

# Changing Faces of California State University Faculty and Students: Vol. II

A summary of data on the racial/ethnic and gender diversity in the CSU

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*Prepared for the*  
**CFA Equity Conference 2008:  
Building Power Through  
Diversity and Equity**

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## Changing Faces of California State University Faculty and Students: Vol. II A summary of the data on the racial/ethnic and gender diversity in the CSU

This report updates and expands on the reports and data prepared for CFA's Equity Conferences in 2003 and 2006. The figures and tables in the pages that follow provide a snapshot of the CSU faculty and students, both systemwide and at the campus-level. Particular attention is given to the gender and racial/ethnic diversity of CSU instructional faculty and students because of the availability of such data. Additional data pertaining to all of Unit 3 (instructional faculty, counselors, librarians, and coaches) are also included in this report. The tables and figures are grouped into eight broad categories (see Table of Contents), but there are numerous ways that they could have been organized. If you don't see the data you are looking for right away, it might be in a different section. In most cases, data are presented in terms of both headcount (the total number of individuals) and full-time equivalents (an aggregate count of part-time positions or enrollment). This databook is intended as a tool for CFA activists and information might not be presented in a format that suits your needs but hopefully includes enough details so activists can format the data most relevant to the campaign or project on which they are working. We hope the information included here will inspire your advocacy, assist you in your activism, and support the work that is needed to transform our systems into more ones that are more equitable and just.

This databook is a little smaller than the one that was prepared for the last conference, however, if you are working on a project for which updated data would be helpful and it is not included here, we can help you find it! Be sure to look at the databook published in 2006 for an historical perspective and comparative data. If you don't have a copy, download it from CFA's website:

<http://www.calfac.org/allpdf/researchcntr/EquityReport2006.pdf>

**If you are looking for a particular statistic or comparison that you cannot find in this book,**

**and it will help you in your work and activism –**

**If you have are looking for additional copies –**

**If you have questions about the material in the report –**

**Contact Aimee Shreck, CFA Research Specialist, CFA's Sacramento Office – 916.441.4848.**

**Visit the CFA Research Center at [www.calfac.org/research.html](http://www.calfac.org/research.html) to view or download other CFA research reports.**

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### CSU Faculty, All Ranks (Headcount), by Campus: Fall 2007

| Campus              | Coach      | Counselor  | Librarian  | Lecturer      | Assistant Professor | Associate Professor | Full Professor | Other     | Instructional Faculty | Total All Ranks |
|---------------------|------------|------------|------------|---------------|---------------------|---------------------|----------------|-----------|-----------------------|-----------------|
| Bakersfield         | 35         | 4          | 10         | 202           | 64                  | 62                  | 95             |           | 423                   | 472             |
| Chico               | 24         | 8          | 20         | 512           | 113                 | 131                 | 274            | 2         | 1,030                 | 1,084           |
| Channel Islands     |            | 1          | 9          | 192           | 31                  | 25                  | 21             |           | 269                   | 279             |
| Dominguez Hills     | 20         | 8          | 10         | 415           | 90                  | 57                  | 128            |           | 690                   | 728             |
| East Bay            | 29         | 5          | 14         | 433           | 110                 | 89                  | 148            |           | 780                   | 828             |
| Fresno              | 19         | 6          | 17         | 735           | 177                 | 136                 | 250            | 2         | 1,298                 | 1,342           |
| Fullerton           | 32         | 10         | 44         | 1,244         | 250                 | 193                 | 281            |           | 1,968                 | 2,054           |
| Humboldt            | 23         | 4          | 10         | 243           | 59                  | 82                  | 130            |           | 514                   | 551             |
| Los Angeles         | 13         | 3          | 21         | 683           | 122                 | 107                 | 300            | 2         | 1,212                 | 1,251           |
| Long Beach          | 28         | 9          | 16         | 1,225         | 233                 | 199                 | 416            | 4         | 2,073                 | 2,130           |
| Maritime            | 9          |            | 2          | 38            | 14                  | 10                  | 11             | 2         | 73                    | 86              |
| Monterey Bay        | 22         | 3          | 9          | 192           | 33                  | 30                  | 40             | 1         | 295                   | 330             |
| Northridge          | 35         | 13         | 28         | 1,081         | 210                 | 206                 | 338            |           | 1,835                 | 1,911           |
| Pomona              | 22         | 6          | 17         | 574           | 124                 | 115                 | 337            | 4         | 1,150                 | 1,199           |
| Sacramento          | 45         | 17         | 33         | 807           | 208                 | 179                 | 352            | 4         | 1,546                 | 1,645           |
| San Bernardino      | 25         | 6          | 13         | 502           | 89                  | 101                 | 212            | 1         | 904                   | 949             |
| San Diego           | 55         | 24         | 29         | 982           | 185                 | 245                 | 387            | 15        | 1,799                 | 1,922           |
| San Francisco       | 23         | 9          | 29         | 892           | 278                 | 166                 | 351            | 4         | 1,687                 | 1,752           |
| San Jose            | 45         | 12         | 33         | 1,178         | 165                 | 159                 | 381            | 5         | 1,883                 | 1,978           |
| San Luis Obispo     | 43         | 4          | 11         | 460           | 178                 | 160                 | 323            | 4         | 1,121                 | 1,183           |
| San Marcos          | 11         | 4          | 12         | 304           | 71                  | 64                  | 85             |           | 524                   | 551             |
| Sonoma              | 24         | 3          | 10         | 295           | 67                  | 72                  | 128            |           | 562                   | 599             |
| Stanislaus          | 18         | 5          | 9          | 263           | 75                  | 60                  | 125            |           | 523                   | 555             |
| <b>All Campuses</b> | <b>600</b> | <b>164</b> | <b>406</b> | <b>13,452</b> | <b>2,946</b>        | <b>2,648</b>        | <b>5,113</b>   | <b>50</b> | <b>24,159</b>         | <b>25,379</b>   |

source: CSU PIMS database, CFA Analysis



## Percent of CSU Faculty, All Ranks (Headcount), by Campus: Fall 2007

| Campus              | Coach       | Counselor   | Librarian   | Lecturer     | Assistant Professor | Associate Professor | Full Professor | Other       | Instructional Faculty | Total All Ranks |
|---------------------|-------------|-------------|-------------|--------------|---------------------|---------------------|----------------|-------------|-----------------------|-----------------|
| Bakersfield         | 7.4%        | 0.8%        | 2.1%        | 42.8%        | 13.6%               | 13.1%               | 20.1%          | 0.0%        | 89.6%                 | 100.0%          |
| Chico               | 2.2%        | 0.7%        | 1.8%        | 47.2%        | 10.4%               | 12.1%               | 25.3%          | 0.2%        | 95.0%                 | 100.0%          |
| Channel Islands     | 0.0%        | 0.4%        | 3.2%        | 68.8%        | 11.1%               | 9.0%                | 7.5%           | 0.0%        | 96.4%                 | 100.0%          |
| Dominguez Hills     | 2.7%        | 1.1%        | 1.4%        | 57.0%        | 12.4%               | 7.8%                | 17.6%          | 0.0%        | 94.8%                 | 100.0%          |
| East Bay            | 3.5%        | 0.6%        | 1.7%        | 52.3%        | 13.3%               | 10.7%               | 17.9%          | 0.0%        | 94.2%                 | 100.0%          |
| Fresno              | 1.4%        | 0.4%        | 1.3%        | 54.8%        | 13.2%               | 10.1%               | 18.6%          | 0.1%        | 96.7%                 | 100.0%          |
| Fullerton           | 1.6%        | 0.5%        | 2.1%        | 60.6%        | 12.2%               | 9.4%                | 13.7%          | 0.0%        | 95.8%                 | 100.0%          |
| Humboldt            | 4.2%        | 0.7%        | 1.8%        | 44.1%        | 10.7%               | 14.9%               | 23.6%          | 0.0%        | 93.3%                 | 100.0%          |
| Los Angeles         | 1.0%        | 0.2%        | 1.7%        | 54.6%        | 9.8%                | 8.6%                | 24.0%          | 0.2%        | 96.9%                 | 100.0%          |
| Long Beach          | 1.3%        | 0.4%        | 0.8%        | 57.5%        | 10.9%               | 9.3%                | 19.5%          | 0.2%        | 97.3%                 | 100.0%          |
| Maritime            | 10.5%       | 0.0%        | 2.3%        | 44.2%        | 16.3%               | 11.6%               | 12.8%          | 2.3%        | 84.9%                 | 100.0%          |
| Monterey Bay        | 6.7%        | 0.9%        | 2.7%        | 58.2%        | 10.0%               | 9.1%                | 12.1%          | 0.3%        | 89.4%                 | 100.0%          |
| Northridge          | 1.8%        | 0.7%        | 1.5%        | 56.6%        | 11.0%               | 10.8%               | 17.7%          | 0.0%        | 96.0%                 | 100.0%          |
| Pomona              | 1.8%        | 0.5%        | 1.4%        | 47.9%        | 10.3%               | 9.6%                | 28.1%          | 0.3%        | 95.9%                 | 100.0%          |
| Sacramento          | 2.7%        | 1.0%        | 2.0%        | 49.1%        | 12.6%               | 10.9%               | 21.4%          | 0.2%        | 94.0%                 | 100.0%          |
| San Bernardino      | 2.6%        | 0.6%        | 1.4%        | 52.9%        | 9.4%                | 10.6%               | 22.3%          | 0.1%        | 95.3%                 | 100.0%          |
| San Diego           | 2.9%        | 1.2%        | 1.5%        | 51.1%        | 9.6%                | 12.7%               | 20.1%          | 0.8%        | 93.6%                 | 100.0%          |
| San Francisco       | 1.3%        | 0.5%        | 1.7%        | 50.9%        | 15.9%               | 9.5%                | 20.0%          | 0.2%        | 96.3%                 | 100.0%          |
| San Jose            | 2.3%        | 0.6%        | 1.7%        | 59.6%        | 8.3%                | 8.0%                | 19.3%          | 0.3%        | 95.2%                 | 100.0%          |
| San Luis Obispo     | 3.6%        | 0.3%        | 0.9%        | 38.9%        | 15.0%               | 13.5%               | 27.3%          | 0.3%        | 94.8%                 | 100.0%          |
| San Marcos          | 2.0%        | 0.7%        | 2.2%        | 55.2%        | 12.9%               | 11.6%               | 15.4%          | 0.0%        | 95.1%                 | 100.0%          |
| Sonoma              | 4.0%        | 0.5%        | 1.7%        | 49.2%        | 11.2%               | 12.0%               | 21.4%          | 0.0%        | 93.8%                 | 100.0%          |
| Stanislaus          | 3.2%        | 0.9%        | 1.6%        | 47.4%        | 13.5%               | 10.8%               | 22.5%          | 0.0%        | 94.2%                 | 100.0%          |
| <b>All Campuses</b> | <b>2.4%</b> | <b>0.6%</b> | <b>1.6%</b> | <b>53.0%</b> | <b>11.6%</b>        | <b>10.4%</b>        | <b>20.1%</b>   | <b>0.2%</b> | <b>95.2%</b>          | <b>100.0%</b>   |

