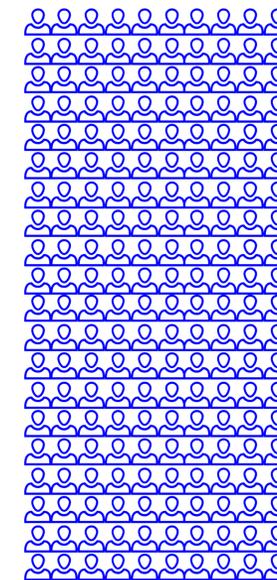
	Asian & Pacific Islander	Black	Latino/a/x	Native American	White	Total
Bakersfield	7.5	12.9	55.3	16.3	4.1	15.2
Channel Islands	11.2	14.4	53.9	6.7	6.4	15.2
Chico	13.0	32.7	107.8	11.1	9.4	16.4
Dominguez	9.9	13.1	61.8	1.2	2.6	16.1
East Bay	23.5	21.6	76.5	26.0	4.4	16.7
Fresno	15.3	11.1	69.2	10.5	5.1	16.2
Fullerton	20.6	13.8	76.1	2.8	6.5	18.6
Humboldt	14.1	21.1	82.9	6.0	8.1	12.8
Long Beach	21.0	12.2	57.2	3.0	5.0	16.1
Los Angeles	9.6	8.7	50.0	1.7	2.5	15.8
Maritime	11.7	6.3	66.7	-	5.6	9.4
Monterey	7.4	20.4	49.0	3.0	6.5	14.7
Northridge	14.5	17.3	72.3	3.0	6.2	17.6
Pomona	18.8	17.9	72.9	14.0	5.9	19.6
Sacramento	31.8	20.2	85.4	4.6	7.4	17.7
San Bernardino	8.7	12.6	80.5	9.0	4.3	18.9
San Diego	22.0	18.6	47.8	12.6	9.6	18.1
San Francisco	19.9	17.4	72.4	2.5	5.5	16.5
San Jose	25.3	13.5	49.5	2.3	4.7	16.0
San Luis Obispo	28.3	7.3	58.9	5.2	10.6	15.5
San Marcos	13.9	13.9	51.2	4.3	6.6	15.6
Sonoma	13.1	14.8	74.8	19.5	10.0	14.4
Stanislaus	11.8	7.1	72.8	14.5	5.0	14.3
Systemwide	18.3	14.8	64.0	5.4	6.4	16.6

- Overall, there are 16.6 faculty per student (by headcount) in the CSU.
- The ratio of Native American students to Native American faculty is the lowest; this is due to small numbers in both groups.
- The ratio of Latino/a/x students to Latino/a/x faculty is the highest, at 64.0 students per faculty.

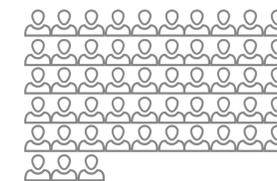
Digging Deeper for Tenure Line Faculty

In the next set of data, shown to the right, we expand on this conversation with a closer look at the data for tenure line faculty and students. Each of these data points shown is the median student to tenure line faculty ratio of all campuses for each race/ethnicity.

Exploring Cultural Taxation for Tenure Line Faculty Through Emblematic Campuses: Median Student to Tenure Line Faculty Ratio of all Campuses



200.3 : 1
Latinx Students per Tenure Line Faculty at Bakersfield



45.7
Black Students per Tenure Line Faculty at Monterey Bay



26.6 : 1
API Students per Tenure Line Faculty at Fresno



15.7 : 1
Native American Students per Tenure Line Faculty at San Marcos



14.9 : 1
White Students per Tenure Line Faculty at Pomona