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California State University Faculty: 1985 to 2001

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*Prepared at the Request of Senator Richard Alarcón
and Senator Kevin Murray*

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Internet Access

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Introduction

The California State University is one of the largest four-year university systems in the country with 23 campuses, over 300,000 students, and over 20,000 faculty members.¹ Although more is known about the composition of the students and their academic performance, less is known about the faculty and the changes that have taken place in the last 15 years in California.

The State Legislature has asked the California Research Bureau to provide information on how the composition of faculty in the California State University (CSU) system is changing over time. Using data provided by the CSU Office of the Chancellor, this report has two sections.

Section one of the report presents a profile of the faculty. This section is further divided into three subsections. The first provides a snapshot of the faculty as of 2001. The second provides information for two years, 1985 and 2001, to assess how the composition of the faculty has changed over time. The third subsection provides information by campus for 2001. Each subsection presents a similar set of information. This profile contains information on the system-wide number of faculty, the rank (Assistant Professor, Associate Professor, Professor, Instructor, or Lecturer), the tenure status (temporary, probationary, or tenured), median monthly salary based on a twelve-month period, Faculty Early Retirement Program (FERP) status, gender, and ethnicity.

Section two provides information on the recruitment and employment of “newly-hired” tenure track faculty (Assistant Professor, Associate Professor, and Professor),² year-by-year, from 1986 to 2001. Information on the number and percent hired, year-by-year, is provided by gender and for the major ethnic groups. Keep in mind that the selection process of new faculty may vary from department to department; moreover, faculty usually play a large role in the selection of new faculty.

About the data:

The data for this report come from the Office of the Chancellor, California State University. In this report the phrase “tenure-track” refers to a position that is expected to lead to tenure, i.e., permanent status. The traditional tenure-track has three ranks, Assistant Professor, Associate Professor, and Professor. The most junior rank is Assistant Professor. Depending on experience, a person can be hired into any of these ranks. Regardless of rank, however, new hires normally have to go through a probationary phase before they are awarded tenure. The non-traditional means to obtain tenure is through an “Instructor” position. This route is seldom used and currently there are only 66 instructors in the CSU.

¹ Faculty include lecturers, instructors, assistant professors, associate professors, and professors. Unless otherwise noted, the word faculty refers to these five categories.

² Newly-hired Lecturers are not a part of this section since “Lecturers” are not defined as “Tenure-Track” faculty. Instructors are also excluded from the analysis because even though they have a permanent status, they do not have the same upward mobility as an Assistant Professor.

CSU Faculty

CSU Faculty in 2001

The “CSU Faculty” section has three subsections. The first provides basic information on CSU faculty for 2001. The second takes the composition of faculty in 1985 and overlays that information to the 2001 data for comparison. The third provides a campus-by-campus comparison for 2001. Below are some of the highlights of this section:

- In 2001, the CSU system counted 22,820 persons in its entire faculty. (See Figure 1) Faculty fall into five categories: Lecturers, Instructors, Assistant Professors, Associate Professors, and Professors. Over half were Lecturers, and less than one percent, or 66 persons, were Instructors. The faculty in “tenure-track” positions constituted the rest with the largest grouping at the Professor level, followed by Assistant Professors, and then Associate Professors. Figure 2 also shows the full-time equivalent for each group.³
- As expected, the percent of professors with tenure increases by rank. Four percent of Assistant Professors, 77 percent of Associate Professors, and 99 percent of Professors have tenure. See Figure 3.
- Figure 5 shows the percentage of Faculty on the Faculty Early Retirement Program (FERP).⁴ Why is FERP important? FERP gives us an indication as to how many faculty have already committed to leaving the system; faculty on FERP status can only be employed by the CSU for a maximum of five years. Naturally, the highest participation in the FERP program comes from Professors; 13 percent of them are in FERP.

³ Because some faculty, especially Lecturers, tend not to work full-time, it is useful to convert their time into full-time equivalent. Full-Time Equivalent CSU Faculty refers to the actual number of paid full-time positions allocated to the system. The number of FTEs is usually less than the total number of persons employed as appointments are split and/or allocated part-time across different units of the CSU system. FERP, for example, discussed below, contributes to the number of part-time positions found within the CSU system. In 2001, the total number of FTE CSU faculty numbered 16,002, shown in Figure 2.

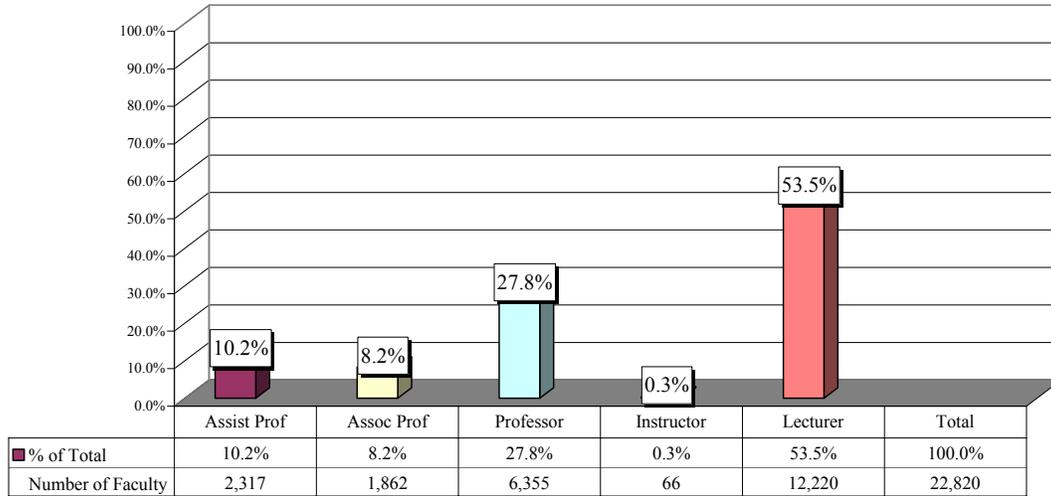
⁴ Definition of FERP: Tenured Faculty who have reached the age of 55 and are eligible for service retirement with CalPERS and/or the State Teachers’ Retirement System (STRS) are eligible for the Faculty Early Retirement Program (FERP). FERP entitles faculty to five years of employment following retirement. FERP employment is available in two options: Not to exceed 90 workdays (equivalent to full-time one semester in Fall or Spring); 50 percent of the employee’s time base in the year preceding retirement (equivalent to 12 units of instruction and 3 units of instructionally related activities for the academic semester). Normally, this is 6 units per semester and 1.5 units of instructionally related activities.

FERP faculty are eligible for general salary and faculty merit pay increases as negotiated and can serve on campus committees during the FERP participation (with the exception of service on Performance Review Committees). FERP faculty are not eligible for promotions, sabbatical leaves, difference in pay leaves, unlimited sick leave or leave of absence without pay. However, one year of leave may be approved for medical reasons only and counted as a year of the five-year entitlement.

- As shown in Figure 6, in 2001, faculty, with the rank of Professor, have the highest median number of years employed, followed by Associate Professors, Lecturers, and then Assistant Professors.
- The median monthly salary of all CSU faculty was \$3,579 in 2001, and ranged from \$1,276 for Lecturers to \$6,592 for Professors. Keep in mind that faculty appointments are for 9-months but their annual pay is distributed over a 12 month period.
- Figures 8-14 provide a breakdown of the faculty profile of faculty by gender and ethnicity, and by rank. In 2001, 44.1 percent of the CSU faculty were female. Female faculty constituted 50.8 percent of all Lecturers, 51.4 percent of Assistant Professors, 45.3 percent of Associate Professors and, 28.3 percent of Professors.
- With regards to the ethnic breakdown, 76 percent of the CSU faculty was White, 12 percent Asian, 7 percent Latino, 4 percent African American, and 0.7 percent Native American.

Faculty by Rank

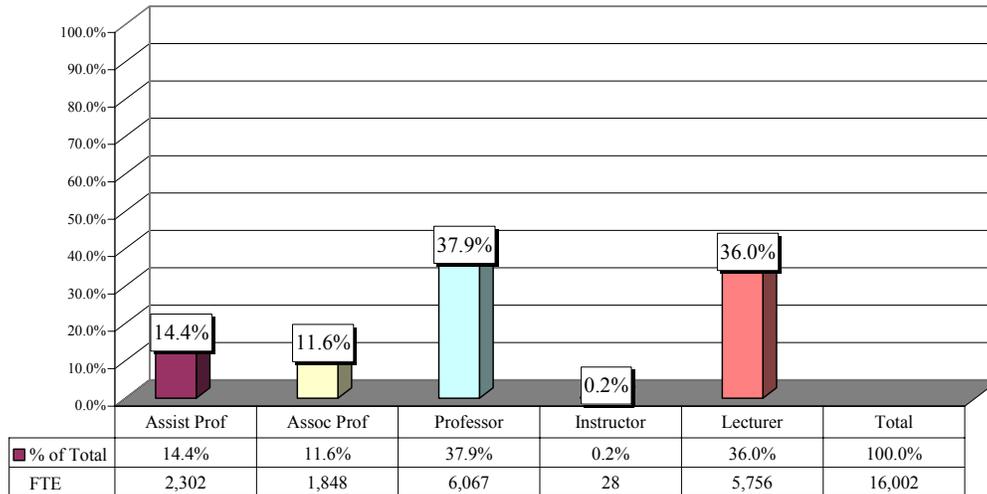
Figure 1
CSU Faculty in 2001



Source: California Research Bureau, California State Library using CSU data.

Full-Time Equivalent (FTE)

Figure 2
Full-Time Equivalent CSU Faculty in 2001

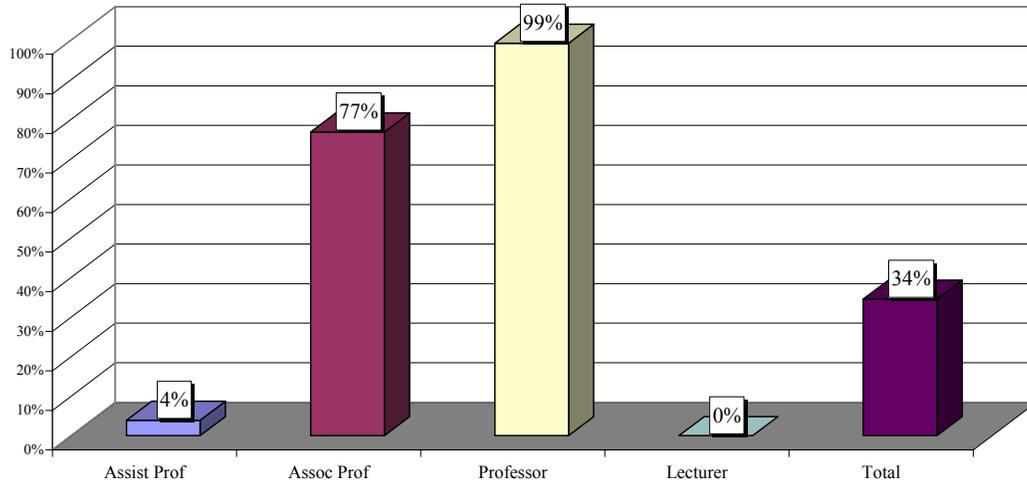


Source: California Research Bureau, California State Library using CSU data.

Tenure

Figure 3

Percent of CSU Faculty with Tenure by Rank, 2001

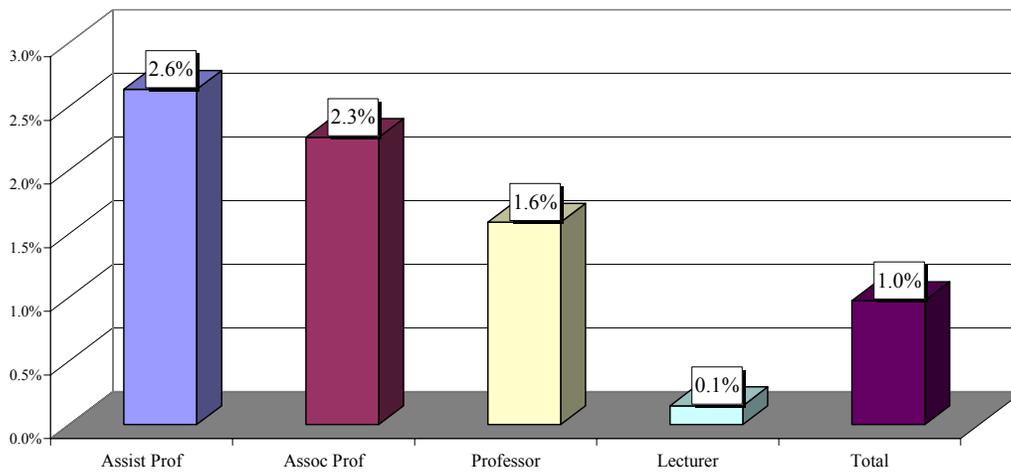


Source: California Research Bureau, California State Library using CSU data.

Leave Status

Figure 4

Percentage of CSU Faculty that is on Leave by Rank, 2001

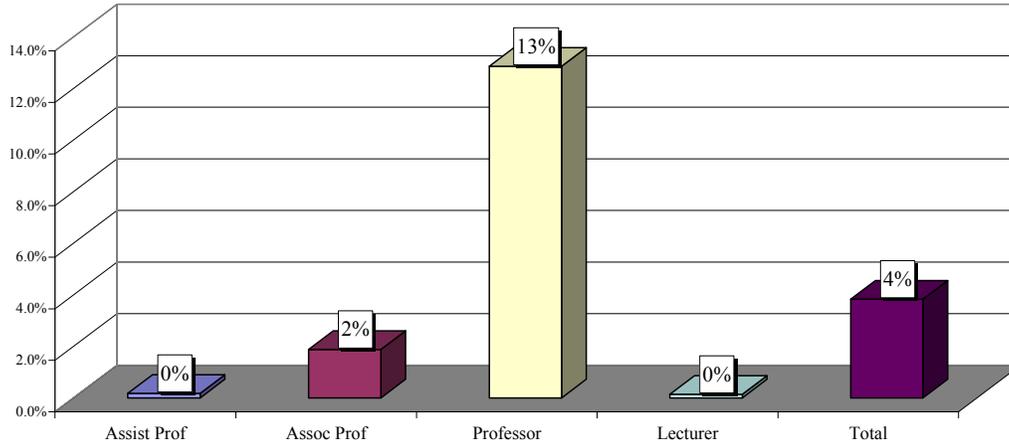


Source: California Research Bureau, California State Library using CSU data.