source: CSU PIMS database, CFA Analysis





## CSU Full Time Equivalent Faculty, All Ranks: Fall 2007

| Campus              | Coach        | Counselor    | Librarian    | Lecturer       | Assistant Professor | Associate Professor | Full Professor | Other       | Instructional Faculty | Total All Ranks |
|---------------------|--------------|--------------|--------------|----------------|---------------------|---------------------|----------------|-------------|-----------------------|-----------------|
| Bakersfield         | 28.3         | 4.0          | 8.1          | 123.8          | 64.9                | 61.7                | 93.0           |             | 343.3                 | 383.7           |
| Chico               | 17.0         | 8.0          | 12.9         | 265.6          | 113.0               | 130.0               | 256.7          | 2.0         | 765.3                 | 805.2           |
| Channel Islands     |              | 1.0          | 8.5          | 103.5          | 31.0                | 25.0                | 21.0           |             | 180.5                 | 190.0           |
| Dominguez Hills     | 11.1         | 6.1          | 9.2          | 199.0          | 89.2                | 56.5                | 114.0          |             | 458.7                 | 485.0           |
| East Bay            | 16.5         | 3.7          | 13.4         | 204.2          | 109.3               | 88.3                | 135.7          |             | 537.5                 | 571.0           |
| Fresno              | 19.0         | 5.8          | 16.5         | 379.7          | 177.6               | 134.9               | 236.6          | 2.0         | 928.9                 | 972.2           |
| Fullerton           | 29.9         | 9.6          | 22.8         | 624.8          | 250.8               | 192.5               | 269.5          |             | 1,337.6               | 1,399.8         |
| Humboldt            | 14.9         | 3.6          | 10.0         | 105.1          | 58.2                | 81.0                | 123.8          |             | 368.1                 | 396.6           |
| Los Angeles         | 11.9         | 3.0          | 14.5         | 321.4          | 122.2               | 105.5               | 285.8          | 2.0         | 834.9                 | 866.3           |
| Long Beach          | 28.0         | 9.0          | 15.2         | 616.5          | 233.0               | 198.2               | 393.8          | 3.4         | 1,441.5               | 1,497.0         |
| Maritime            | 4.0          |              | 2.0          | 27.6           | 14.0                | 10.2                | 11.0           | 2.0         | 62.8                  | 70.8            |
| Monterey Bay        | 9.6          | 2.5          | 7.5          | 107.0          | 32.6                | 30.0                | 39.5           | 1.0         | 209.1                 | 229.7           |
| Northridge          | 30.1         | 12.4         | 24.8         | 502.6          | 209.5               | 205.0               | 320.5          |             | 1,237.6               | 1,304.8         |
| Pomona              | 14.4         | 6.0          | 12.4         | 317.9          | 124.0               | 113.8               | 314.5          | 3.1         | 870.2                 | 906.1           |
| Sacramento          | 35.8         | 14.0         | 26.2         | 374.2          | 206.3               | 177.5               | 325.6          | 4.0         | 1,083.6               | 1,163.5         |
| San Bernardino      | 13.9         | 4.5          | 10.8         | 252.3          | 89.0                | 99.9                | 203.0          | 1.0         | 644.2                 | 674.4           |
| San Diego           | 48.0         | 22.7         | 27.5         | 480.3          | 183.3               | 242.5               | 372.2          | 15.0        | 1,278.2               | 1,391.4         |
| San Francisco       | 13.4         | 8.1          | 25.8         | 388.8          | 276.6               | 164.5               | 328.5          | 4.0         | 1,158.4               | 1,209.7         |
| San Jose            | 35.7         | 10.0         | 28.6         | 526.4          | 165.0               | 156.2               | 362.4          | 5.0         | 1,209.9               | 1,289.2         |
| San Luis Obispo     | 36.2         | 3.8          | 10.5         | 278.9          | 177.6               | 157.6               | 303.7          | 4.0         | 917.9                 | 972.3           |
| San Marcos          | 7.6          | 3.1          | 11.1         | 131.1          | 70.4                | 64.2                | 85.0           |             | 350.7                 | 372.4           |
| Sonoma              | 15.6         | 3.0          | 9.1          | 125.2          | 67.0                | 72.0                | 117.7          |             | 381.9                 | 409.5           |
| Stanislaus          | 12.9         | 3.9          | 9.0          | 144.3          | 75.0                | 59.5                | 120.0          |             | 398.8                 | 424.6           |
| <b>All Campuses</b> | <b>453.6</b> | <b>147.6</b> | <b>336.2</b> | <b>6,600.3</b> | <b>2,939.4</b>      | <b>2,626.5</b>      | <b>4,833.3</b> | <b>48.5</b> | <b>16,999.4</b>       | <b>17,985.3</b> |

source: CSU PIMS database, CFA Analysis



## Percent of CSU Full Time Equivalent Faculty, All Ranks: Fall 2007

| Campus              | Coach       | Counselor   | Librarian   | Lecturer     | Assistant Professor | Associate Professor | Full Professor | Other       | Instructional Faculty | Total All Ranks |
|---------------------|-------------|-------------|-------------|--------------|---------------------|---------------------|----------------|-------------|-----------------------|-----------------|
| Bakersfield         | 7.4%        | 1.0%        | 2.1%        | 32.3%        | 16.9%               | 16.1%               | 24.2%          | 0.0%        | 89.5%                 | 100.0%          |
| Chico               | 2.1%        | 1.0%        | 1.6%        | 33.0%        | 14.0%               | 16.1%               | 31.9%          | 0.2%        | 95.0%                 | 100.0%          |
| Channel Islands     | 0.0%        | 0.5%        | 4.5%        | 54.5%        | 16.3%               | 13.2%               | 11.1%          | 0.0%        | 95.0%                 | 100.0%          |
| Dominguez Hills     | 2.3%        | 1.3%        | 1.9%        | 41.0%        | 18.4%               | 11.6%               | 23.5%          | 0.0%        | 94.6%                 | 100.0%          |
| East Bay            | 2.9%        | 0.6%        | 2.3%        | 35.8%        | 19.1%               | 15.5%               | 23.8%          | 0.0%        | 94.1%                 | 100.0%          |
| Fresno              | 2.0%        | 0.6%        | 1.7%        | 39.1%        | 18.3%               | 13.9%               | 24.3%          | 0.2%        | 95.5%                 | 100.0%          |
| Fullerton           | 2.1%        | 0.7%        | 1.6%        | 44.6%        | 17.9%               | 13.8%               | 19.3%          | 0.0%        | 95.6%                 | 100.0%          |
| Humboldt            | 3.8%        | 0.9%        | 2.5%        | 26.5%        | 14.7%               | 20.4%               | 31.2%          | 0.0%        | 92.8%                 | 100.0%          |
| Los Angeles         | 1.4%        | 0.3%        | 1.7%        | 37.1%        | 14.1%               | 12.2%               | 33.0%          | 0.2%        | 96.4%                 | 100.0%          |
| Long Beach          | 1.9%        | 0.6%        | 1.0%        | 41.2%        | 15.6%               | 13.2%               | 26.3%          | 0.2%        | 96.3%                 | 100.0%          |
| Maritime            | 5.7%        | 0.0%        | 2.8%        | 39.0%        | 19.8%               | 14.4%               | 15.5%          | 2.8%        | 88.7%                 | 100.0%          |
| Monterey Bay        | 4.2%        | 1.1%        | 3.3%        | 46.6%        | 14.2%               | 13.1%               | 17.2%          | 0.4%        | 91.0%                 | 100.0%          |
| Northridge          | 2.3%        | 0.9%        | 1.9%        | 38.5%        | 16.1%               | 15.7%               | 24.6%          | 0.0%        | 94.8%                 | 100.0%          |
| Pomona              | 1.6%        | 0.7%        | 1.4%        | 35.1%        | 13.7%               | 12.6%               | 34.7%          | 0.3%        | 96.0%                 | 100.0%          |
| Sacramento          | 3.1%        | 1.2%        | 2.2%        | 32.2%        | 17.7%               | 15.3%               | 28.0%          | 0.3%        | 93.1%                 | 100.0%          |
| San Bernardino      | 2.1%        | 0.7%        | 1.6%        | 37.4%        | 13.2%               | 14.8%               | 30.1%          | 0.1%        | 95.5%                 | 100.0%          |
| San Diego           | 3.5%        | 1.6%        | 2.0%        | 34.5%        | 13.2%               | 17.4%               | 26.8%          | 1.1%        | 91.9%                 | 100.0%          |
| San Francisco       | 1.1%        | 0.7%        | 2.1%        | 32.1%        | 22.9%               | 13.6%               | 27.2%          | 0.3%        | 95.8%                 | 100.0%          |
| San Jose            | 2.8%        | 0.8%        | 2.2%        | 40.8%        | 12.8%               | 12.1%               | 28.1%          | 0.4%        | 93.8%                 | 100.0%          |
| San Luis Obispo     | 3.7%        | 0.4%        | 1.1%        | 28.7%        | 18.3%               | 16.2%               | 31.2%          | 0.4%        | 94.4%                 | 100.0%          |
| San Marcos          | 2.0%        | 0.8%        | 3.0%        | 35.2%        | 18.9%               | 17.2%               | 22.8%          | 0.0%        | 94.2%                 | 100.0%          |
| Sonoma              | 3.8%        | 0.7%        | 2.2%        | 30.6%        | 16.4%               | 17.6%               | 28.7%          | 0.0%        | 93.3%                 | 100.0%          |
| Stanislaus          | 3.0%        | 0.9%        | 2.1%        | 34.0%        | 17.7%               | 14.0%               | 28.3%          | 0.0%        | 93.9%                 | 100.0%          |
| <b>All Campuses</b> | <b>2.5%</b> | <b>0.8%</b> | <b>1.9%</b> | <b>36.7%</b> | <b>16.3%</b>        | <b>14.6%</b>        | <b>26.9%</b>   | <b>0.3%</b> | <b>94.5%</b>          | <b>100.0%</b>   |

source: CSU PIMS database, CFA Analysis



## Number of CSU Faculty (All Unit 3), by Campus and Race/Ethnicity, Fall 2007

|     | <u>Headcount</u> |                   |                        |          |        |       |                     |        | <u>Full-Time Equivalent Faculty</u> |                   |                        |          |          |       |                     |          |
|-----|------------------|-------------------|------------------------|----------|--------|-------|---------------------|--------|-------------------------------------|-------------------|------------------------|----------|----------|-------|---------------------|----------|
|     | Native American  | Asian/Pacific Isl | Black/African American | Latino/a | White  | Other | Unknown/No Response | Total  | Native American                     | Asian/Pacific Isl | Black/African American | Latino/a | White    | Other | Unknown/No Response | Total    |
| BA  | 2                | 49                | 24                     | 42       | 347    | 3     | 5                   | 472    | 1.5                                 | 41.5              | 17.7                   | 35.7     | 281.7    | 1.3   | 4.3                 | 383.7    |
| CH  | 7                | 66                | 11                     | 48       | 921    | 30    | 1                   | 1,084  | 4.8                                 | 56.3              | 10.2                   | 39.9     | 676.6    | 17.0  | 0.4                 | 805.2    |
| CI  | 1                | 26                | 2                      | 36       | 194    | 19    | 1                   | 279    | 1.0                                 | 19.3              | 2.0                    | 22.3     | 133.5    | 11.6  | 0.4                 | 190.0    |
| DH  | 6                | 87                | 85                     | 66       | 440    | 41    | 3                   | 728    | 4.0                                 | 60.1              | 53.8                   | 42.8     | 306.0    | 16.1  | 2.2                 | 485.0    |
| EB  | 4                | 114               | 56                     | 53       | 535    | 61    | 5                   | 828    | 3.2                                 | 86.4              | 41.8                   | 35.8     | 362.8    | 37.3  | 3.8                 | 571.0    |
| FR  | 10               | 159               | 46                     | 104      | 955    | 56    | 12                  | 1,342  | 6.1                                 | 129.3             | 35.6                   | 74.6     | 681.7    | 38.0  | 7.0                 | 972.2    |
| FU  | 13               | 263               | 61                     | 140      | 1,461  | 108   | 8                   | 2,054  | 7.1                                 | 201.0             | 42.3                   | 92.0     | 989.1    | 62.9  | 5.5                 | 1,399.8  |
| HU  | 14               | 34                | 6                      | 18       | 466    | 13    | -                   | 551    | 9.3                                 | 26.0              | 5.2                    | 13.1     | 334.1    | 8.9   | -                   | 396.6    |
| LA  | 10               | 253               | 80                     | 166      | 677    | 51    | 14                  | 1,251  | 5.1                                 | 179.9             | 53.7                   | 112.9    | 482.4    | 24.2  | 8.0                 | 866.3    |
| LB  | 16               | 296               | 104                    | 179      | 1,481  | 47    | 7                   | 2,130  | 8.7                                 | 227.7             | 71.6                   | 119.6    | 1,040.8  | 25.0  | 3.7                 | 1,497.0  |
| MA  | 1                | 9                 | 4                      | 1        | 70     | 1     | -                   | 86     | 1.0                                 | 7.9               | 1.9                    | 1.0      | 58.0     | 1.0   | -                   | 70.8     |
| MB  | 5                | 37                | 15                     | 50       | 198    | 24    | 1                   | 330    | 2.5                                 | 30.9              | 11.7                   | 36.0     | 132.6    | 15.5  | 0.5                 | 229.7    |
| NO  | 11               | 186               | 98                     | 200      | 1,377  | 39    | -                   | 1,911  | 7.7                                 | 137.3             | 69.0                   | 145.9    | 919.8    | 25.2  | -                   | 1,304.8  |
| PO  | 6                | 206               | 51                     | 101      | 773    | 62    | -                   | 1,199  | 4.8                                 | 165.5             | 38.1                   | 71.2     | 579.5    | 47.0  | -                   | 906.1    |
| SA  | 19               | 169               | 69                     | 104      | 1,217  | 62    | 5                   | 1,645  | 12.5                                | 131.7             | 50.5                   | 80.9     | 850.2    | 34.9  | 2.8                 | 1,163.5  |
| SB  | 6                | 78                | 61                     | 71       | 683    | 36    | 14                  | 949    | 4.9                                 | 62.8              | 38.7                   | 50.6     | 488.1    | 21.5  | 7.7                 | 674.4    |
| SD  | 8                | 165               | 57                     | 177      | 1,471  | 28    | 16                  | 1,922  | 4.9                                 | 130.4             | 40.9                   | 113.8    | 1,073.6  | 20.5  | 7.4                 | 1,391.4  |
| SF  | 12               | 290               | 92                     | 112      | 1,138  | 98    | 10                  | 1,752  | 10.0                                | 219.8             | 62.9                   | 80.8     | 768.8    | 61.6  | 5.9                 | 1,209.7  |
| SJ  | 12               | 323               | 63                     | 131      | 1,331  | 113   | 5                   | 1,978  | 8.7                                 | 221.7             | 41.6                   | 82.2     | 866.8    | 67.1  | 1.2                 | 1,289.2  |
| SL  | 2                | 85                | 15                     | 57       | 980    | 41    | 3                   | 1,183  | 1.8                                 | 75.2              | 13.5                   | 48.0     | 799.9    | 32.1  | 1.9                 | 972.3    |
| SM  | 4                | 51                | 18                     | 65       | 383    | 26    | 4                   | 551    | 2.2                                 | 39.4              | 12.0                   | 45.0     | 254.4    | 16.9  | 2.6                 | 372.4    |
| SO  | 7                | 34                | 8                      | 32       | 497    | 20    | 1                   | 599    | 4.8                                 | 28.1              | 6.9                    | 22.0     | 338.1    | 8.7   | 1.0                 | 409.5    |
| ST  | 6                | 54                | 15                     | 39       | 410    | 29    | 2                   | 555    | 5.2                                 | 46.0              | 12.6                   | 31.5     | 310.3    | 17.8  | 1.2                 | 424.6    |
| ALL | 182              | 3,034             | 1,041                  | 1,992    | 18,005 | 1,008 | 117                 | 25,379 | 121.8                               | 2,324.2           | 734.1                  | 1,397.4  | 12,728.7 | 611.9 | 67.4                | 17,985.3 |

source: CSU PIMS database, CFA Analysis



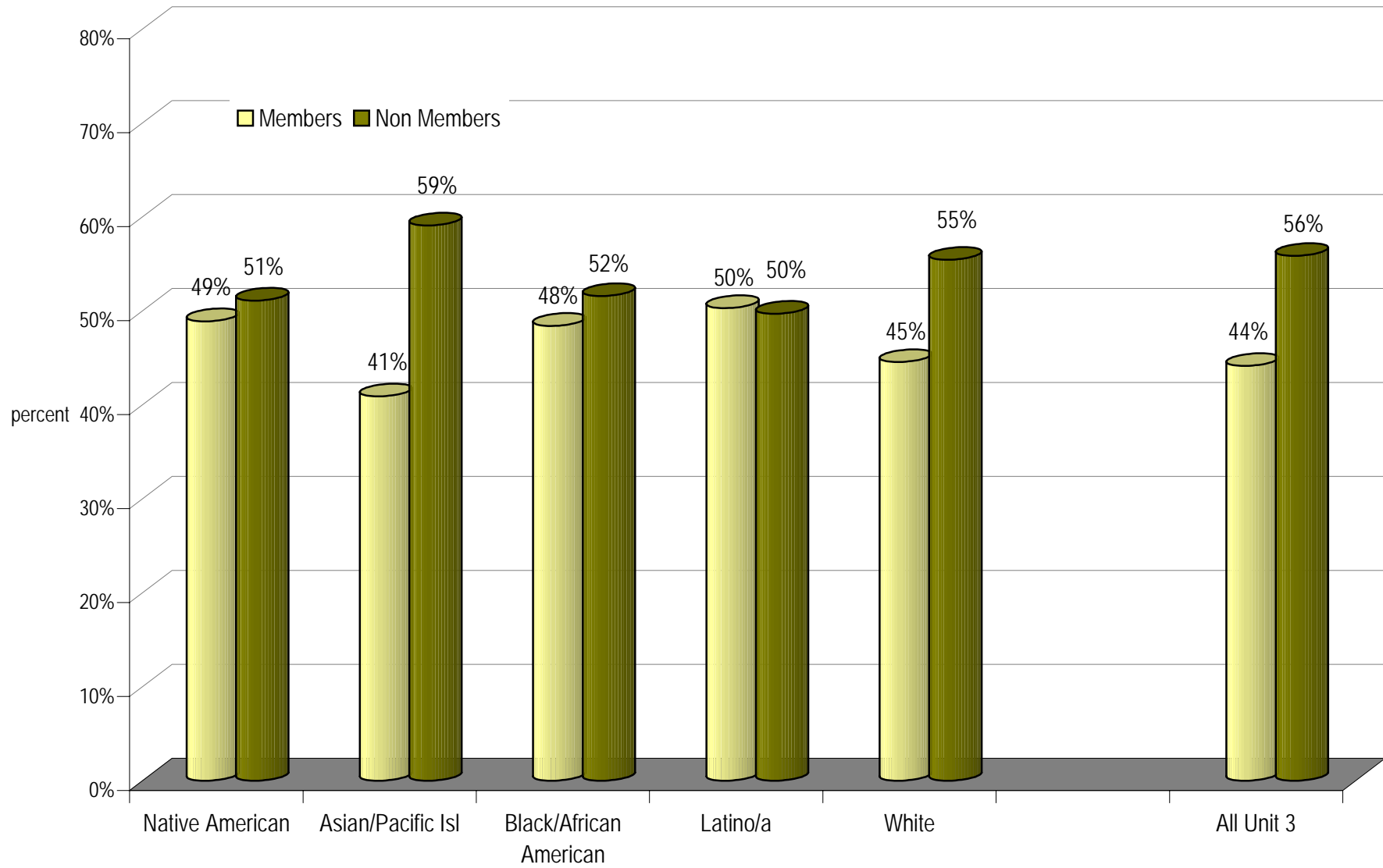
## CFA Membership by Gender and Campus (All Faculty), Fall 2007

|                     | <u>Women</u> |               |            | <u>Men</u>   |               |            |
|---------------------|--------------|---------------|------------|--------------|---------------|------------|
|                     | Members      | Total         | % Members  | Members      | Total         | % Members  |
| Bakersfield         | 128          | 253           | 51%        | 113          | 219           | 52%        |
| Chico               | 234          | 481           | 49%        | 302          | 603           | 50%        |
| Channel Islands     | 62           | 138           | 45%        | 62           | 141           | 44%        |
| Dominguez Hills     | 186          | 379           | 49%        | 156          | 348           | 45%        |
| East Bay            | 203          | 429           | 47%        | 185          | 399           | 46%        |
| Fresno              | 245          | 600           | 41%        | 264          | 742           | 36%        |
| Fullerton           | 331          | 1,035         | 32%        | 358          | 1,019         | 35%        |
| Humboldt            | 119          | 259           | 46%        | 167          | 292           | 57%        |
| Los Angeles         | 289          | 575           | 50%        | 334          | 676           | 49%        |
| Long Beach          | 454          | 1,052         | 43%        | 427          | 1,078         | 40%        |
| Maritime            | 15           | 15            | 100%       | 56           | 71            | 79%        |
| Monterey Bay        | 96           | 179           | 54%        | 71           | 151           | 47%        |
| Northridge          | 400          | 923           | 43%        | 392          | 988           | 40%        |
| Pomona              | 208          | 447           | 47%        | 325          | 752           | 43%        |
| Sacramento          | 424          | 821           | 52%        | 372          | 822           | 45%        |
| San Bernardino      | 224          | 459           | 49%        | 262          | 490           | 53%        |
| San Diego           | 324          | 902           | 36%        | 375          | 1,019         | 37%        |
| San Francisco       | 497          | 898           | 55%        | 435          | 853           | 51%        |
| San Jose            | 416          | 950           | 44%        | 401          | 1,028         | 39%        |
| San Luis Obispo     | 145          | 405           | 36%        | 266          | 778           | 34%        |
| San Marcos          | 159          | 314           | 51%        | 108          | 237           | 46%        |
| Sonoma              | 168          | 312           | 54%        | 143          | 287           | 50%        |
| Stanislaus          | 141          | 256           | 55%        | 160          | 299           | 54%        |
| <b>All Campuses</b> | <b>5,468</b> | <b>12,082</b> | <b>45%</b> | <b>5,734</b> | <b>13,292</b> | <b>43%</b> |