Faculty Early Retirement Program Status

Figure 5

Percentage of CSU Faculty that is on the Faculty Early Retirement Program (FERP) by Rank, 2001

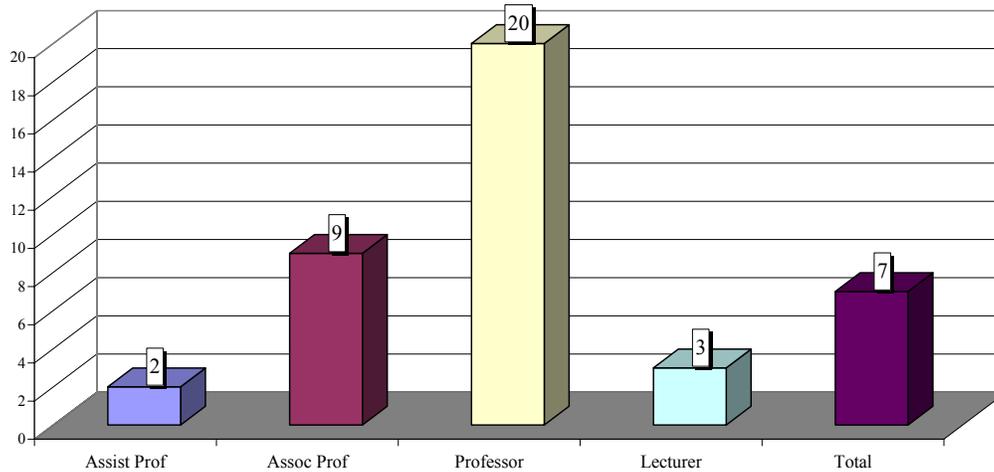


Source: California Research Bureau, California State Library using CSU data.

Median Years Employed

Figure 6

Median Number of Years Employed by CSU by Rank, 2001



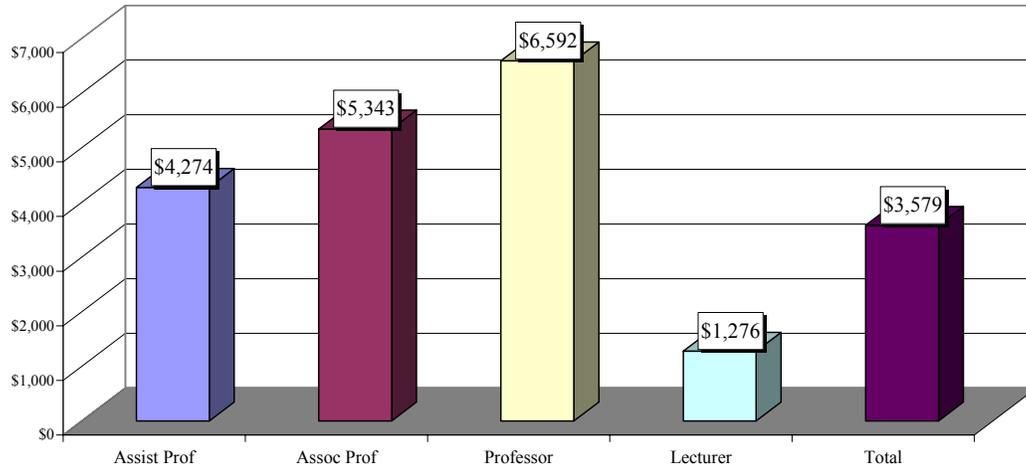
Source: California Research Bureau, California State Library using CSU data.

Note: The first three categories are for those in the tenure-track and are considered to be permanent positions. Lecturers are temporary positions.

Median Monthly Salary

Figure 7

Median Monthly Salary of CSU Faculty by Rank, 2001

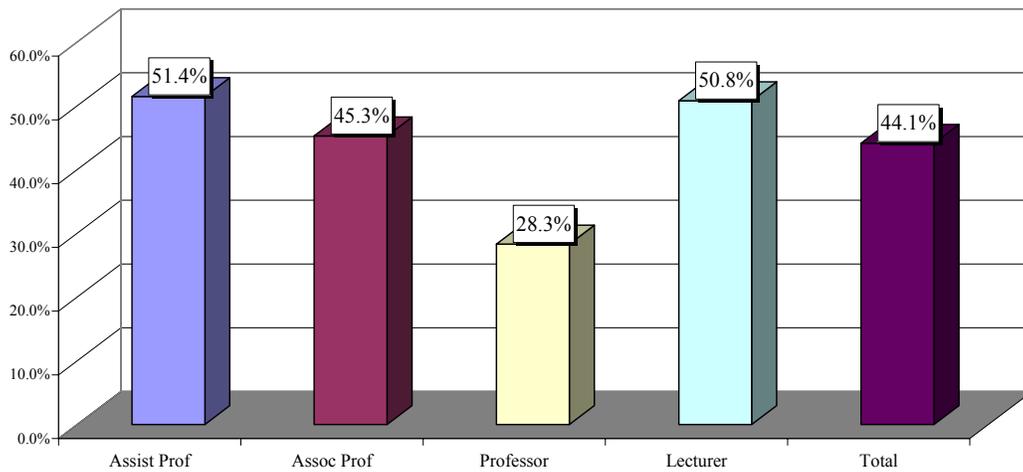


Source: California Research Bureau, California State Library using CSU data.

Female Faculty

Figure 8

Percent of CSU Faculty that are Female by Rank, 2001

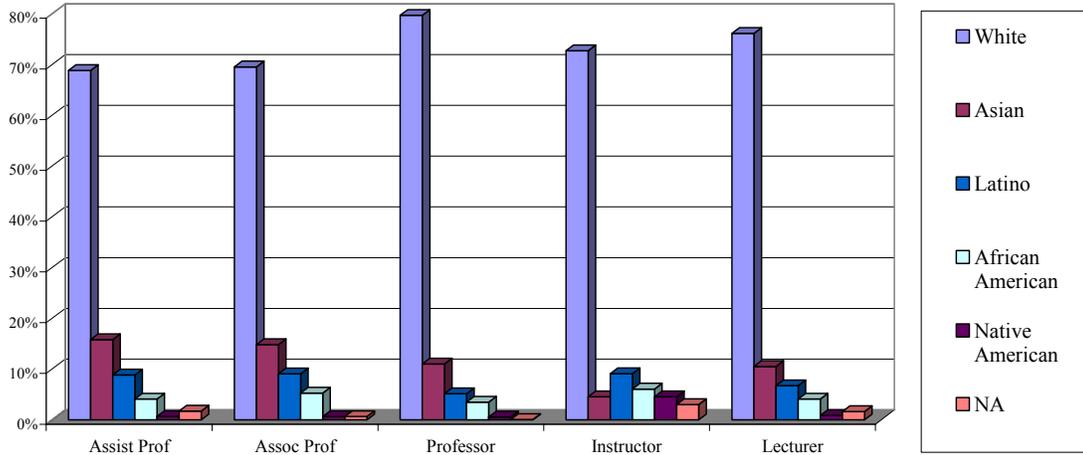


Source: California Research Bureau, California State Library using CSU data.

Faculty by Ethnic Groups

Figure 9

Ethnicity of CSU Faculty by Rank, 2001

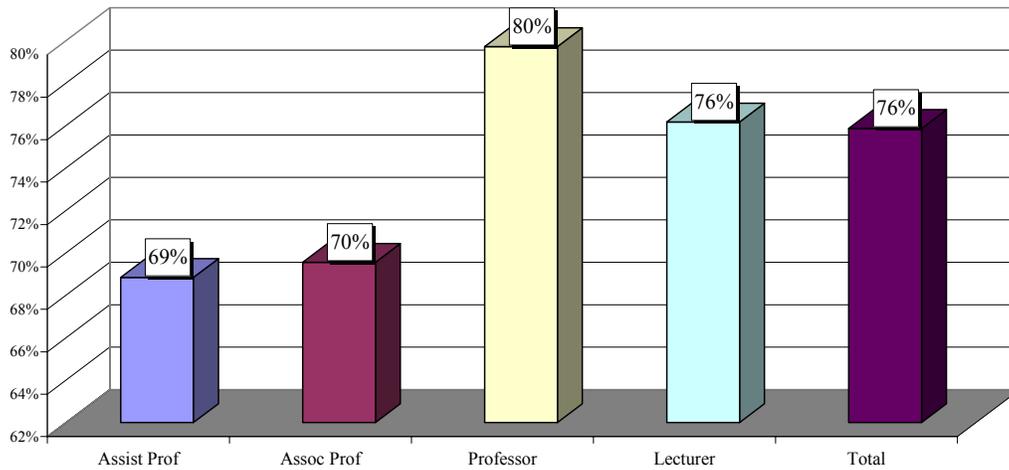


Source: California Research Bureau, California State Library using CSU data.

The charts that follow present the same information as the chart above, but a group at a time.

Figure 10

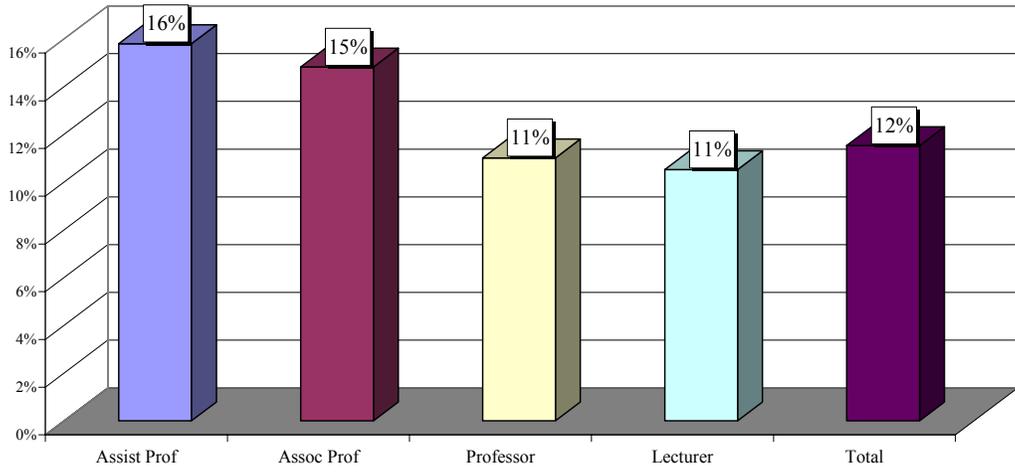
Percentage of CSU Faculty that is White by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 11

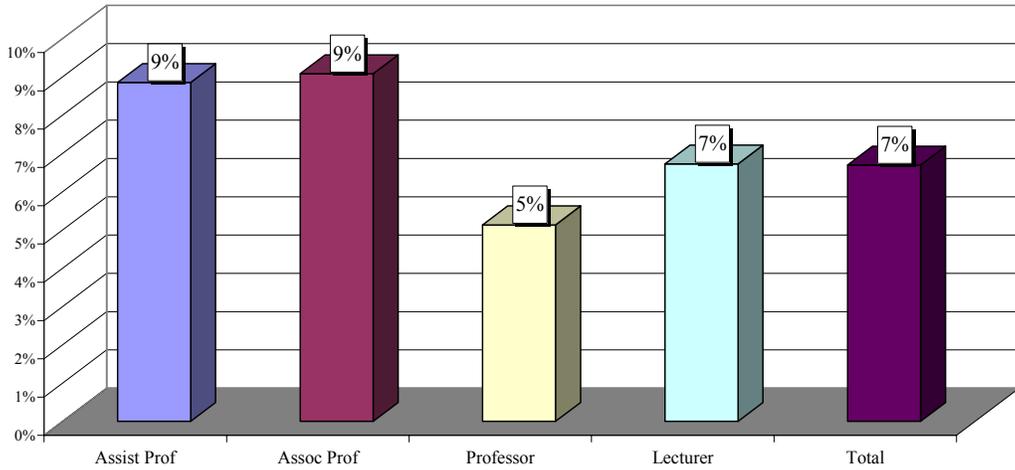
Percentage of CSU Faculty that is Asian by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 12

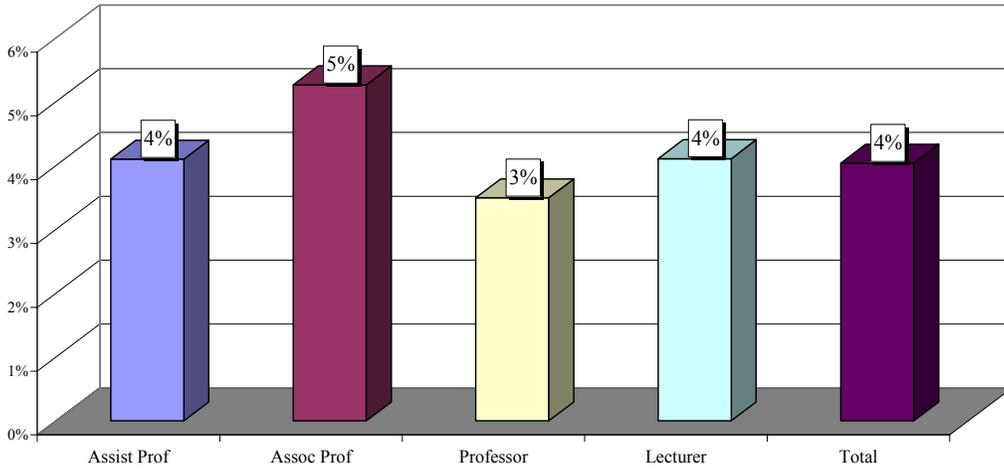
Percentage of CSU Faculty that is Latino by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 13

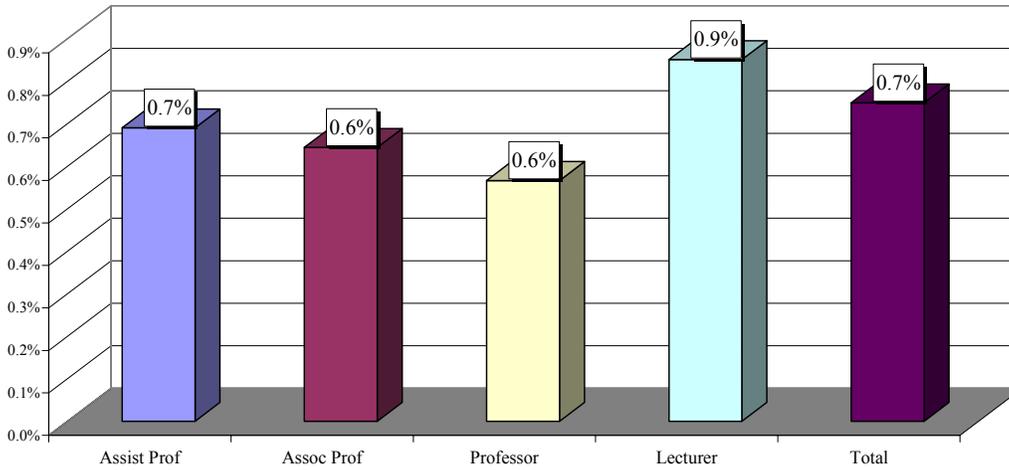
Percentage of CSU Faculty that is African American by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 14

Percentage of CSU Faculty that is Native American by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.

Changes in CSU Faculty, 1985 and 2001

In this second subsection we begin to assess the change in faculty composition within the California State University system over time. It should also be noted that the CSU system had 23 campuses in 2001. In 1985, there were 19 CSU campuses. The increase in the number of campuses is reflected in the hiring and profiles of faculty between 1985 and 2001. Campuses added since 1985 are San Marcos, Monterey Bay, Maritime Academy, and Channel Islands.