source: CFA Membership Database; CSU PIMS



### CFA Membership by Race/Ethnicity, Fall 2007



source: CSU PIMS Database



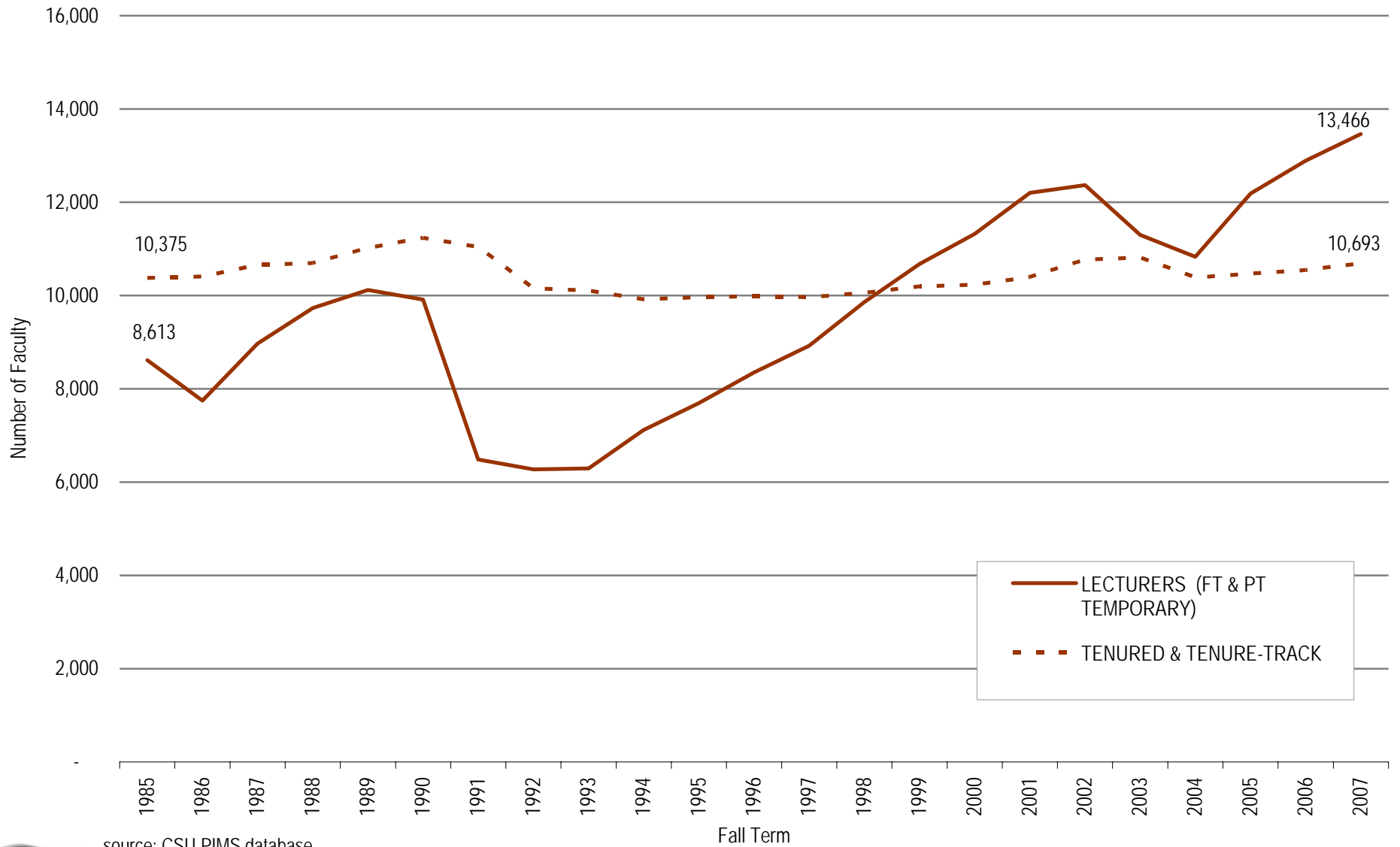
## CFA Membership by Race/Ethnicity and Campus (All Faculty), Fall 2007

|     | <u>NATIVE AMERICAN</u> |     | <u>ASIAN/<br/>PACIFIC ISL</u> |       | <u>BLACK/AFRICAN<br/>AMERICAN</u> |       | <u>LATINO/A</u> |       | <u>WHITE</u> |        | <u>OTHER</u> |       | <u>UNKNOWN/<br/>NO<br/>RESPONSE</u> |     | <u>TOTAL UNIT 3</u> |        |
|-----|------------------------|-----|-------------------------------|-------|-----------------------------------|-------|-----------------|-------|--------------|--------|--------------|-------|-------------------------------------|-----|---------------------|--------|
|     | Members                | (N) | Members                       | (N)   | Members                           | (N)   | Members         | (N)   | Members      | (N)    | Members      | (N)   | Members                             | (N) | Members             | (N)    |
| BA  | 1                      | 2   | 24                            | 49    | 13                                | 24    | 28              | 42    | 173          | 347    |              | 3     | 2                                   | 5   | 241                 | 472    |
| CH  | 3                      | 7   | 38                            | 66    | 6                                 | 11    | 31              | 48    | 452          | 921    | 6            | 30    |                                     | 1   | 536                 | 1,084  |
| CI  | 1                      | 1   | 10                            | 26    | 1                                 | 2     | 18              | 36    | 88           | 194    | 6            | 19    |                                     | 1   | 124                 | 279    |
| DH  | 4                      | 6   | 37                            | 87    | 41                                | 85    | 30              | 66    | 221          | 439    | 7            | 41    | 2                                   | 3   | 342                 | 727    |
| EB  | 3                      | 4   | 49                            | 114   | 28                                | 56    | 25              | 53    | 257          | 535    | 21           | 61    | 5                                   | 5   | 388                 | 828    |
| FR  | 3                      | 10  | 61                            | 159   | 15                                | 46    | 47              | 104   | 359          | 955    | 20           | 56    | 4                                   | 12  | 509                 | 1,342  |
| FU  | 3                      | 13  | 90                            | 263   | 19                                | 61    | 56              | 140   | 505          | 1,461  | 13           | 108   | 3                                   | 8   | 689                 | 2,054  |
| HU  | 7                      | 14  | 17                            | 34    | 4                                 | 6     | 10              | 18    | 245          | 466    | 3            | 13    |                                     |     | 286                 | 551    |
| LA  | 5                      | 10  | 117                           | 253   | 33                                | 80    | 82              | 166   | 366          | 677    | 10           | 51    | 10                                  | 14  | 623                 | 1,251  |
| LB  | 7                      | 16  | 128                           | 296   | 45                                | 104   | 80              | 179   | 610          | 1,481  | 9            | 47    | 2                                   | 7   | 881                 | 2,130  |
| MA  | 1                      | 1   | 8                             | 9     | 2                                 | 4     | 1               | 1     | 58           | 70     | 1            | 1     |                                     |     | 71                  | 86     |
| MB  | 2                      | 5   | 19                            | 37    | 11                                | 15    | 31              | 50    | 97           | 198    | 7            | 24    |                                     | 1   | 167                 | 330    |
| NO  | 5                      | 11  | 70                            | 186   | 54                                | 98    | 109             | 200   | 550          | 1,377  | 4            | 39    |                                     |     | 792                 | 1,911  |
| PO  | 2                      | 6   | 74                            | 206   | 20                                | 51    | 47              | 101   | 371          | 773    | 19           | 62    |                                     |     | 533                 | 1,199  |
| SA  | 13                     | 19  | 59                            | 169   | 45                                | 69    | 60              | 104   | 593          | 1,217  | 24           | 62    | 2                                   | 3   | 796                 | 1,643  |
| SB  | 5                      | 6   | 44                            | 78    | 19                                | 61    | 46              | 71    | 353          | 683    | 13           | 36    | 6                                   | 14  | 486                 | 949    |
| SD  | 3                      | 8   | 55                            | 165   | 27                                | 57    | 80              | 177   | 520          | 1,471  | 11           | 28    | 3                                   | 15  | 699                 | 1,921  |
| SF  | 8                      | 12  | 122                           | 290   | 56                                | 92    | 65              | 112   | 634          | 1,138  | 43           | 98    | 4                                   | 9   | 932                 | 1,751  |
| SJ  | 2                      | 12  | 130                           | 323   | 32                                | 63    | 50              | 131   | 566          | 1,331  | 36           | 113   | 1                                   | 5   | 817                 | 1,978  |
| SL  | 1                      | 2   | 21                            | 85    | 8                                 | 15    | 25              | 57    | 344          | 980    | 10           | 41    | 2                                   | 3   | 411                 | 1,183  |
| SM  | 2                      | 4   | 22                            | 51    | 11                                | 18    | 42              | 65    | 172          | 383    | 14           | 26    | 4                                   | 4   | 267                 | 551    |
| SO  | 4                      | 7   | 21                            | 34    | 6                                 | 8     | 16              | 32    | 258          | 497    | 5            | 20    | 1                                   | 1   | 311                 | 599    |
| ST  | 4                      | 6   | 25                            | 54    | 8                                 | 15    | 23              | 39    | 230          | 410    | 10           | 29    | 1                                   | 2   | 301                 | 555    |
| ALL | 89                     | 182 | 1,241                         | 3,034 | 504                               | 1,041 | 1,002           | 1,992 | 8,022        | 18,004 | 292          | 1,008 | 52                                  | 113 | 11,202              | 25,374 |