Figure 15 provides a general overview of the faculty composition by rank in 2001, compared to the composition of 1985. (Figure 16 shows a similar pattern for the number of full-time equivalent faculty at CSU in 2001 and 1985.) The following is evident in the comparison:

- In 1985, there were 19,260 persons in the CSU faculty and, in 2001, 22,820. The number of faculty increased by 3,560.
- The largest change in tenure track faculty was in Assistant Professors; 792 in 1985, compared to 2,317 in 2001. An increase of 1,525.
- There were absolute reductions in the numbers of Associate and full Professors in CSU. In 1985, there were 2,338 Associate Professors, compared to 1,862 in 2001; a reduction by 476.
- There were 7,511 Professors in 1985, compared to 6,355 in 2001; a reduction by 1,156.
- The largest gain in faculty was in the number of non-tenure track Lecturers employed in CSU; 8,615 in 1985, compared to 12,220 in 2001, an increase of 3,605. In full-time equivalent (FTE), this translates to 3,861 lecturers in 1985 and 5,756 in 2001.

Figures 17, 18, and 19, highlight the differences in faculty by Tenure status, on-leave status by rank, and FERP. The most notable differences are:

- In Figure 17, there is a reduction in the percent of Assistant Professors who had tenure in 2001, compared to 1985; specifically, 4 percent of Assistant Professors were tenured in 2001, compared to 18 percent who were tenured in 1985.
- In Figure 18, there is a reduction in the percent of Assistant and Associate Professors who were on-leave in 2001, as compared to 1985; 5 percent versus 2.6 percent, respectively.
- In Figure 19, there was a large increase in the percentage of Professors who were on FERP in 2001, as compared to 1985; specifically, 13 percent on FERP in 2001, versus 4 percent in 1985.

Despite these compositional changes, the median number of years employed (Figure 20) suggest that tenured faculty have been in the system longer. Figure 20 shows an increase in the median number of years employed by all faculty at CSU, especially among the full

Professors. In 2001, the median years for full professors was 20 years at CSU and, in 1985, the median was 16 years at CSU.

Moreover, the median salary for faculty adjusted for inflation increased at each rank, including the median salaries for Lecturers, Assistant Professors, Associate Professors and full Professors. Figure 21 presents data on the real (adjusted for inflation) median monthly salary of faculty, using 2001 real dollars for comparison with 1985. The real median salaries increased respectively by: \$153 for Lecturers, \$401 for Assistant Professors, \$454 for Associate Professors and, \$408 for Professors.

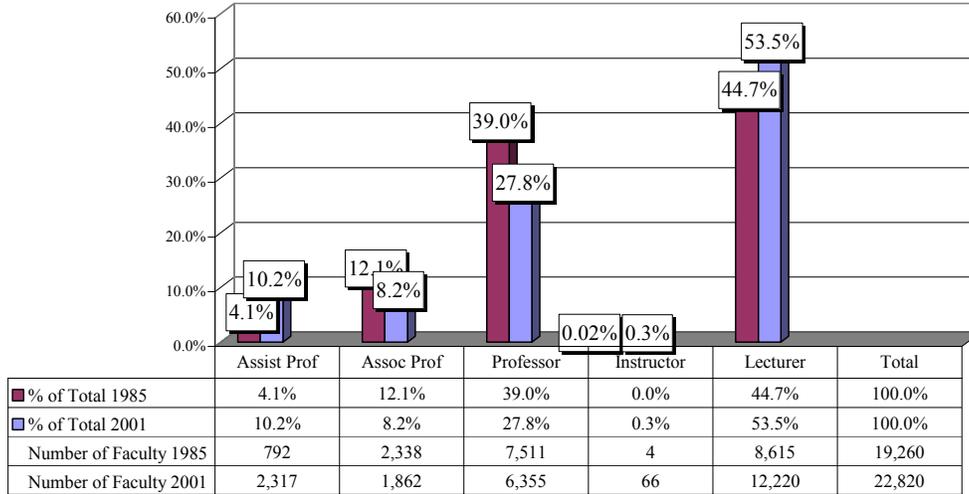
However, the median Salary for all CSU faculty was lower in 2001 (\$3,579) than the comparable salary, i.e., adjusted for inflation, for all faculty in 1985 (\$4,250). The lower median monthly salary is the result of the relatively larger number of Lecturers and Assistant Professors employed in 2001, simultaneously with the reduction in the number of Associate and full Professors. (Refer to Figures 15 and 16). Also, with the increase in the percentage of full Professors on FERP, there is the possibility of employing more junior rank faculty, without raising the median monthly salary for all faculty at CSU.

Figures 22 through 27 compare the employment data by rank for women and men, and by minority faculty, between 2001 and 1985. In general, consistent progress is evident with the increasing employment of women and persons from traditionally under-represented groups of African-American, Latino and Native American. The Asian faculty also increased their representation at a steady rate during this period.

Faculty by Rank

Figure 15

CSU Faculty 1985 & 2001

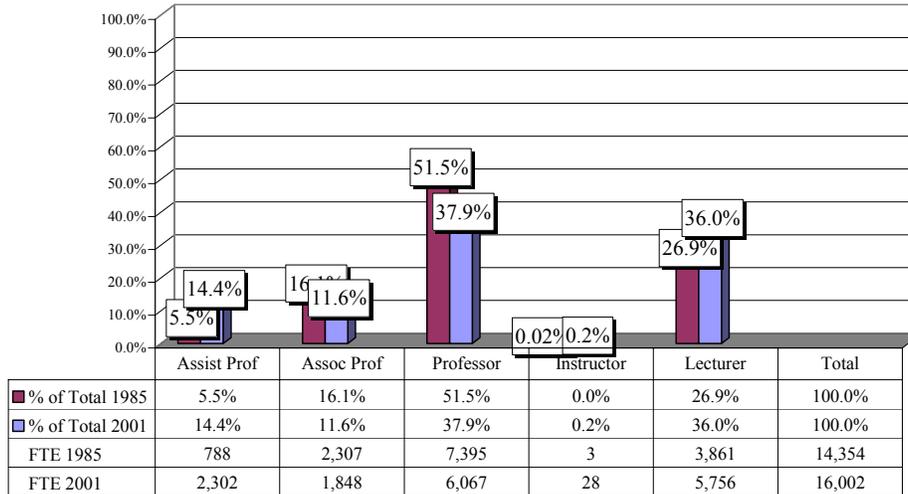


Source: California Research Bureau, California State Library using CSU data.

Full-Time Equivalent

Figure 16

Full-Time Equivalent (FTE) CSU Faculty 1985 & 2001

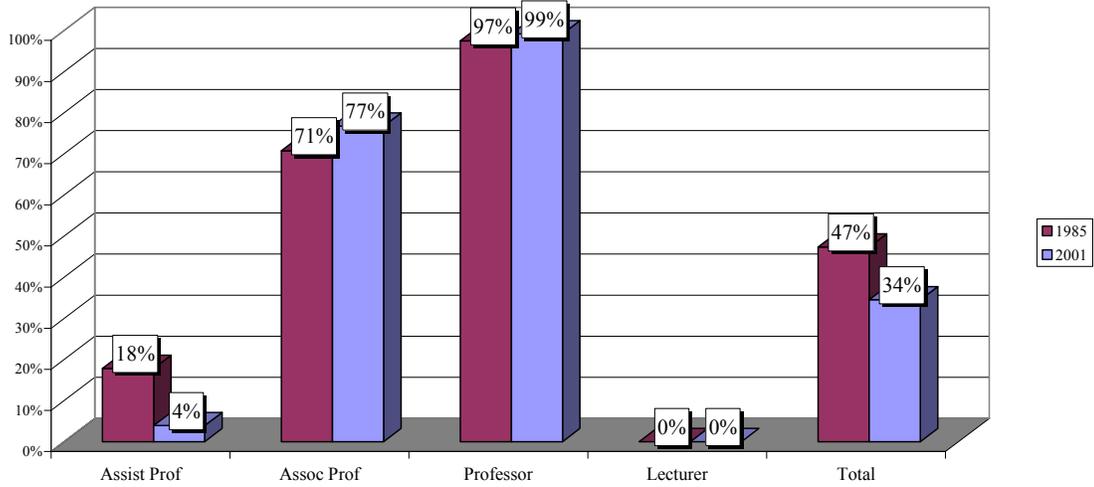


Source: California Research Bureau, California State Library using CSU data.

Tenure

Figure 17

Percent of CSU Faculty with Tenure by Rank, 1985 and 2001

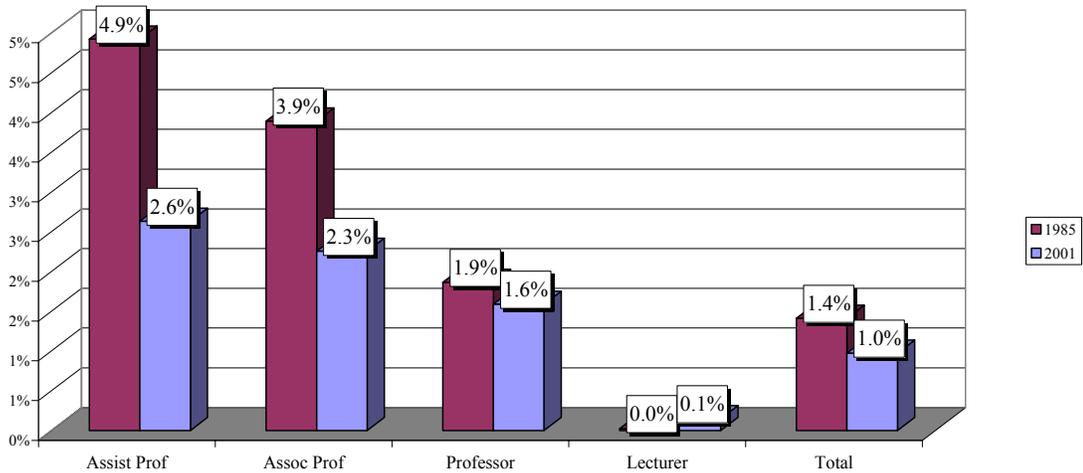


Source: California Research Bureau, California State Library using CSU data.

Leave Status

Figure 18

Percentage of CSU Faculty that is on Leave by Rank, 1985 and 2001

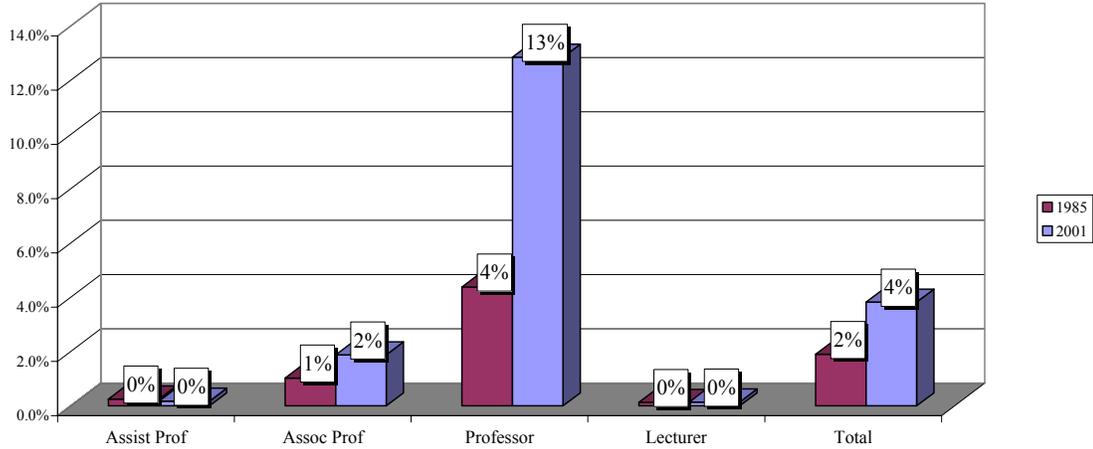


Source: California Research Bureau, California State Library using CSU data.

Early Faculty Retirement Program Status

Figure 19

Percentage of CSU Faculty that is on the Faculty Early Retirement Program (FERP) by Rank, 1985 and 2001

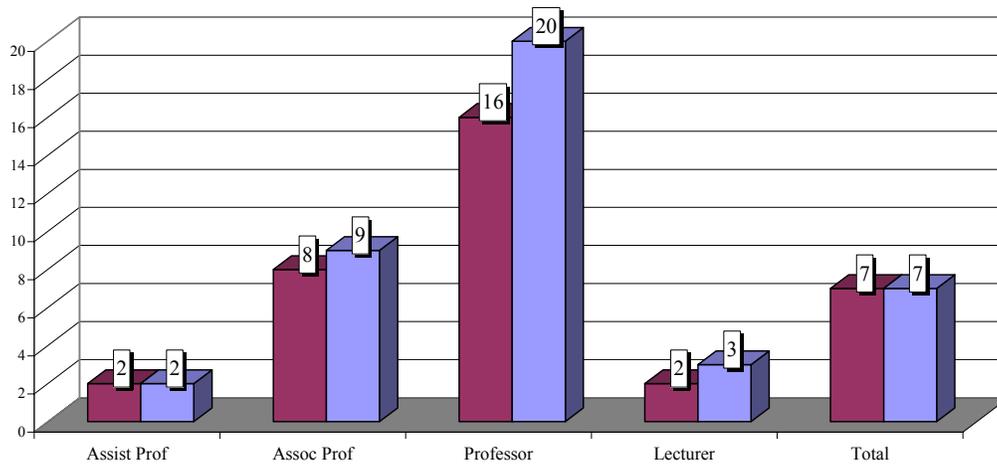


Source: California Research Bureau, California State Library using CSU data.

Median Years Employed

Figure 20

Median Number of Years Employed by CSU by Rank, 1985 and 2001



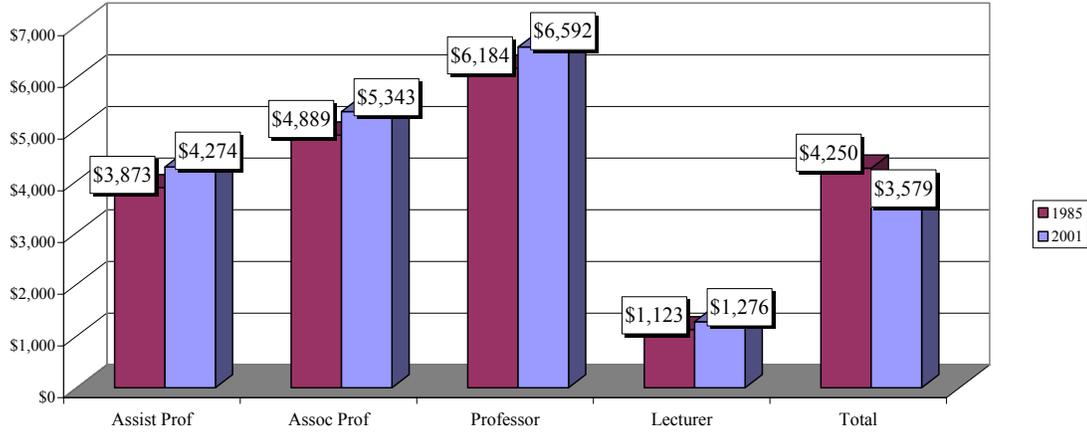
Source: California Research Bureau, California State Library using CSU data.

Note: The first three categories are for those in the tenure-track and are considered to be permanent positions. Lecturers are temporary positions.

Real median Monthly Salary

Figure 21

Median Monthly Salary (in 2001 dollars) of CSU Faculty by Rank, 1985 and 2001

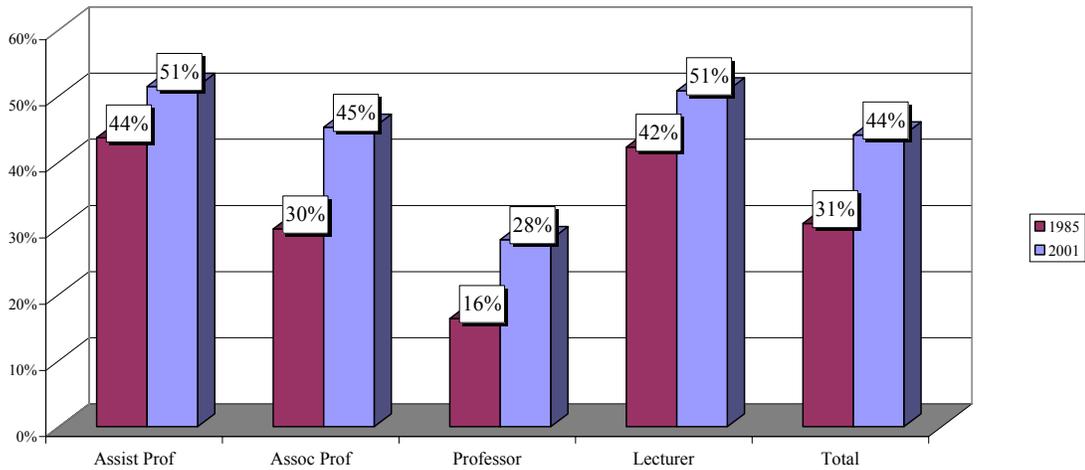


Source: California Research Bureau, California State Library using CSU data.
The 1985 monthly salary was converted into 2001 dollars for comparability using the Consumer Price Index for all urban consumers in California.

Female Faculty

Figure 22

Percent of CSU Faculty that are Female by Rank, 1985 and 2001

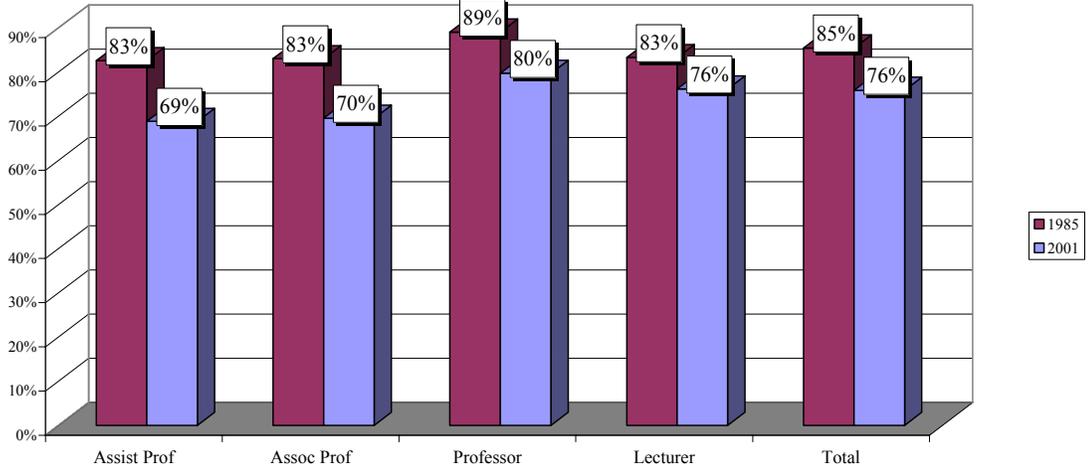


Source: California Research Bureau, California State Library using CSU data.

Faculty by Ethnic Groups

Figure 23

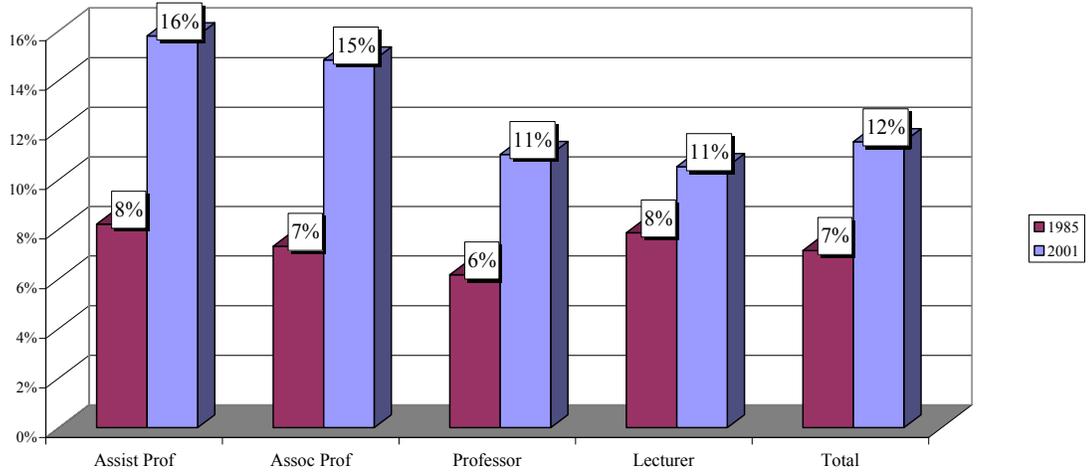
Percentage of CSU Faculty that is White by Rank, 1985 and 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 24

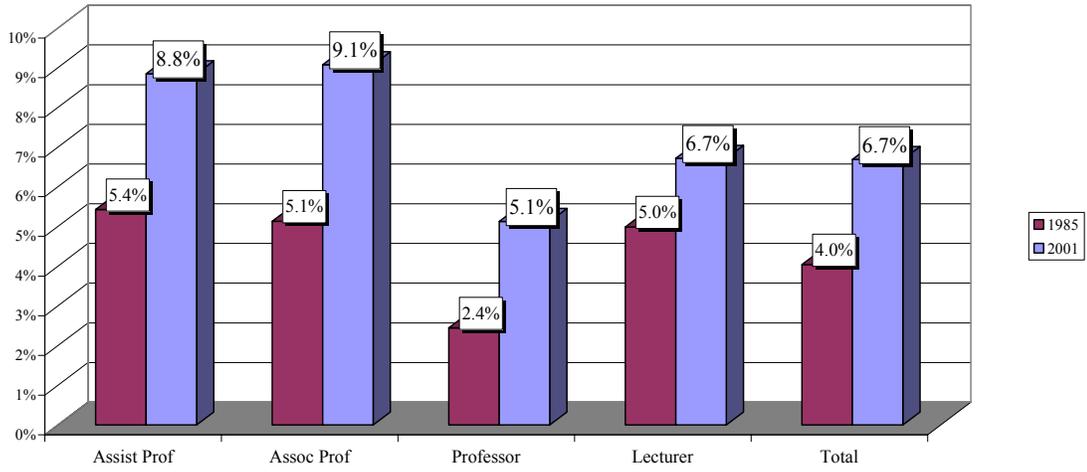
Percentage of CSU Faculty that is Asian by Rank, 1985 and 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 25

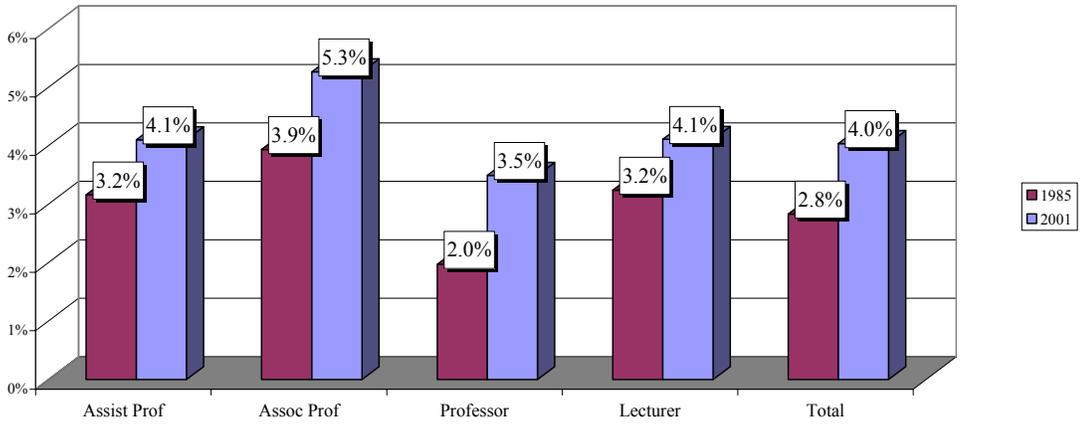
Percentage of CSU Faculty that is Latino by Rank, 1985 and 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 26

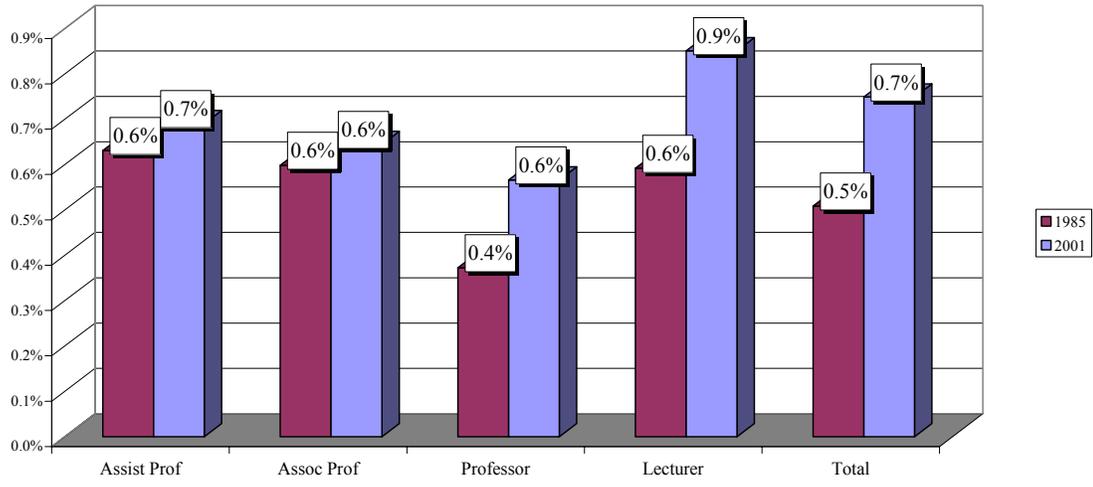
Percentage of CSU Faculty that is African American by Rank, 1985 and 2001



Source: California Research Bureau, California State Library using CSU data.

Figure 27

Percentage of CSU Faculty that is Native American by Rank, 1985 and 2001



Source: California Research Bureau, California State Library using CSU data.

CSU Tenured-Track Faculty in 2001 by Campus

The third and the last of the three subsections begins with a brief profile of the 10,600 tenure-track faculty in the CSU system. It then shows the number of tenure-track faculty by campus with information on the percent that are in the probationary phase, on leave, participating in the Faculty Early Retirement Program, by median years employed, by gender and ethnicity.

This is the only section of the report that is campus specific and it presents information for the tenure-track⁵ faculty as a group; Lecturers are thus excluded from the analysis. Instructors, having permanent status, are included.⁶

Where pertinent, demographic data from the Census 2000 for the general population in the county of the campus is included for comparison. The purpose of including this information is to compare the demographics of the local service region, i.e., a natural first place to go to for the recruitment of students, with the demographics of the faculty. Keep in mind, however, that the CSU recruits students at the city, county, metropolitan, state, national, and international levels. Nevertheless, the county serves as a reasonable representation of the service population at the local level.

A brief profile of 10,600 tenure-track faculty show that 22 percent are at the rank of Assistant Professor, 18 percent at Associate Professor, 60 percent at Professor, and less than one percent at the rank of Instructor (Figure 28). In terms of gender, 36 percent of the tenure track professors are female. (See Figure 29 for the numbers.) Moreover, 76 percent of the tenure-track faculty are White, 13 percent Asian, 7 percent Latino, 4 percent African American, and 0.6 Native American. (See Figure 30 for the number of faculty in each group.)

Figures 31 through 45 provide a breakdown of the patterns of employment on each of 23 campuses in 2001. The three campuses with the largest number of tenure track faculty include, San Diego, 876, Long Beach, 804, and Northridge, 767. However, several other campuses are not far behind in faculty, specifically, Sacramento (754), San Francisco (732), and San Luis Obispo (662). The three campuses with the smallest number of tenure track faculty include Channel Islands, 12; Maritime Academy, 47; and Monterey Bay, 87.

The employment status, rank, gender, and ethnicity of faculty differ markedly by campus. In general, the difference is largely among older more established campuses and the

⁵ In this report the phrase “tenure-track” refers to a position that is expected to lead to tenure, i.e., permanent status. The traditional tenure-track has three ranks, Assistant Professor, Associate Professor, and Professor. The more junior of the ranks is Assistant Professor. Depending on experience, a person can be hired into any of these ranks. Regardless of rank, however, new hires normally have to go through a probationary phase before they are awarded tenure. The non-traditional means to obtain tenure is through an “Instructor” position. This route is seldom used and currently there are only 66 instructors in the CSU.

⁶ This is consistent with how CSU reports tenure-track faculty by campus.

newer campuses. For instance, faculty seniority varies greatly by campus, judging by their non-tenure status. Figure 32 provides information on the percentage of tenure-track faculty who are in the probationary phase (or untenured). The three campuses with the highest percent of untenured are the newest campuses: Maritime Academy, 51 percent; Monterey Bay, 49 percent; and San Marcos, 40 percent.

Conversely, the percent of faculty that are participating in the Faculty Early Retirement Program (FERP) is greatest in some of the older campuses. In 2001, the campuses with the highest percentage of faculty on FERP were Sacramento, 14 percent; Humboldt, 12 percent; and Northridge, San Francisco, and Chico tied at 11 percent (See Figure 34). Figure 35, which shows the median number of years employed by campus, presents a similar pattern between the newer and older campuses.

With respect to gender, Figure 36 provides the percent of female faculty on the tenure track at each campus. All of the campuses have more than 30 percent female faculty with the exception of two campuses, Maritime Academy, 13 percent and, San Luis Obispo, 22 percent. Noteworthy is that six campuses are at or above 40 percent in female faculty. These are San Marcos (49 percent), Monterey Bay (46 percent), San Francisco, Stanislaus, and Channel Islands, at 42 percent and Los Angeles (40 percent).

As with gender, the ethnic composition of the faculty also varies by campus. Figure 37 shows the percentage of White faculty at each of the 23 campuses in 2001. Overall, 76 percent of all CSU faculty were White in 2001. Four campuses had two-thirds or less White faculty in tenure track positions:

- Monterey Bay, 51 percent White;
- San Marcos, 63 percent White;
- Los Angeles, 64 percent White; and
- Channel Islands, 67 percent White faculty in 2001

Figure 38 compares the percent of tenure track White faculty of each campus with the percent of White population in the respective counties of the campuses. The percent of White faculty is higher than the percent of White population in each and every case. The following campuses have a gap of twenty (20) percent or more: Dominguez Hills, Long Beach, Los Angeles, Northridge, Pomona, Fullerton, San Diego, San Bernardino, San Jose, Hayward, Fresno, San Francisco, Bakersfield, and Maritime Academy.