source: CFA Membership Database; CSU PIMS



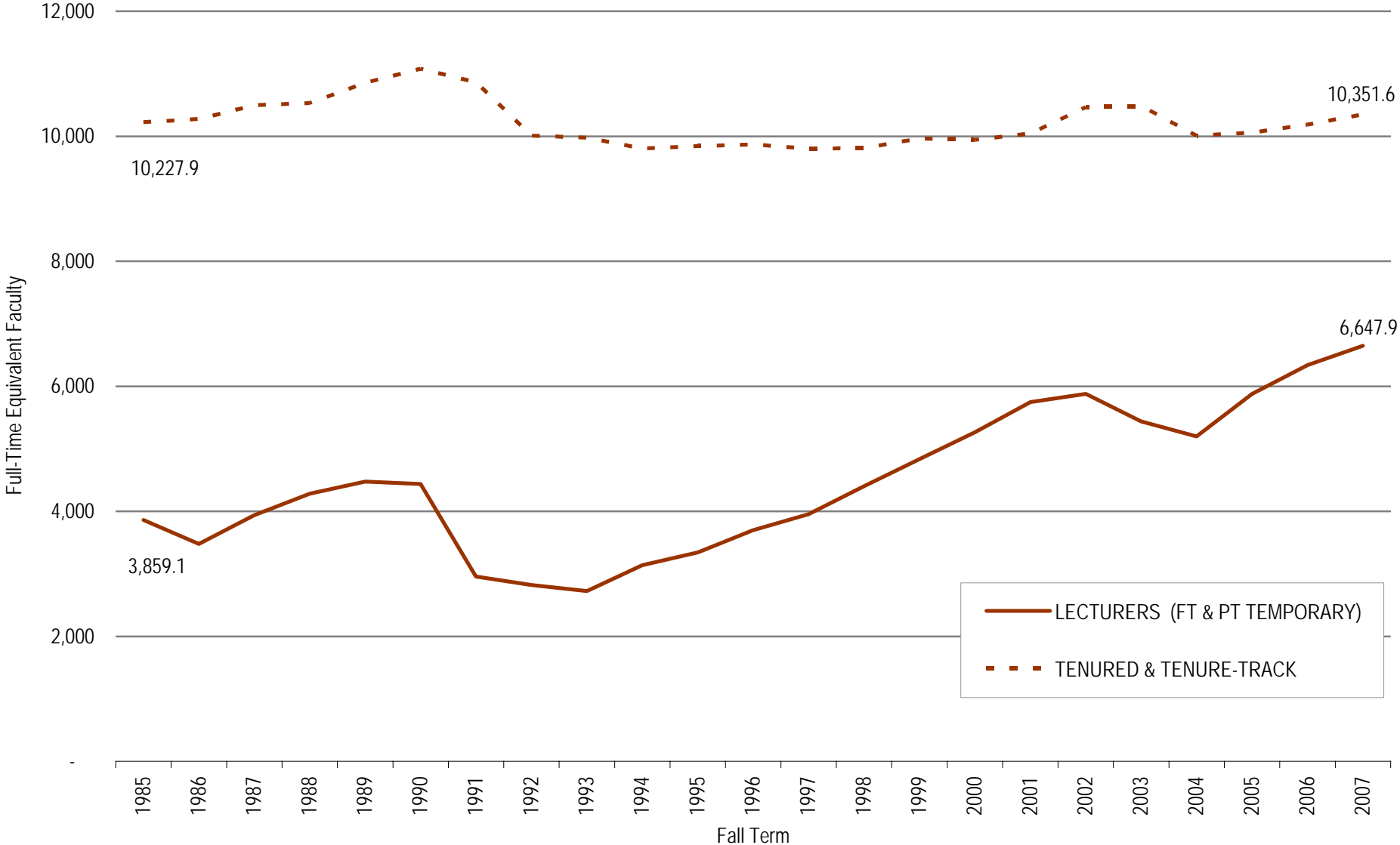
## CSU Instructional Faculty by Tenure Status, 1985 - 2007 (Headcount)



source: CSU PIMS database



### CSU Instructional Faculty by Tenure Status, 1985 - 2007 (Full-Time Equivalent Faculty)



source: CSU PIMS database





Percent CSU Instructional Faculty (Headcount), by Campus, Gender, and Tenure Status: Fall 2007

| Campus          | WOMEN        |             |              |               | MEN          |             |              |               |
|-----------------|--------------|-------------|--------------|---------------|--------------|-------------|--------------|---------------|
|                 | Temporary    | % Temporary | Tenure Line  | % Tenure Line | Temporary    | % Temporary | Tenure Line  | % Tenure Line |
| Bakersfield     | 135          | 58%         | 96           | 42%           | 65           | 34%         | 127          | 66%           |
| Channel Islands | 95           | 73%         | 36           | 27%           | 97           | 70%         | 41           | 30%           |
| Chico           | 251          | 55%         | 203          | 45%           | 253          | 44%         | 323          | 56%           |
| Dominguez Hills | 232          | 64%         | 131          | 36%           | 182          | 56%         | 144          | 44%           |
| East Bay        | 256          | 63%         | 152          | 37%           | 179          | 48%         | 193          | 52%           |
| Fresno          | 379          | 65%         | 200          | 35%           | 364          | 51%         | 355          | 49%           |
| Fullerton       | 679          | 69%         | 308          | 31%           | 566          | 58%         | 415          | 42%           |
| Humboldt        | 139          | 57%         | 105          | 43%           | 98           | 36%         | 172          | 64%           |
| Long Beach      | 656          | 64%         | 368          | 36%           | 572          | 55%         | 477          | 45%           |
| Los Angeles     | 332          | 60%         | 221          | 40%           | 363          | 55%         | 296          | 45%           |
| Maritime        | 6            | 46%         | 7            | 54%           | 28           | 47%         | 32           | 53%           |
| Monterey Bay    | 112          | 70%         | 49           | 30%           | 78           | 58%         | 56           | 42%           |
| Northridge      | 563          | 64%         | 320          | 36%           | 516          | 54%         | 436          | 46%           |
| Pomona          | 214          | 51%         | 207          | 49%           | 361          | 50%         | 368          | 50%           |
| Sacramento      | 454          | 58%         | 324          | 42%           | 351          | 46%         | 415          | 54%           |
| San Bernardino  | 275          | 63%         | 162          | 37%           | 224          | 48%         | 243          | 52%           |
| San Diego       | 536          | 63%         | 313          | 37%           | 450          | 47%         | 499          | 53%           |
| San Francisco   | 493          | 57%         | 371          | 43%           | 401          | 49%         | 421          | 51%           |
| San Jose        | 607          | 67%         | 297          | 33%           | 572          | 58%         | 407          | 42%           |
| San Luis Obispo | 211          | 55%         | 174          | 45%           | 249          | 34%         | 487          | 66%           |
| San Marcos      | 182          | 61%         | 115          | 39%           | 124          | 55%         | 103          | 45%           |
| Sonoma          | 176          | 59%         | 122          | 41%           | 122          | 46%         | 142          | 54%           |
| Stanislaus      | 130          | 53%         | 117          | 47%           | 133          | 48%         | 143          | 52%           |
| All Campuses    | <b>7,113</b> | <b>62%</b>  | <b>4,398</b> | <b>38%</b>    | <b>6,348</b> | <b>50%</b>  | <b>6,295</b> | <b>50%</b>    |

source: CSU PIMS Database



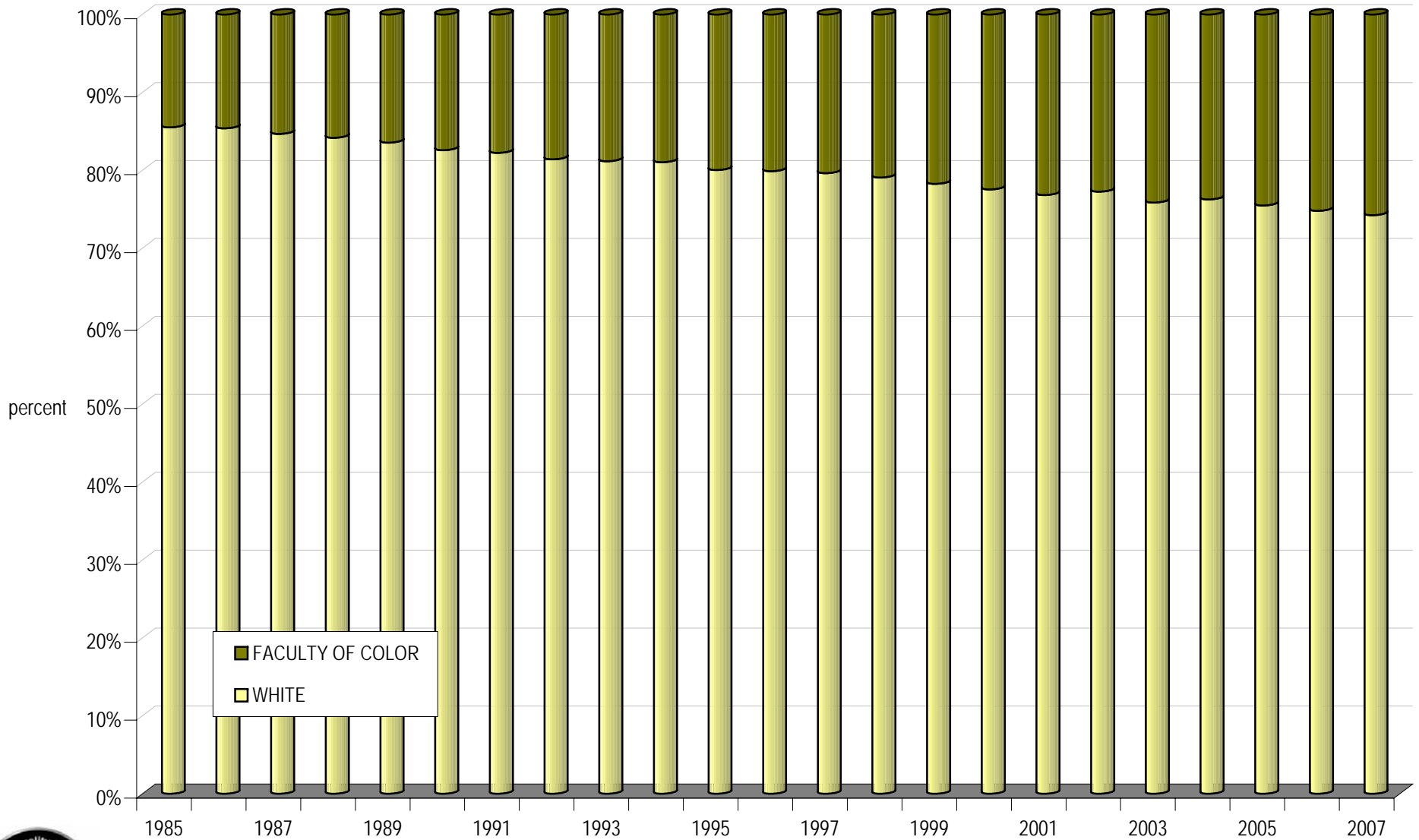
### CSU Distribution of Instructional Faculty, by Gender: 1985 to 2007