Figure 39 shows the percent of Asian faculty on each campus in 2001. The percent ranges from a high of 19 percent at Los Angeles to a low of 6 percent at both Sonoma and Humboldt. Figure 40 continues the analysis and compares the percent of tenure track Asian faculty of each campus with the percent of Asian population in the respective counties of the campuses. The percent of Asian faculty is higher than the Asian population by county in every place with the exception of four campuses: Dominguez Hills, San Jose, Hayward and San Francisco.

Figures 41 and 42 compare the percent of tenure track Latino faculty of each campus with the percent of Latino population in the respective counties of the campuses. Only three campuses had more than 10 percent Latino on the faculty in 2001, namely: Monterey Bay (20%), Channel Islands (17%) and, San Marcos (15 %). However, none of the 23 campuses of CSU had a percent of Latino on the faculty that was larger than the percent Latino of the respective county. The following 8 campuses had a gap of 30 percent or more between the percent Latino on the faculty, relative to the percent Latino of the county: Dominguez Hills, Long Beach, Los Angeles, Northridge, Pomona, San Bernardino, Fresno, and Bakersfield. For example, the faculty of Dominguez Hills was 5 percent Latino in 2001, in a county where Latinos were 45 percent of the service population, leaving a gap of 40 percent between the two numbers.

Figures 43 and 44 compare the percent of tenure track African American faculty of each campus with the percent of African American population in the respective counties of the campuses. As shown in Figure 43, the percent of African American faculty ranges from a high of 7 percent at both Hayward and Monterey Bay campuses to zero at Channel Islands. Overall, 4 percent of all tenure track faculty in CSU are African American. As in previous Figures, the percent of African American faculty is compared to the percent of African American population. The percent of African American faculty is higher than the county percent on these campuses: San Jose, Sonoma, Stanislaus, Monterey Bay, Chico and Humboldt. In all other cases, there is a gap in African American faculty relative to the county population of African Americans. The largest gaps are 13 and 8 percent, respectively at Maritime Academy and Hayward.

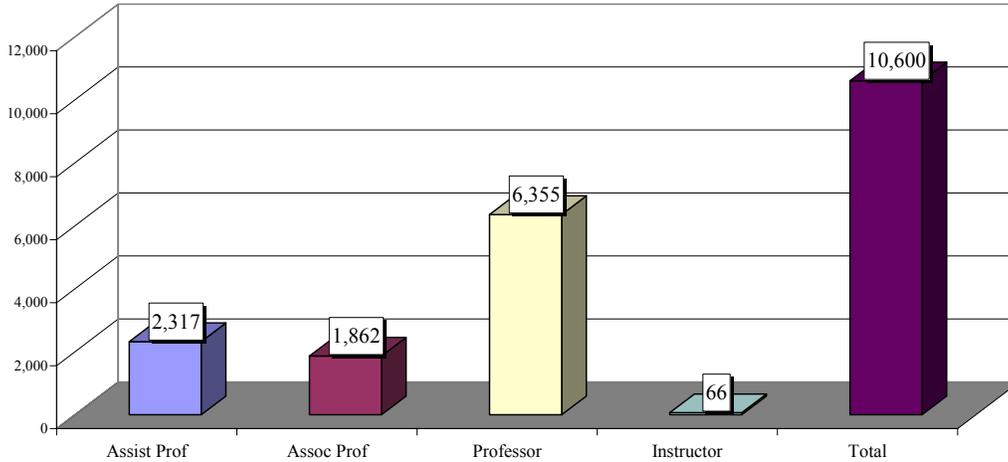
Figures 44 and 45 compare the percent of tenure track Native American faculty of each campus with the percent of Native American population in the respective counties of the campuses. The highest percent of Native American faculty were on the campuses of Monterey Bay (3.4%), Humboldt (2.2%) and, Maritime Academy (2.1%). Channel Island had zero Native American faculty in 2001. Almost all of the other campuses had a fraction of one percent on the faculty. Comparing the percent of Native American faculty with the percent of Native American population yielded the following information:

- Thirteen campuses had a fraction of Native American faculty that was lower than percent of Native American in the respective county population: Los Angeles, Pomona, San Diego, San Bernardino, San Jose, Hayward, Fresno, Bakersfield, Stanislaus, San Luis Obispo, Chico, Humboldt and Channel Island.
- The largest gap between Native American faculty and Native American population was 3 percent at Humboldt. The other gaps were less than one percent.

Tenured-Track Faculty Statewide

Figure 28

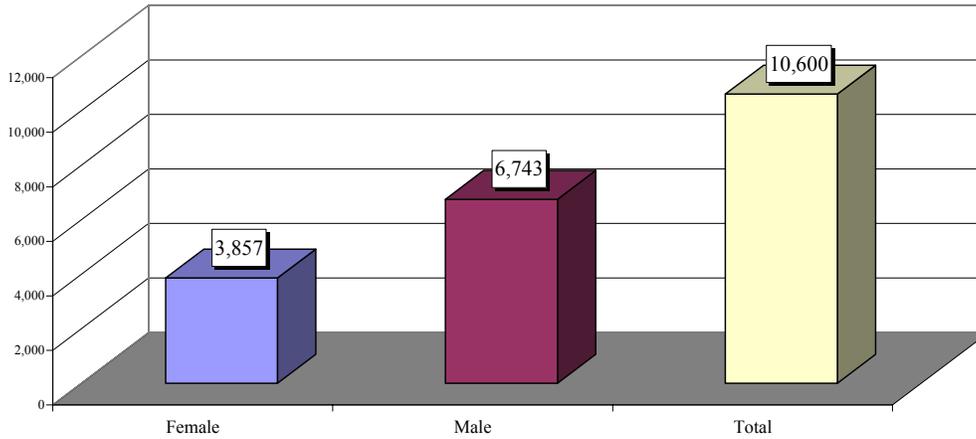
Number of CSU Faculty with Tenure or on the Tenure Track by Rank, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. (Instructors are included.)

Figure 29

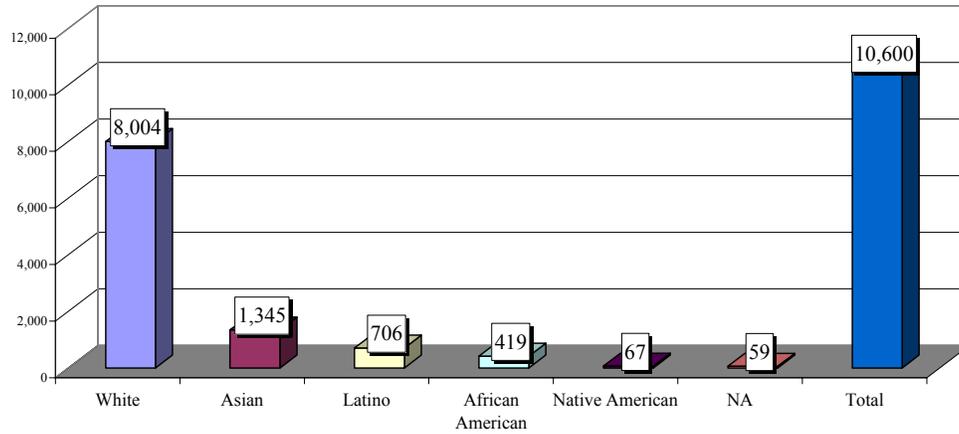
Number of CSU Faculty with Tenure or on the Tenure Track by Gender, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenured track includes Assistant Professors, Associate Professors, and Professors. (Instructors are included.)

Figure 30

Number of CSU Faculty with Tenure or on the Tenure Track by Ethnicity, 2001

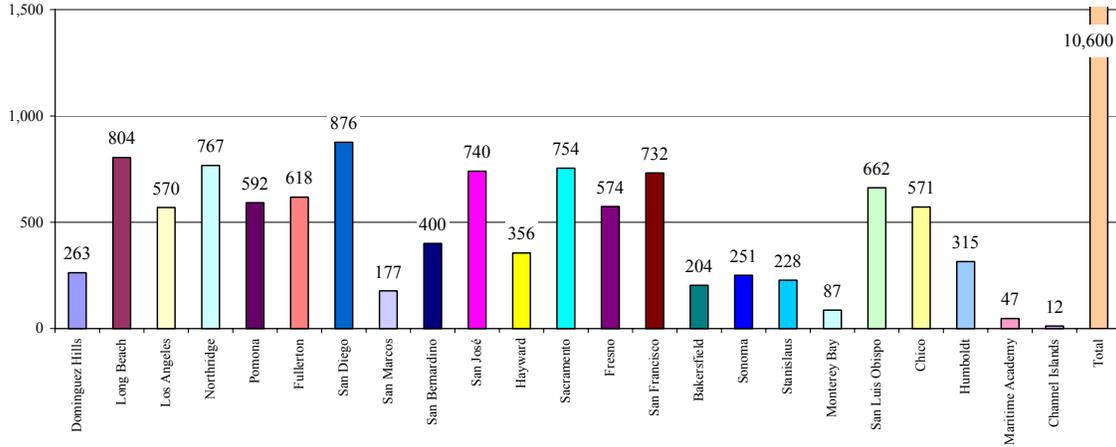


Source: California Research Bureau, California State Library using CSU data.
The tenured track includes Assistant Professors, Associate Professors, and Professors. (Instructors are included.)

Faculty by Campus

Figure 31

Number of CSU Faculty with Tenure or on the Tenure Track by Campus, 2001

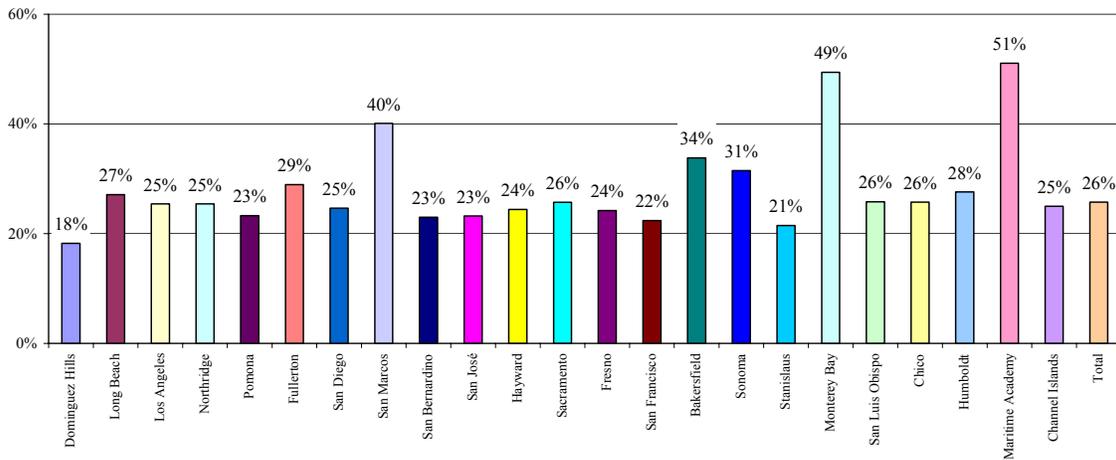


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Faculty Still in the Probationary Phase

Figure 32

Percent of CSU Faculty on the Tenure Track in the Probationary Phase by Campus, 2001

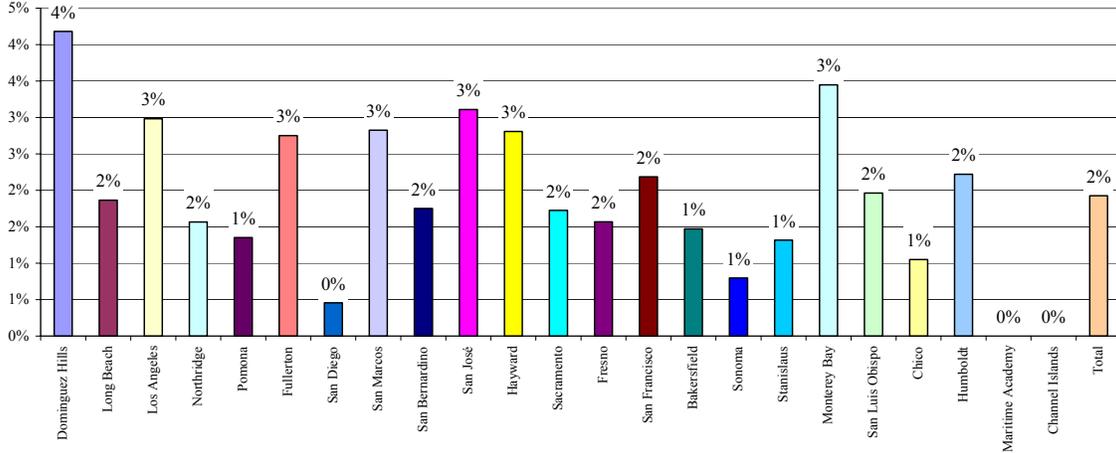


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Leave Status

Figure 33

Percent of CSU Faculty on the Tenure Track that is on Leave by Campus, 2001

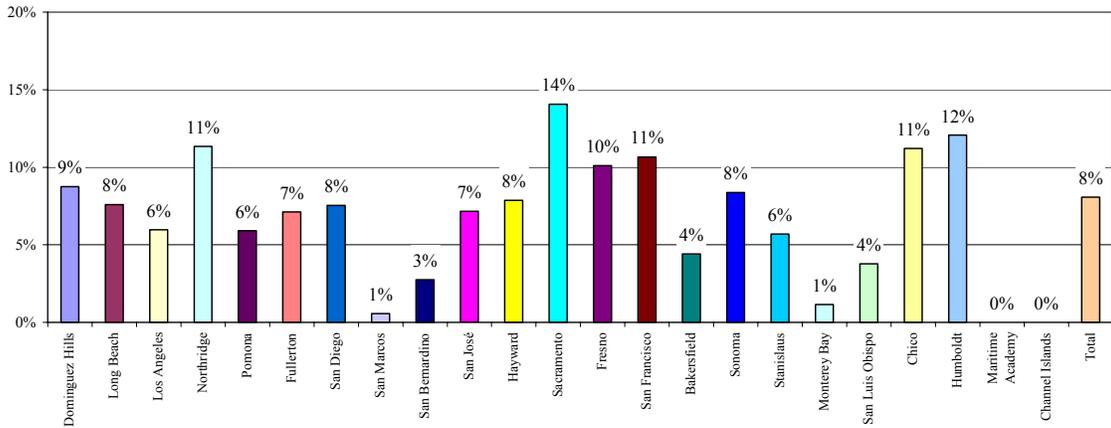


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Faculty Early Retirement Program Status

Figure 34

Percent of CSU Faculty on the Tenure Track that is on the Faculty Early Retirement Program (FERP) by Campus, 2001