| FULL-TIME EQUIVALENTS |         |          |          |               |             | HEADCOUNT |        |        |        |               |             |
|-----------------------|---------|----------|----------|---------------|-------------|-----------|--------|--------|--------|---------------|-------------|
| YEAR                  | WOMEN   | MEN      | TOTAL    | PERCENT WOMEN | PERCENT MEN | YEAR      | WOMEN  | MEN    | TOTAL  | PERCENT WOMEN | PERCENT MEN |
| 1985                  | 3,831.0 | 10,256.0 | 14,087.0 | 27.2%         | 72.8%       | 1985      | 5,834  | 13,154 | 18,988 | 30.7%         | 69.3%       |
| 1986                  | 3,779.8 | 9,972.8  | 13,752.6 | 27.5%         | 72.5%       | 1986      | 5,639  | 12,514 | 18,153 | 31.1%         | 68.9%       |
| 1987                  | 4,146.5 | 10,285.1 | 14,431.6 | 28.7%         | 71.3%       | 1987      | 6,346  | 13,283 | 19,629 | 32.3%         | 67.7%       |
| 1988                  | 4,441.2 | 10,372.7 | 14,813.9 | 30.0%         | 70.0%       | 1988      | 6,875  | 13,553 | 20,428 | 33.7%         | 66.3%       |
| 1989                  | 4,742.9 | 10,586.2 | 15,329.1 | 30.9%         | 69.1%       | 1989      | 7,299  | 13,837 | 21,136 | 34.5%         | 65.5%       |
| 1990                  | 4,982.0 | 10,535.9 | 15,518.0 | 32.1%         | 67.9%       | 1990      | 7,533  | 13,611 | 21,144 | 35.6%         | 64.4%       |
| 1991                  | 4,414.8 | 9,407.9  | 13,822.7 | 31.9%         | 68.1%       | 1991      | 6,119  | 11,405 | 17,524 | 34.9%         | 65.1%       |
| 1992                  | 4,206.9 | 8,621.5  | 12,828.4 | 32.8%         | 67.2%       | 1992      | 5,912  | 10,518 | 16,430 | 36.0%         | 64.0%       |
| 1993                  | 4,241.5 | 8,462.0  | 12,703.5 | 33.4%         | 66.6%       | 1993      | 5,993  | 10,406 | 16,399 | 36.5%         | 63.5%       |
| 1994                  | 4,505.1 | 8,438.7  | 12,943.8 | 34.8%         | 65.2%       | 1994      | 6,490  | 10,545 | 17,035 | 38.1%         | 61.9%       |
| 1995                  | 4,705.2 | 8,476.6  | 13,181.7 | 35.7%         | 64.3%       | 1995      | 6,885  | 10,767 | 17,652 | 39.0%         | 61.0%       |
| 1996                  | 4,982.3 | 8,586.3  | 13,568.7 | 36.7%         | 63.3%       | 1996      | 7,367  | 10,969 | 18,336 | 40.2%         | 59.8%       |
| 1997                  | 5,186.1 | 8,565.7  | 13,751.8 | 37.7%         | 62.3%       | 1997      | 7,743  | 11,139 | 18,882 | 41.0%         | 59.0%       |
| 1998                  | 5,532.6 | 8,680.2  | 14,212.7 | 38.9%         | 61.1%       | 1998      | 8,355  | 11,556 | 19,911 | 42.0%         | 58.0%       |
| 1999                  | 5,916.0 | 8,878.5  | 14,794.6 | 40.0%         | 60.0%       | 1999      | 8,979  | 11,881 | 20,860 | 43.0%         | 57.0%       |
| 2000                  | 6,246.2 | 8,955.3  | 15,201.6 | 41.1%         | 58.9%       | 2000      | 9,378  | 12,164 | 21,542 | 43.5%         | 56.5%       |
| 2001                  | 6,607.4 | 9,180.9  | 15,788.3 | 41.8%         | 58.2%       | 2001      | 9,949  | 12,643 | 22,592 | 44.0%         | 56.0%       |
| 2002                  | 6,951.8 | 9,388.9  | 16,340.7 | 42.5%         | 57.5%       | 2002      | 10,397 | 12,738 | 23,135 | 44.9%         | 55.1%       |
| 2003                  | 6,891.1 | 9,031.3  | 15,922.3 | 43.3%         | 56.7%       | 2003      | 10,047 | 12,066 | 22,113 | 45.4%         | 54.6%       |
| 2004                  | 6,641.1 | 8,566.9  | 15,207.8 | 43.7%         | 56.3%       | 2004      | 9,732  | 11,484 | 21,216 | 45.9%         | 54.1%       |
| 2005                  | 7,123.9 | 8,812.8  | 15,936.7 | 44.7%         | 55.3%       | 2005      | 10,570 | 12,079 | 22,649 | 46.7%         | 53.3%       |
| 2006                  | 7,506.9 | 8,928.9  | 16,435.8 | 45.7%         | 54.3%       | 2006      | 11,066 | 12,274 | 23,340 | 47.4%         | 52.6%       |
| 2007                  | 7,837.3 | 9,161.3  | 16,998.6 | 46.1%         | 53.9%       | 2007      | 11,511 | 12,643 | 24,154 | 47.7%         | 52.3%       |

source: CSU PIMS Database



## CSU Instructional Faculty, by Race/Ethnicity (Headcount), 1985 to 2007



source: CSU PIMS database



CALIFORNIA STATE UNIVERSITY INSTRUCTIONAL FACULTY (FTE), BY ETHNICITY: 1985 TO 2007

| <u>YEAR</u> | <u>WHITE</u> | <u>ASIAN/PACIFIC<br/>ISLANDER</u> | <u>LATINO</u> | <u>BLACK/AFRICAN<br/>AMERICAN</u> | <u>NATIVE<br/>AMERICAN</u> | <u>OTHER/<br/>UNKNOWN</u> | <u>TOTAL</u> |
|-------------|--------------|-----------------------------------|---------------|-----------------------------------|----------------------------|---------------------------|--------------|
| 1985        | 12,171.6     | 961.6                             | 517.9         | 367.0                             | 68.1                       | 0.7                       | 14,087.0     |
| 1986        | 11,841.7     | 970.8                             | 502.8         | 372.5                             | 63.3                       | 2.5                       | 13,753.6     |
| 1987        | 12,334.0     | 1,061.4                           | 562.2         | 403.0                             | 68.0                       | 3.5                       | 14,432.0     |
| 1988        | 12,551.3     | 1,152.5                           | 617.4         | 427.3                             | 62.8                       | 2.6                       | 14,813.9     |
| 1989        | 12,875.3     | 1,225.6                           | 677.4         | 476.8                             | 69.5                       | 4.8                       | 15,329.4     |
| 1990        | 12,865.5     | 1,292.5                           | 749.6         | 531.8                             | 76.8                       | 3.1                       | 15,519.3     |
| 1990        | 11,348.4     | 1,203.8                           | 692.7         | 509.3                             | 66.2                       | 2.3                       | 13,822.7     |
| 1992        | 10,436.5     | 1,175.1                           | 672.9         | 479.7                             | 63.6                       | 0.5                       | 12,828.4     |
| 1993        | 10,271.7     | 1,181.4                           | 654.8         | 487.3                             | 69.3                       | 40.3                      | 12,704.7     |
| 1994        | 10,411.7     | 1,226.8                           | 689.7         | 492.0                             | 70.7                       | 53.1                      | 12,944.0     |
| 1995        | 10,487.9     | 1,303.7                           | 747.2         | 497.7                             | 79.9                       | 66.9                      | 13,183.4     |
| 1996        | 10,759.2     | 1,357.8                           | 774.1         | 521.4                             | 81.4                       | 75.5                      | 13,569.3     |
| 1997        | 10,848.0     | 1,406.6                           | 812.0         | 513.2                             | 91.5                       | 82.8                      | 13,754.2     |
| 1998        | 11,118.2     | 1,504.0                           | 863.7         | 526.6                             | 100.4                      | 101.5                     | 14,214.4     |
| 1999        | 11,484.4     | 1,616.0                           | 930.5         | 548.4                             | 105.8                      | 112.3                     | 14,797.5     |
| 2000        | 11,692.8     | 1,731.8                           | 978.8         | 580.9                             | 105.2                      | 117.2                     | 15,206.8     |
| 2001        | 12,037.7     | 1,868.8                           | 1,036.8       | 604.7                             | 108.0                      | 134.6                     | 15,790.6     |
| 2002        | 12,335.6     | 1,729.3                           | 1,204.9       | 622.3                             | 108.3                      | 340.3                     | 16,340.7     |
| 2003        | 11,919.0     | 2,020.4                           | 1,116.9       | 605.6                             | 106.9                      | 153.5                     | 15,922.3     |
| 2004        | 11,275.0     | 1,805.0                           | 1,122.8       | 568.0                             | 105.6                      | 331.4                     | 15,207.8     |
| 2005        | 11,571.7     | 1,921.8                           | 1,192.6       | 605.4                             | 107.9                      | 540.6                     | 15,940.0     |
| 2006        | 11,847.1     | 2,073.2                           | 1,265.1       | 636.0                             | 113.5                      | 551.8                     | 16,486.8     |
| 2007        | 12,027.7     | 2,232.2                           | 1,316.9       | 666.7                             | 110.4                      | 649.2                     | 17,003.2     |

source: CSU PIMS database



**PERCENT CSU INSTRUCTIONAL FACULTY (FTE), BY ETHNICITY: 1985 TO 2007**

| <u>YEAR</u> | <u>WHITE</u> | <u>ASIAN/PACIFIC ISLANDER</u> | <u>LATINO</u> | <u>BLACK/AFRICAN AMERICAN</u> | <u>NATIVE AMERICAN</u> | <u>OTHER/ UNKNOWN</u> | <u>TOTAL</u> |
|-------------|--------------|-------------------------------|---------------|-------------------------------|------------------------|-----------------------|--------------|
| 1985        | 86.4%        | 6.8%                          | 3.7%          | 2.6%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1986        | 86.1%        | 7.1%                          | 3.7%          | 2.7%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1987        | 85.5%        | 7.4%                          | 3.9%          | 2.8%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1988        | 84.7%        | 7.8%                          | 4.2%          | 2.9%                          | 0.4%                   | 0.0%                  | 100.0%       |
| 1989        | 84.0%        | 8.0%                          | 4.4%          | 3.1%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1990        | 82.9%        | 8.3%                          | 4.8%          | 3.4%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1991        | 82.1%        | 8.7%                          | 5.0%          | 3.7%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1992        | 81.4%        | 9.2%                          | 5.2%          | 3.7%                          | 0.5%                   | 0.0%                  | 100.0%       |
| 1993        | 80.8%        | 9.3%                          | 5.2%          | 3.8%                          | 0.5%                   | 0.3%                  | 100.0%       |
| 1994        | 80.4%        | 9.5%                          | 5.3%          | 3.8%                          | 0.5%                   | 0.4%                  | 100.0%       |
| 1995        | 79.6%        | 9.9%                          | 5.7%          | 3.8%                          | 0.6%                   | 0.5%                  | 100.0%       |
| 1996        | 79.3%        | 10.0%                         | 5.7%          | 3.8%                          | 0.6%                   | 0.6%                  | 100.0%       |
| 1997        | 78.9%        | 10.2%                         | 5.9%          | 3.7%                          | 0.7%                   | 0.6%                  | 100.0%       |
| 1998        | 78.2%        | 10.6%                         | 6.1%          | 3.7%                          | 0.7%                   | 0.7%                  | 100.0%       |
| 1999        | 77.6%        | 10.9%                         | 6.3%          | 3.7%                          | 0.7%                   | 0.8%                  | 100.0%       |
| 2000        | 76.9%        | 11.4%                         | 6.4%          | 3.8%                          | 0.7%                   | 0.8%                  | 100.0%       |
| 2001        | 76.2%        | 11.8%                         | 6.6%          | 3.8%                          | 0.7%                   | 0.9%                  | 100.0%       |
| 2002        | 75.5%        | 10.6%                         | 7.4%          | 3.8%                          | 0.7%                   | 2.1%                  | 100.0%       |
| 2003        | 74.9%        | 12.7%                         | 7.0%          | 3.8%                          | 0.7%                   | 1.0%                  | 100.0%       |
| 2004        | 74.1%        | 11.9%                         | 7.4%          | 3.7%                          | 0.7%                   | 2.2%                  | 100.0%       |
| 2005        | 72.6%        | 12.1%                         | 7.5%          | 3.8%                          | 0.7%                   | 3.4%                  | 100.0%       |
| 2006        | 71.9%        | 12.6%                         | 7.7%          | 3.9%                          | 0.7%                   | 3.3%                  | 100.0%       |
| 2007        | 70.7%        | 13.1%                         | 7.7%          | 3.9%                          | 0.6%                   | 3.8%                  | 100.0%       |

source: CSU PIMS database



**CALIFORNIA STATE UNIVERSITY INSTRUCTIONAL FACULTY (HEADCOUNT), BY ETHNICITY: 1985 TO 2007**

| <u>YEAR</u> | <u>WHITE</u> | <u>ASIAN/PACIFIC<br/>ISLANDER</u> | <u>LATINO/A</u> | <u>BLACK/AFRICAN<br/>AMERICAN</u> | <u>NATIVE AMERICAN</u> | <u>OTHER/<br/>UNKNOWN</u> | <u>TOTAL</u> |
|-------------|--------------|-----------------------------------|-----------------|-----------------------------------|------------------------|---------------------------|--------------|
| 1985        | 16,239       | 1,348                             | 769             | 532                               | 96                     | 4                         | 18,988       |
| 1986        | 15,499       | 1,326                             | 718             | 517                               | 88                     | 6                         | 18,154       |
| 1987        | 16,614       | 1,500                             | 832             | 576                               | 95                     | 13                        | 19,630       |
| 1988        | 17,196       | 1,626                             | 910             | 604                               | 86                     | 6                         | 20,428       |
| 1989        | 17,656       | 1,709                             | 974             | 689                               | 98                     | 11                        | 21,137       |
| 1990        | 17,463       | 1,763                             | 1,062           | 737                               | 113                    | 9                         | 21,147       |
| 1991        | 14,409       | 1,477                             | 877             | 666                               | 90                     | 5                         | 17,524       |
| 1992        | 13,377       | 1,469                             | 864             | 626                               | 92                     | 2                         | 16,430       |
| 1993        | 13,229       | 1,485                             | 827             | 652                               | 103                    | 105                       | 16,401       |
| 1994        | 13,711       | 1,555                             | 893             | 662                               | 99                     | 116                       | 17,036       |
| 1995        | 14,004       | 1,693                             | 996             | 690                               | 115                    | 158                       | 17,656       |
| 1996        | 14,524       | 1,770                             | 1,044           | 725                               | 116                    | 160                       | 18,339       |
| 1997        | 14,897       | 1,858                             | 1,096           | 721                               | 133                    | 182                       | 18,887       |
| 1998        | 15,583       | 2,007                             | 1,207           | 754                               | 155                    | 209                       | 19,915       |
| 1999        | 16,157       | 2,199                             | 1,327           | 808                               | 155                    | 222                       | 20,868       |
| 2000        | 16,536       | 2,374                             | 1,395           | 858                               | 155                    | 233                       | 21,551       |
| 2001        | 17,167       | 2,590                             | 1,508           | 908                               | 168                    | 257                       | 22,598       |
| 2002        | 17,428       | 2,303                             | 1,746           | 922                               | 157                    | 579                       | 23,135       |
| 2003        | 16,570       | 2,698                             | 1,557           | 876                               | 143                    | 269                       | 22,113       |
| 2004        | 15,755       | 2,363                             | 1,576           | 817                               | 149                    | 556                       | 21,216       |
| 2005        | 16,360       | 2,586                             | 1,697           | 880                               | 160                    | 971                       | 22,654       |
| 2006        | 16,812       | 2,735                             | 1,811           | 944                               | 172                    | 924                       | 23,398       |
| 2007        | 17,138       | 2,923                             | 1,887           | 963                               | 169                    | 1,074                     | 24,154       |

source: CSU PIMS database



**PERCENT CSU INSTRUCTIONAL FACULTY (HEADCOUNT), BY ETHNICITY: 1985 TO 2007**

| <u>YEAR</u> | <u>WHITE</u> | <u>ASIAN/PACIFIC<br/>ISLANDER</u> | <u>LATINO/A</u> | <u>BLACK/AFRICAN<br/>AMERICAN</u> | <u>NATIVE AMERICAN</u> | <u>OTHER/<br/>UNKNOWN</u> | <u>TOTAL</u> |
|-------------|--------------|-----------------------------------|-----------------|-----------------------------------|------------------------|---------------------------|--------------|
| 1985        | 85.5%        | 7.1%                              | 4.0%            | 2.8%                              | 0.5%                   | 0.0%                      | 100.0%       |
| 1986        | 85.4%        | 7.3%                              | 4.0%            | 2.8%                              | 0.5%                   | 0.0%                      | 100.0%       |
| 1987        | 84.6%        | 7.6%                              | 4.2%            | 2.9%                              | 0.5%                   | 0.1%                      | 100.0%       |
| 1988        | 84.2%        | 8.0%                              | 4.5%            | 3.0%                              | 0.4%                   | 0.0%                      | 100.0%       |
| 1989        | 83.5%        | 8.1%                              | 4.6%            | 3.3%                              | 0.5%                   | 0.1%                      | 100.0%       |
| 1990        | 82.6%        | 8.3%                              | 5.0%            | 3.5%                              | 0.5%                   | 0.0%                      | 100.0%       |
| 1991        | 82.2%        | 8.4%                              | 5.0%            | 3.8%                              | 0.5%                   | 0.0%                      | 100.0%       |
| 1992        | 81.4%        | 8.9%                              | 5.3%            | 3.8%                              | 0.6%                   | 0.0%                      | 100.0%       |
| 1993        | 80.7%        | 9.1%                              | 5.0%            | 4.0%                              | 0.6%                   | 0.6%                      | 100.0%       |
| 1994        | 80.5%        | 9.1%                              | 5.2%            | 3.9%                              | 0.6%                   | 0.7%                      | 100.0%       |
| 1995        | 79.3%        | 9.6%                              | 5.6%            | 3.9%                              | 0.7%                   | 0.9%                      | 100.0%       |
| 1996        | 79.2%        | 9.7%                              | 5.7%            | 4.0%                              | 0.6%                   | 0.9%                      | 100.0%       |
| 1997        | 78.9%        | 9.8%                              | 5.8%            | 3.8%                              | 0.7%                   | 1.0%                      | 100.0%       |
| 1998        | 78.2%        | 10.1%                             | 6.1%            | 3.8%                              | 0.8%                   | 1.0%                      | 100.0%       |
| 1999        | 77.4%        | 10.5%                             | 6.4%            | 3.9%                              | 0.7%                   | 1.1%                      | 100.0%       |
| 2000        | 76.7%        | 11.0%                             | 6.5%            | 4.0%                              | 0.7%                   | 1.1%                      | 100.0%       |
| 2001        | 76.0%        | 11.5%                             | 6.7%            | 4.0%                              | 0.7%                   | 1.1%                      | 100.0%       |
| 2002        | 75.3%        | 10.0%                             | 7.5%            | 4.0%                              | 0.7%                   | 2.5%                      | 100.0%       |
| 2003        | 74.9%        | 12.2%                             | 7.0%            | 4.0%                              | 0.6%                   | 1.2%                      | 100.0%       |
| 2004        | 74.3%        | 11.1%                             | 7.4%            | 3.9%                              | 0.7%                   | 2.6%                      | 100.0%       |
| 2005        | 72.2%        | 11.4%                             | 7.5%            | 3.9%                              | 0.7%                   | 4.3%                      | 100.0%       |
| 2006        | 71.9%        | 11.7%                             | 7.7%            | 4.0%                              | 0.7%                   | 3.9%                      | 100.0%       |
| 2007        | 71.0%        | 12.1%                             | 7.8%            | 4.0%                              | 0.7%                   | 4.4%                      | 100.0%       |

source: CSU PIMS database



## Race/Ethnicity of CSU Faculty, Systemwide: Fall 2007

### Headcount

|                        | Assistant Professor | Associate Professor | Full Professor | Lecturer      | Coach      | Counselor  | Librarian  | Other     | Total         |
|------------------------|---------------------|---------------------|----------------|---------------|------------|------------|------------|-----------|---------------|
| Native American        | 19                  | 16                  | 30             | 104           | 6          | 5          | 1          | 1         | 182           |
| Asian/Pacific Islander | 548                 | 390                 | 681            | 1,304         | 35         | 22         | 50         | 4         | 3,034         |
| Black/African American | 135                 | 106                 | 182            | 540           | 52         | 13         | 11         | 2         | 1,041         |
| Latino/a               | 259                 | 237                 | 344            | 1,047         | 59         | 16         | 25         | 5         | 1,992         |
| White                  | 1,812               | 1,810               | 3,821          | 9,696         | 419        | 101        | 309        | 37        | 18,005        |
| Unknown/No Response    | 173                 | 89                  | 55             | 761           | 29         | 7          | 10         | 1         | 1,125         |
| <b>Total</b>           | <b>2,946</b>        | <b>2,648</b>        | <b>5,113</b>   | <b>13,452</b> | <b>600</b> | <b>164</b> | <b>406</b> | <b>50</b> | <b>25,379</b> |