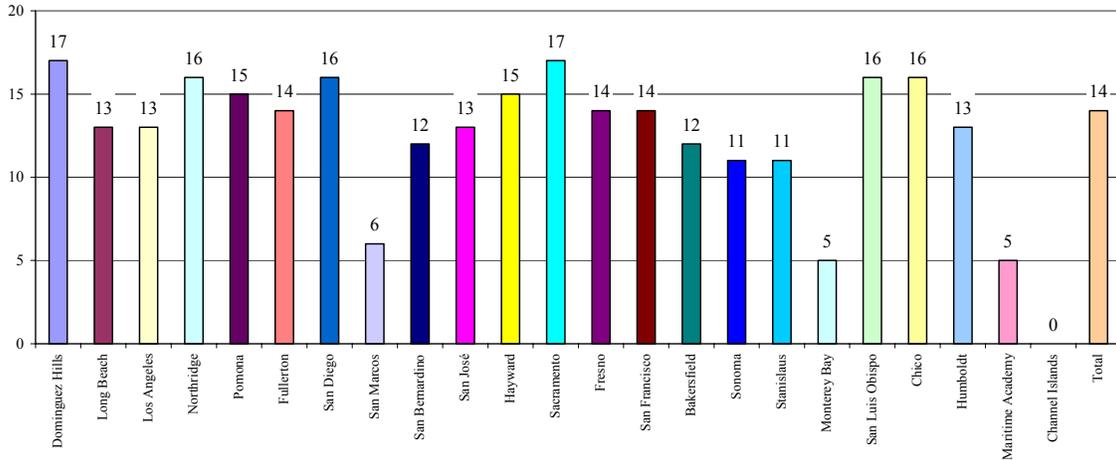


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Median Years Employed

Figure 35

Median Number of Years Employed for CSU Faculty on the Tenure Track by Campus, 2001

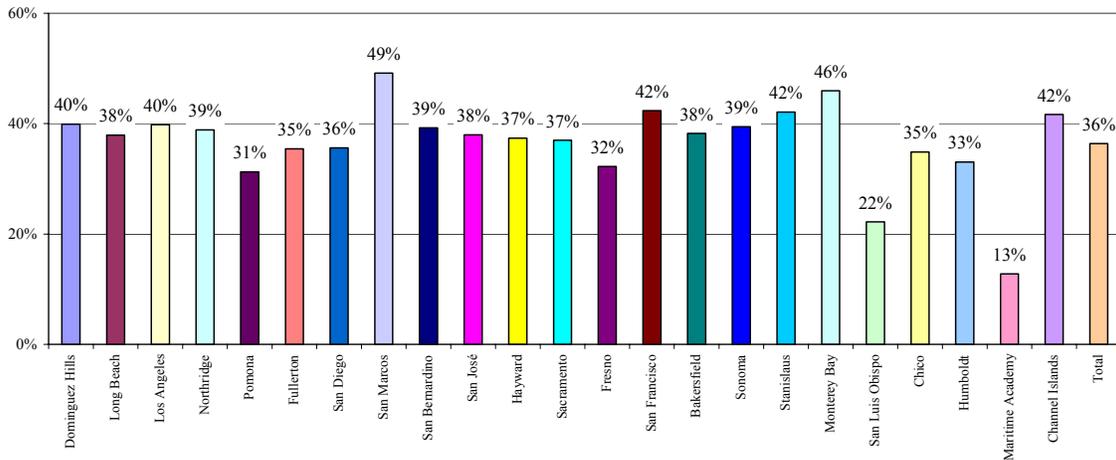


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Female Faculty

Figure 36

Percent of CSU Faculty on the Tenure Track that is Female by Campus, 2001

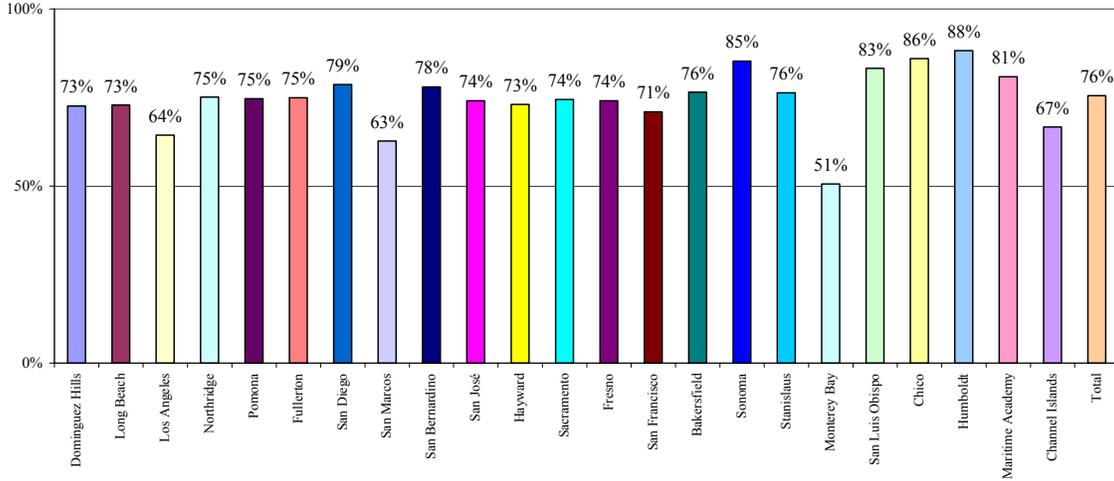


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Faculty by Ethnic Groups

Figure 37

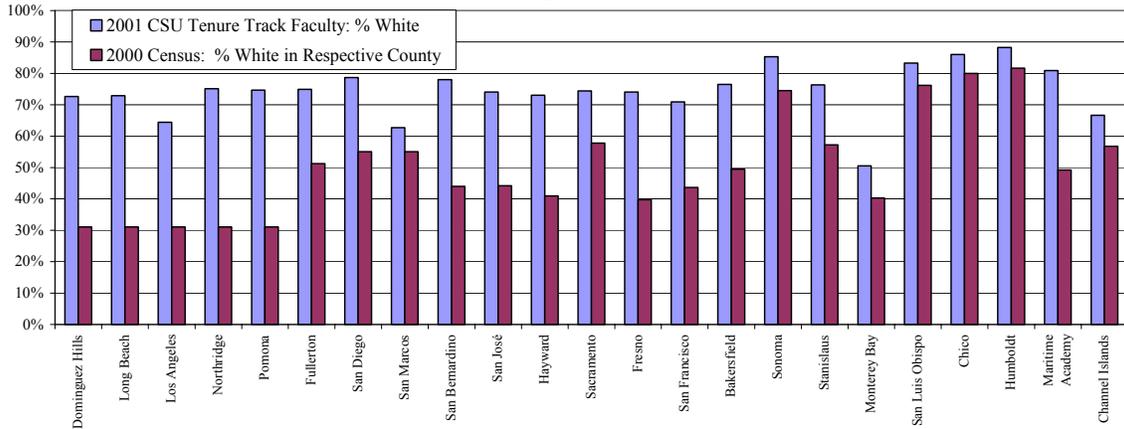
Percent of CSU Faculty on the Tenure Track that is White by Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 38

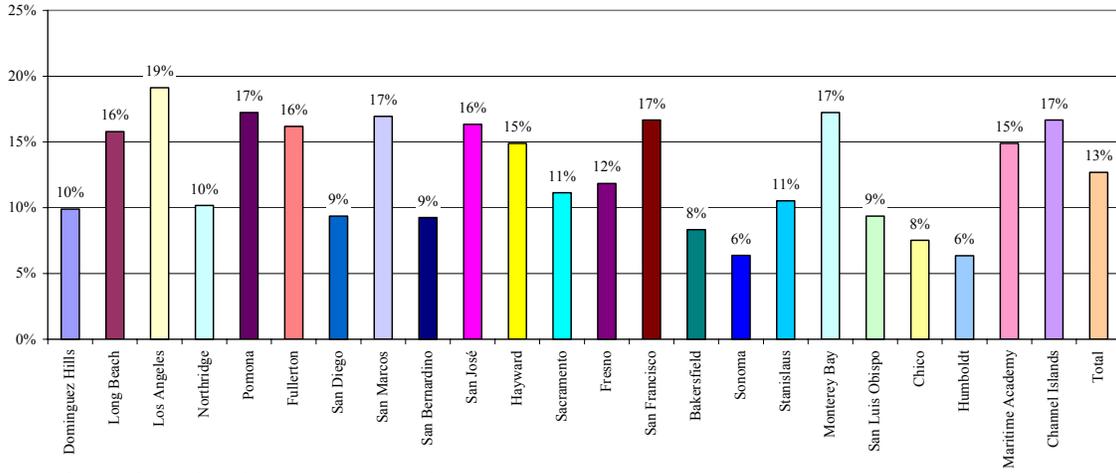
Percent of CSU Faculty on the Tenure Track that is White by Campus Compared to the Service Population in the County of the Respective Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 39

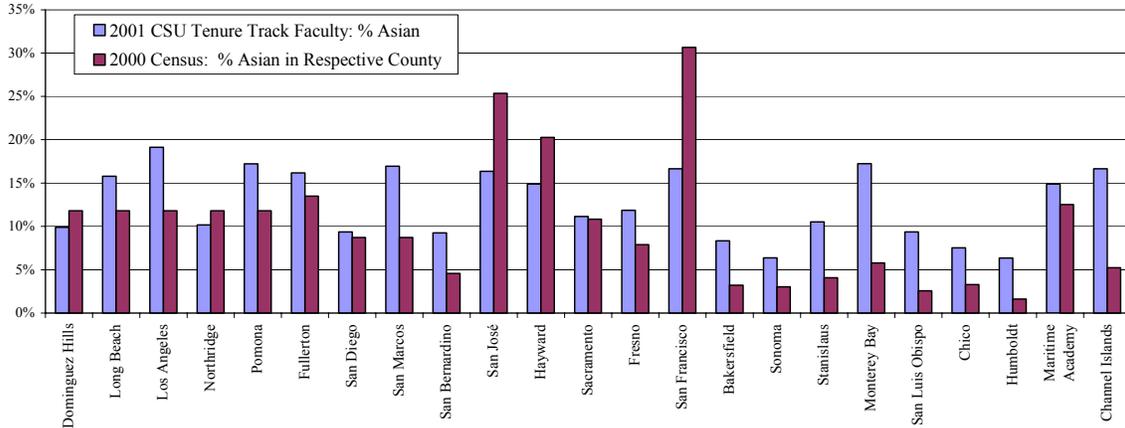
Percent of CSU Faculty on the Tenure Track that is Asian by Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 40

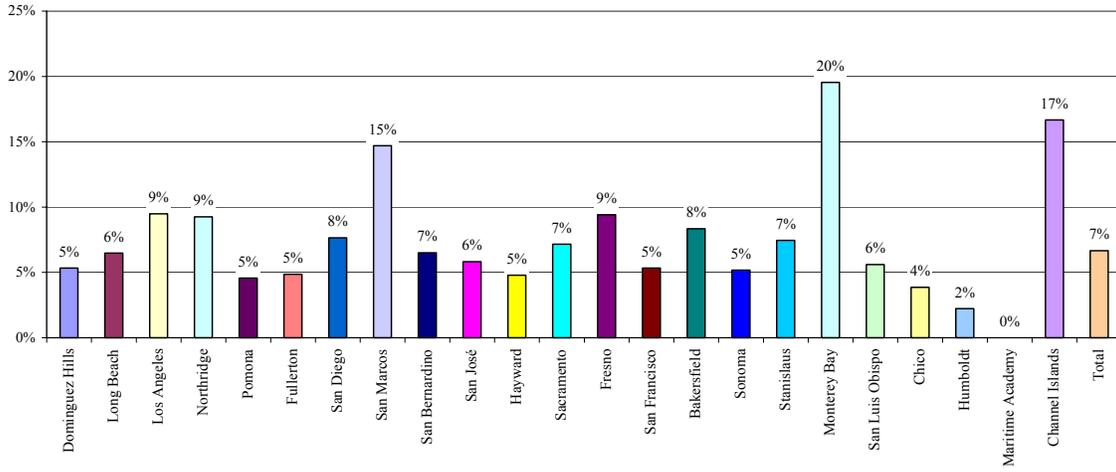
Percent of CSU Faculty on the Tenure Track that is Asian by Campus Compared to the Service Population in the County of the Respective Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 41

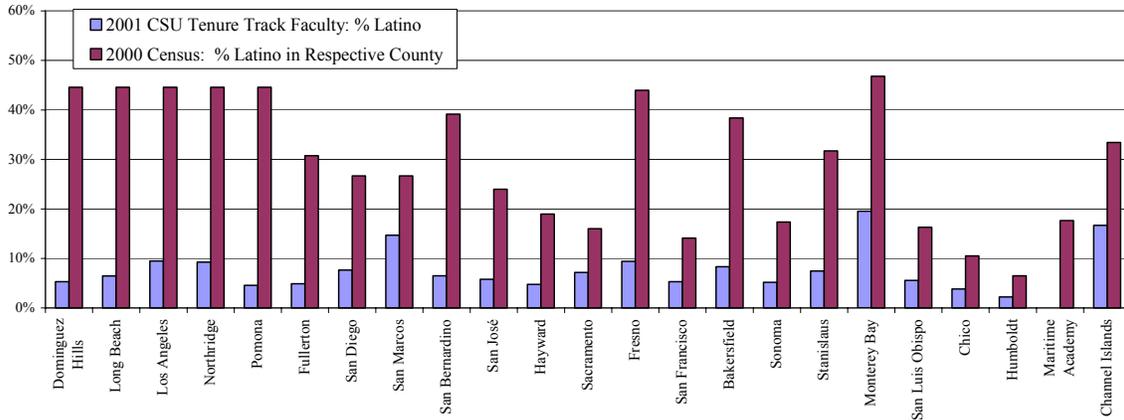
Percent of CSU Faculty on the Tenure Track that is Latino by Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 42

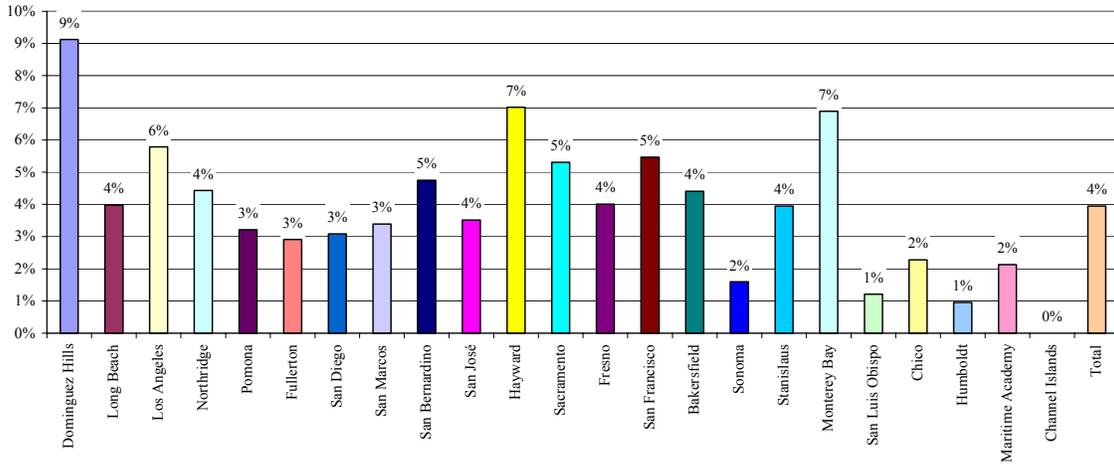
Percent of CSU Faculty on the Tenure Track that is Latino by Campus Compared to the Service Population in the County of the Respective Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 43

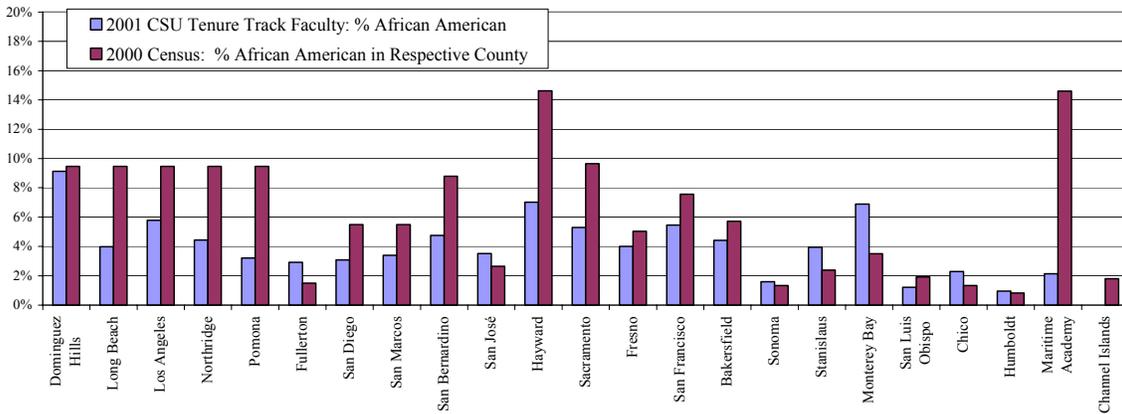
Percent of CSU Faculty on the Tenure Track that is African American by Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 44

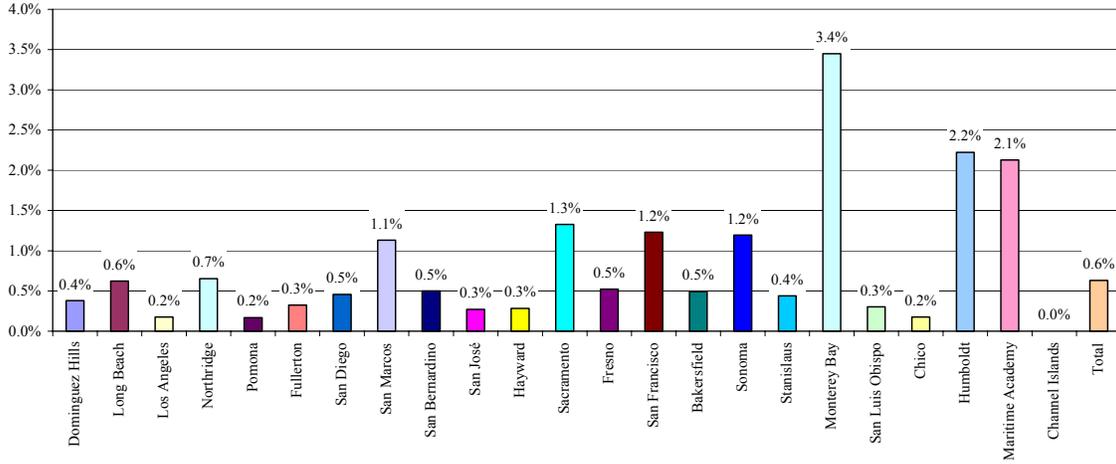
Percent of CSU Faculty on the Tenure Track that is African American by Campus Compared to the Service Population in the County of the Respective Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 45

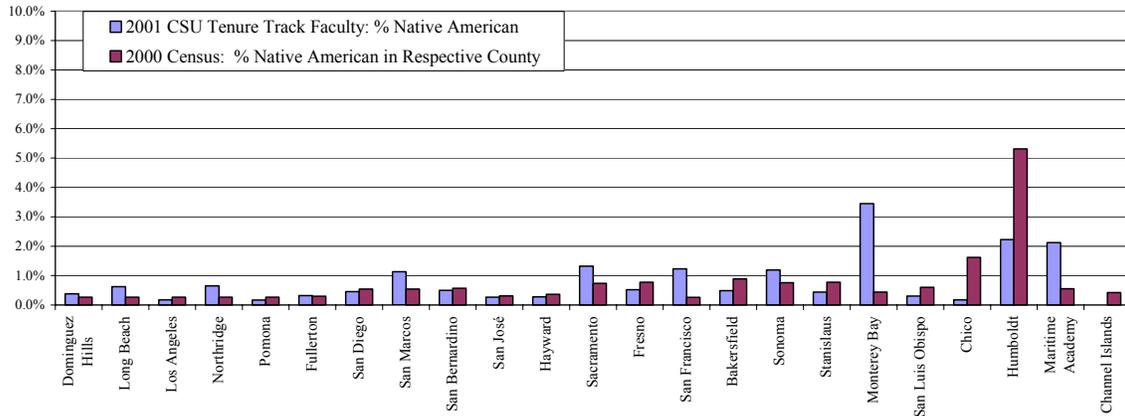
Percent of CSU Faculty on the Tenure Track that is Native American by Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Figure 46

Percent of CSU Faculty on the Tenure Track that is Native American by Campus Compared to the Service Population in the County of the Respective Campus, 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Figures by campus includes Instructors.

Recruitment of New Faculty, 1986 to 2001

Recruitment of Tenure Track Faculty

The focus will now turn to the recruitment of tenure track faculty. Unlike the previous section, this section excludes Instructors from the mix since they are in a different track with regards to promotion. The analysis in this section includes data on year-by-year patterns of recruitment, from 1986 through 2001, the latest year for which there is data.⁷

Figure 47 provides the total number of newly-hired tenure track faculty, year-by-year, from 1986 through 2001. The year 2001 was a peak year for newly-hired faculty, reaching 765 appointments. Previous to 2001, the hiring at CSU mirrors the cyclical swings of the economy and therefore the state budget. In the late 1980s, recruitment was on an upward trajectory, rising from 563 in 1986 to 736 in 1990. Then with the recession of the early 1990s, recruitment hit a low of 235 in 1993. With the state currently in a recession and a budgetary crisis, recruitment is most likely going to go through a similar downward spiral in the years to come.

Data on the recruitment of faculty is presented for females and for the different ethnic groups. For each, two pieces of information are presented: the number of faculty recruited, and the percentage that they make up of the total faculty recruited for that year.

Recruitment of females reached a peak in 2001, when 350 were added to the tenure track at CSU. 1990 was also another peak for female faculty, when 347 were newly-hired. (See Figure 48) As a percent of the total faculty recruited, in four distinct years, females were hired at slightly more than 50 percent of the total: 1993, 1994, 1997, and 1999. In 1985, a little less than 40 percent of the newly-hired were female. That was the lowest percent between 1985 through 2001. Since 1993, the percent of newly-hired females has hovered at close to 50 percent. (See Figure 49)

For the different ethnic groups, a good place to start is with Figure 50, which compares the composition of newly-hired faculty, year-by-year. The charts that follow present information specific to each ethnic group. Figures 51 and 52, for instance, provide a closer look at the number and percent of White faculty who were newly-hired each year since 1986. White persons have constituted over 60 percent of the newly-hired since 1986.

Likewise, Figures 53 and 54 present similar information for Asians hired into tenure track positions at CSU. The percent of newly-hired Asian rose from 12 percent to 16 percent during the same period but the percentage peaked in the early 1990s at 19 percent.

⁷ A few words on the methodology used. It captures professors hired at the Assistant, Associate, and Professor rank that were never before in the CSU (since 1985), persons that were Lecturers previously, and persons that moved from one campus to another. The methodology employed excludes Instructors. Also noteworthy, it counts professors only once in that campus. This is important in the case of professors that left that campus and then came back a few years later. This ensures that the recruitment is a unique count of persons by campus. In such cases, the first year of employment in that campus was used.

The hiring pattern of Latinos is relatively more erratic than the patterns shown for Whites and Asians. That is to say, Latinos have had two significant peaks of where CSU hired greater number of Latinos (in 1990 when 76 were newly-hired and in 2001 when 69 were newly-hired) and several years of up and down recruitment. (See Figures 55 and 56) Numerically, less than 40 Latinos were “newly-hired ” throughout CSU in 1992, 1993, 1994, 1996, 1997, and 1998.

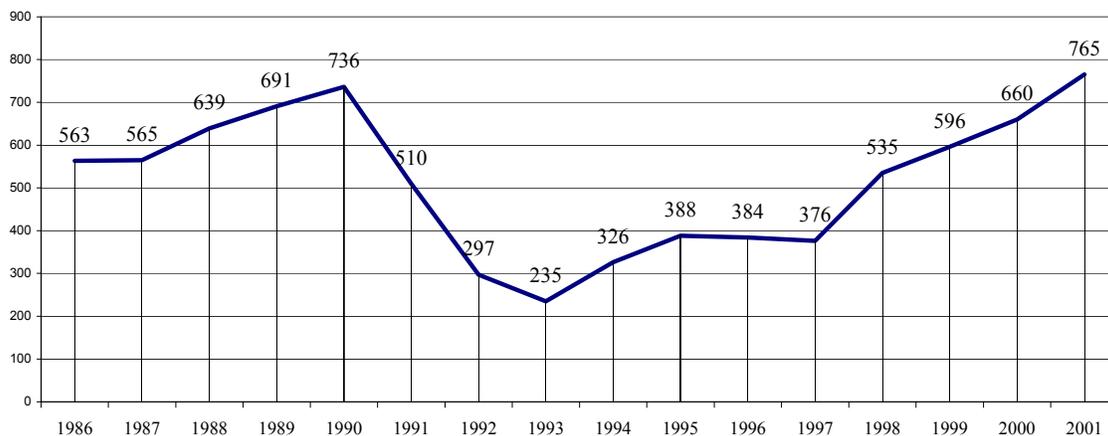
Figures 57 and 58 give the number and percent, by year, of African Americans newly-hired from 1986 through 2001. In 1990, 57 African Americans were hired. After that year, the number of newly-hired African Americans dropped to less than 40 and as low as 15 newly-hired. The percent of African Americans has been on a steady decline since 1993.

Figures for newly-hired Native American faculty in the CSU are not shown since for each year they numbered less than ten. In general, statistics with ten persons or less are not presented for privacy reasons.

Newly-Hired Faculty, 1986 to 2001

Figure 47

Total Number of Newly-Hired Tenure Track Faculty by the CSU, 1986 to 2001

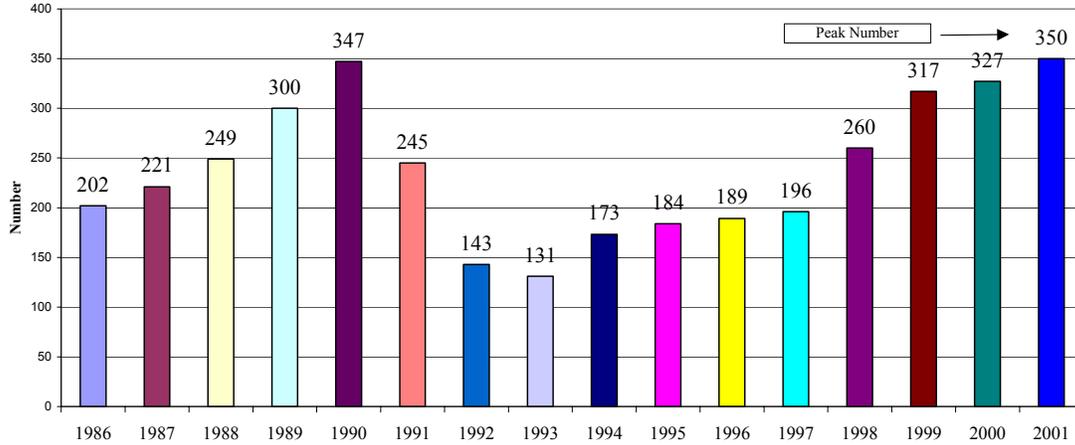


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Newly-Hired Female Faculty

Figure 48

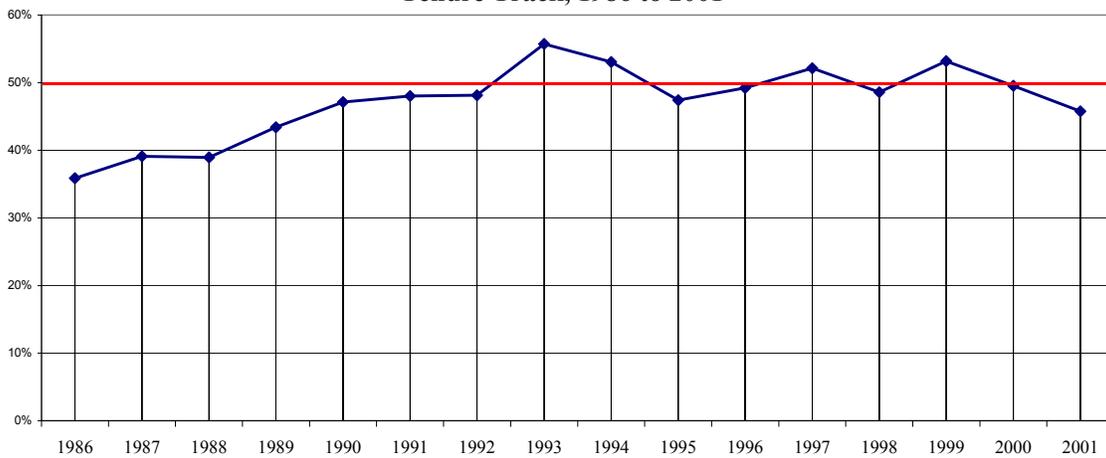
Number of Newly-Hired Female Faculty for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 49

Percentage of Females Hired (as a percent of all new hires) for the CSU Tenure Track, 1986 to 2001

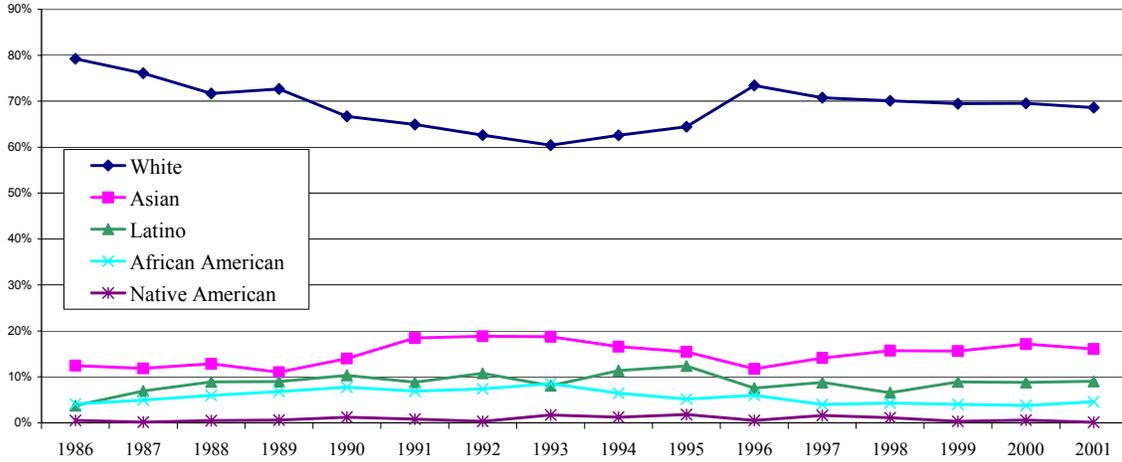


Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Newly-Hired Faculty by Ethnic Groups

Figure 50

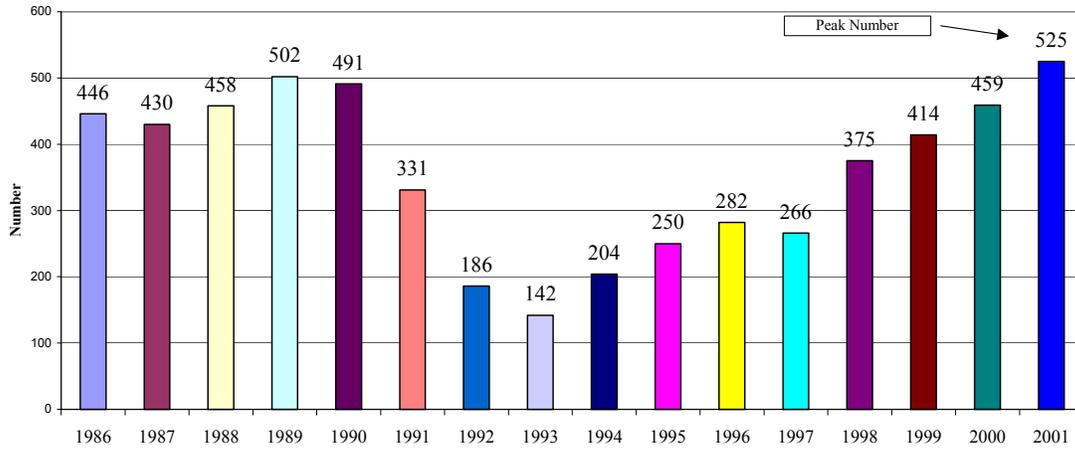
Ethnic Composition of Newly-Hired CSU Tenure Track Faculty, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
 The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 51

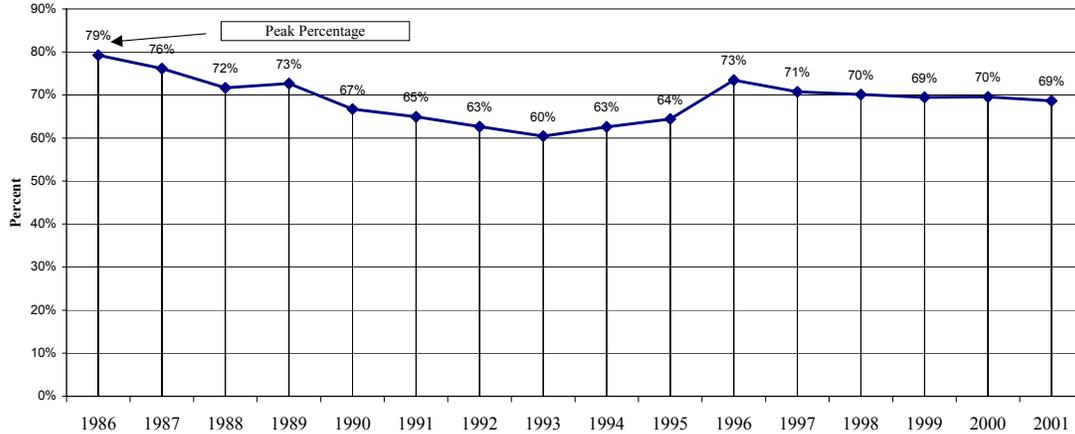
Number of Newly-Hired White Faculty for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 52

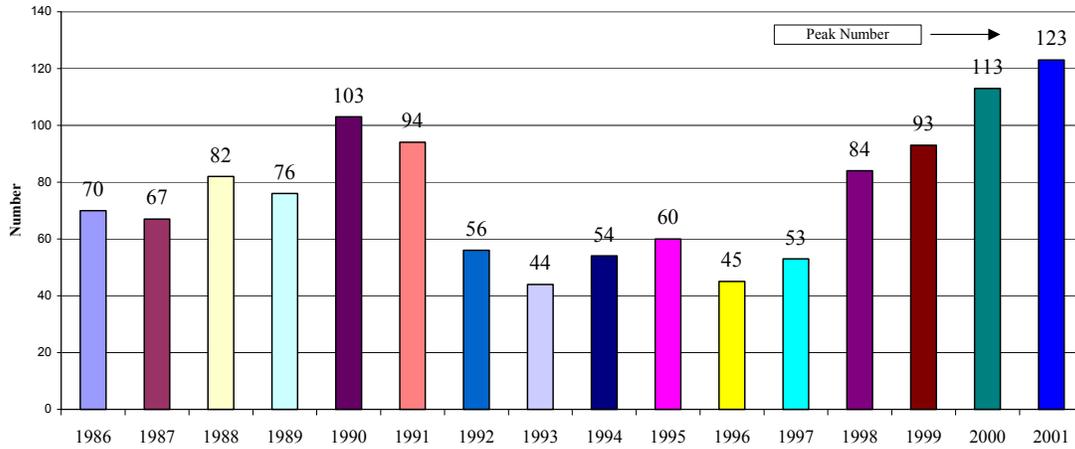
Percentage of Whites Hired (as a percent of all new hires) for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 53

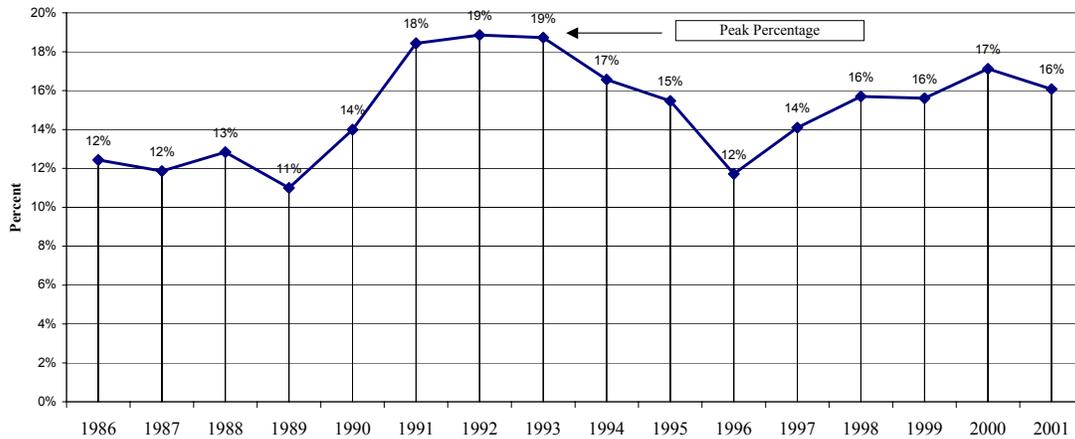
Number of Newly-Hired Asian Faculty for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 54

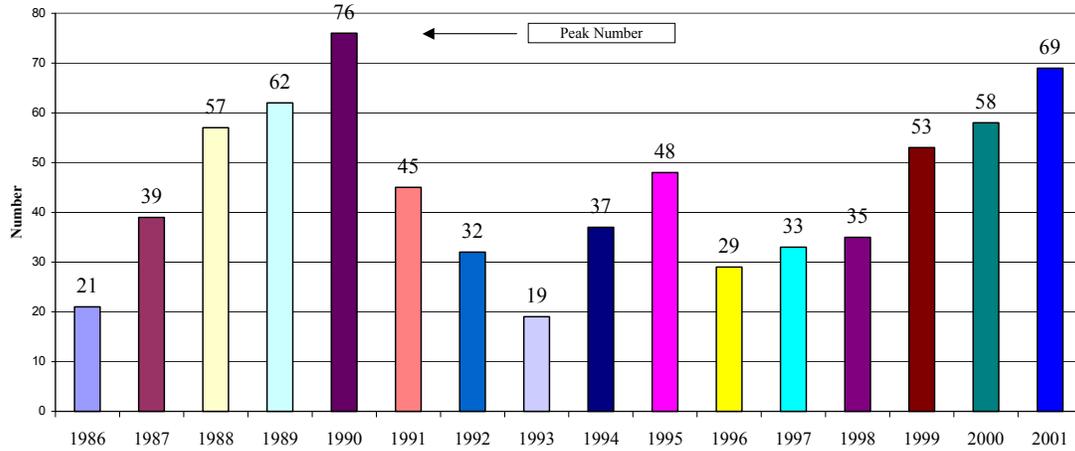
Percentage of Asians Hired (as a percent of all new hires) for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 55

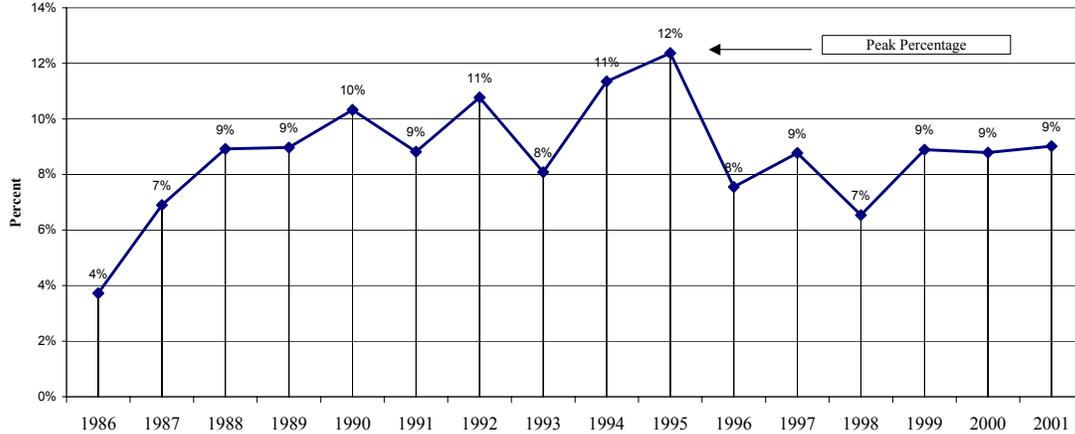
Number of Newly-Hired Latino Faculty for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 56

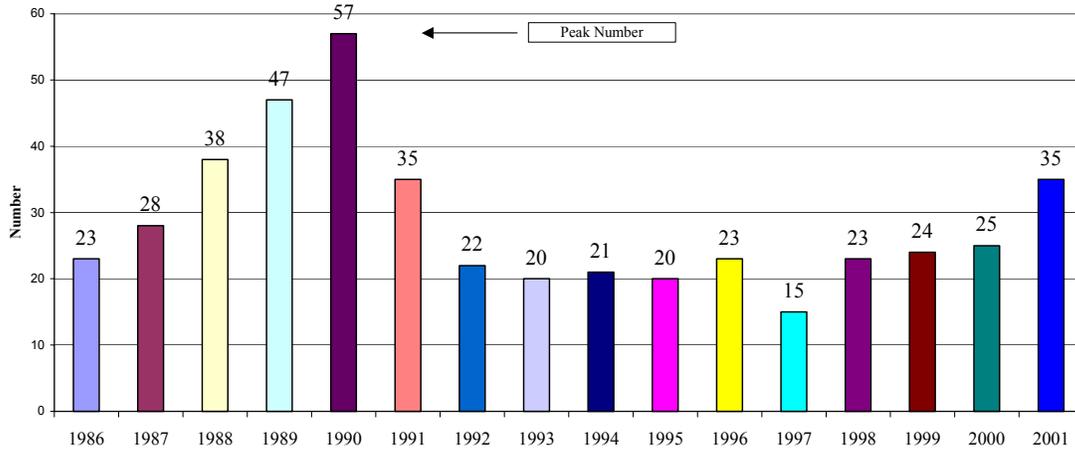
Percentage of Latinos Hired (as a percent of all new hires) for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 57

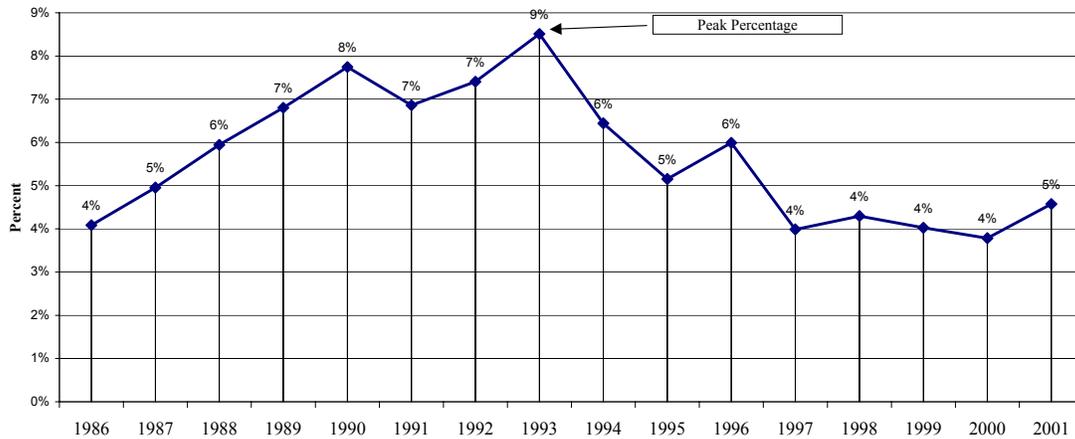
Number of Newly-Hired African American Faculty for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Figure 58

Percentage of African Americans Hired (as a percent of all new hires) for the CSU Tenure Track, 1986 to 2001



Source: California Research Bureau, California State Library using CSU data.
The tenure track includes Assistant Professors, Associate Professors, and Professors. Instructors are excluded.

Conclusion

Conclusion

This report has shown information on the composition of faculty, by campus, for the newly recruited, and those still on-board, within the California State University system between 1985 and 2001. The composition of faculty today has changed since 1985 in terms of gender and ethnicity. Notably, the percentages of females, Asians, Latinos, African Americans, and Native Americans are larger today than they were in 1985. Within the 16-year span, the number of females on the faculty increased from 31 percent to 44 percent; the number of Asian faculty increased from 7 percent to 12 percent; the number of Latinos on the faculty increased from 4 percent to 7 percent; the number of African American faculty increased from 2.8 percent to 4.0 percent; and the number of Native American faculty increased from 0.5 percent to 0.7 percent.

For the traditionally under-represented groups, however, the challenge of recruitment still remains, judging by the small number recruited and the low percentages. The challenge for the CSU system is how to keep up with the rapidly changing demographics in California and at the local level.