## Percent of CSU Faculty, Systemwide, by Race/Ethnicity: Fall 2007

### Headcount

|                        | Assistant Professor | Associate Professor | Full Professor | Lecturer    | Coach       | Counselor   | Librarian   | Other       | Total       |
|------------------------|---------------------|---------------------|----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Native American        | 1%                  | 1%                  | 1%             | 1%          | 1%          | 3%          | 0%          | 2%          | 1%          |
| Asian/Pacific Islander | 19%                 | 15%                 | 13%            | 10%         | 6%          | 13%         | 12%         | 8%          | 12%         |
| Black/African American | 5%                  | 4%                  | 4%             | 4%          | 9%          | 8%          | 3%          | 4%          | 4%          |
| Latino/a               | 9%                  | 9%                  | 7%             | 8%          | 10%         | 10%         | 6%          | 10%         | 8%          |
| White                  | 62%                 | 68%                 | 75%            | 72%         | 70%         | 62%         | 76%         | 74%         | 71%         |
| Unknown/No Response    | 6%                  | 3%                  | 1%             | 6%          | 5%          | 4%          | 2%          | 2%          | 4%          |
| <b>Total</b>           | <b>100%</b>         | <b>100%</b>         | <b>100%</b>    | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

source: CSU PIMS database





## Race/Ethnicity of CSU Instructional Faculty, by Campus, Fall 2007

### HEADCOUNT

### FULL-TIME EQUIVALENT FACULTY

|            | Native Amer | Asian/ Pacific Isl | Black/ African Amer | Latino/a     | White         | Other      | Unknown/ No Response | Total         |            | Native Amer  | Asian/ Pacific Isl | Black/ African Amer | Latino/a       | White           | Other        | Unknown/ No Response | Total           |
|------------|-------------|--------------------|---------------------|--------------|---------------|------------|----------------------|---------------|------------|--------------|--------------------|---------------------|----------------|-----------------|--------------|----------------------|-----------------|
| BA         | 1           | 43                 | 21                  | 38           | 313           | 2          | 5                    | 423           | BA         | 0.5          | 38.3               | 14.5                | 33.0           | 252.4           | 0.7          | 4.3                  | 343.6           |
| CI         | 1           | 24                 | 2                   | 36           | 186           | 19         | 1                    | 269           | CI         | 1.0          | 17.3               | 2.0                 | 22.5           | 126.1           | 11.6         | 0.4                  | 180.8           |
| CH         | 6           | 66                 | 10                  | 43           | 875           | 29         | 1                    | 1,030         | CH         | 3.8          | 56.3               | 9.2                 | 35.8           | 643.7           | 16.0         | 0.4                  | 765.2           |
| DH         | 6           | 84                 | 79                  | 59           | 420           | 39         | 3                    | 690           | DH         | 4.0          | 57.0               | 49.1                | 39.7           | 294.5           | 16.0         | 2.4                  | 462.7           |
| EB         | 3           | 106                | 56                  | 48           | 504           | 58         | 5                    | 780           | EB         | 2.9          | 82.2               | 41.8                | 32.5           | 337.6           | 34.4         | 3.8                  | 535.2           |
| FR         | 10          | 153                | 43                  | 101          | 925           | 54         | 12                   | 1,298         | FR         | 6.1          | 123.3              | 32.6                | 71.8           | 652.2           | 36.0         | 7.0                  | 928.9           |
| FU         | 12          | 257                | 53                  | 134          | 1,400         | 104        | 8                    | 1,968         | FU         | 6.1          | 197.4              | 36.4                | 87.2           | 940.4           | 60.9         | 4.7                  | 1,333.0         |
| HU         | 13          | 32                 | 6                   | 17           | 433           | 13         | -                    | 514           | HU         | 8.3          | 24.4               | 5.2                 | 12.7           | 308.3           | 8.9          | -                    | 367.9           |
| LB         | 16          | 288                | 96                  | 173          | 1,446         | 47         | 7                    | 2,073         | LB         | 8.7          | 217.0              | 63.0                | 114.9          | 1,010.4         | 25.2         | 3.7                  | 1,442.9         |
| LA         | 9           | 249                | 74                  | 160          | 656           | 50         | 14                   | 1,212         | LA         | 4.1          | 176.7              | 47.7                | 106.0          | 464.8           | 23.7         | 8.0                  | 831.0           |
| MA         | 1           | 9                  | 3                   | 1            | 58            | 1          | -                    | 73            | MA         | 1.0          | 7.9                | 1.7                 | 1.0            | 50.2            | 1.0          | -                    | 62.8            |
| MB         | 4           | 35                 | 13                  | 46           | 174           | 22         | 1                    | 295           | MB         | 2.4          | 29.2               | 10.9                | 34.3           | 117.9           | 14.2         | 0.5                  | 209.4           |
| NO         | 11          | 182                | 94                  | 190          | 1,322         | 36         | -                    | 1,835         | NO         | 7.7          | 133.9              | 65.4                | 136.2          | 870.0           | 23.4         | 0.6                  | 1,237.2         |
| PO         | 5           | 193                | 45                  | 98           | 747           | 62         | -                    | 1,150         | PO         | 3.8          | 156.1              | 33.4                | 70.4           | 562.5           | 46.5         | 1.0                  | 873.6           |
| SA         | 16          | 162                | 66                  | 97           | 1,145         | 55         | 5                    | 1,546         | SA         | 9.5          | 125.4              | 48.2                | 75.2           | 792.1           | 29.2         | 2.8                  | 1,082.5         |
| SB         | 6           | 76                 | 58                  | 66           | 649           | 35         | 14                   | 904           | SB         | 4.9          | 60.5               | 36.2                | 49.5           | 466.2           | 21.2         | 7.7                  | 646.2           |
| SD         | 8           | 159                | 51                  | 165          | 1,375         | 25         | 16                   | 1,799         | SD         | 4.9          | 125.1              | 33.7                | 102.5          | 985.9           | 17.9         | 7.4                  | 1,277.3         |
| SF         | 12          | 283                | 87                  | 109          | 1,093         | 93         | 10                   | 1,687         | SF         | 10.0         | 214.4              | 59.8                | 78.9           | 732.4           | 59.5         | 5.9                  | 1,160.9         |
| SJ         | 10          | 310                | 58                  | 124          | 1,273         | 103        | 5                    | 1,883         | SJ         | 6.7          | 209.7              | 36.9                | 75.3           | 820.6           | 60.8         | 1.2                  | 1,211.2         |
| SLO        | 2           | 78                 | 11                  | 54           | 933           | 40         | 3                    | 1,121         | SLO        | 1.8          | 69.9               | 9.8                 | 45.2           | 757.5           | 31.1         | 1.9                  | 917.1           |
| SM         | 4           | 49                 | 16                  | 62           | 364           | 25         | 4                    | 524           | SM         | 2.2          | 38.2               | 11.9                | 42.6           | 239.1           | 15.9         | 2.6                  | 352.5           |
| SO         | 7           | 33                 | 8                   | 29           | 464           | 20         | 1                    | 562           | SO         | 4.8          | 27.3               | 6.9                 | 20.4           | 311.3           | 8.9          | 1.0                  | 380.5           |
| ST         | 6           | 52                 | 13                  | 37           | 384           | 29         | 2                    | 523           | ST         | 5.2          | 44.6               | 10.7                | 29.5           | 291.8           | 17.8         | 1.2                  | 400.9           |
| <b>ALL</b> | <b>169</b>  | <b>2,923</b>       | <b>963</b>          | <b>1,887</b> | <b>17,139</b> | <b>961</b> | <b>117</b>           | <b>24,159</b> | <b>ALL</b> | <b>110.4</b> | <b>2,232.2</b>     | <b>666.7</b>        | <b>1,316.9</b> | <b>12,027.7</b> | <b>580.7</b> | <b>68.4</b>          | <b>17,003.2</b> |

source: CSU PIMS database



## Average Base Salaries\* per Month by Campus for Instructional Faculty Ranks (Fall 07)

*note: average salaries can be misleading; there is wide variation in salaries across disciplines*

|                 | Assistant Professor |                | Associate Professor |                | Full Professor |                | Lecturer      |                | All Ranks     |                | Tenure-Line Only |                |
|-----------------|---------------------|----------------|---------------------|----------------|----------------|----------------|---------------|----------------|---------------|----------------|------------------|----------------|
|                 | n                   | Average        | n                   | Average        | n              | Average        | n             | Average        | n             | Average        | n                | Average        |
| Bakersfield     | 64                  | \$5,260        | 62                  | \$6,080        | 95             | \$7,744        | 202           | \$4,112        | 423           | \$5,390        | 221              | \$6,558        |
| Channel Islands | 31                  | 6,574          | 25                  | 7,156          | 21             | 8,337          | 192           | 4,206          | 269           | 5,075          | 77               | 7,244          |
| Chico           | 113                 | 4,954          | 131                 | 5,904          | 274            | 7,726          | 512           | 3,918          | 1,030         | 5,297          | 518              | 6,660          |
| Dominguez       | 90                  | 5,593          | 57                  | 6,457          | 128            | 7,843          | 415           | 3,962          | 690           | 5,101          | 275              | 6,819          |
| East Bay        | 110                 | 5,587          | 89                  | 6,329          | 148            | 7,798          | 433           | 4,030          | 780           | 5,227          | 347              | 6,720          |
| Fresno          | 177                 | 5,155          | 136                 | 6,096          | 250            | 7,853          | 735           | 3,886          | 1,298         | 5,055          | 563              | 6,581          |
| Fullerton       | 250                 | 5,568          | 193                 | 6,398          | 281            | 7,878          | 1,244         | 3,863          | 1,968         | 4,902          | 724              | 6,686          |
| Humboldt        | 59                  | 4,870          | 82                  | 5,683          | 130            | 7,489          | 243           | 4,001          | 514           | 5,251          | 271              | 6,372          |
| Long Beach      | 233                 | 5,453          | 199                 | 6,246          | 416            | 7,766          | 1,225         | 4,242          | 2,073         | 5,278          | 848              | 6,774          |
| Los Angeles     | 122                 | 5,632          | 107                 | 6,353          | 300            | 7,671          | 683           | 3,729          | 1,212         | 5,128          | 529              | 6,934          |
| Maritime        | 14                  | 4,972          | 10                  | 7,004          | 11             | 7,622          | 38            | 4,392          | 73            | 5,348          | 35               | 6,385          |
| Monterey        | 33                  | 5,152          | 30                  | 6,024          | 40             | 7,717          | 192           | 3,876          | 295           | 4,758          | 103              | 6,402          |
| Northridge      | 210                 | 5,359          | 206                 | 6,139          | 338            | 7,770          | 1,081         | 3,944          | 1,835         | 5,057          | 754              | 6,653          |
| Pomona          | 124                 | 5,569          | 115                 | 6,323          | 337            | 7,944          | 574           | 4,241          | 1,150         | 5,678          | 576              | 7,109          |
| Sacramento      | 208                 | 5,194          | 179                 | 5,819          | 352            | 7,679          | 807           | 4,127          | 1,546         | 5,275          | 739              | 6,529          |
| San Bernardino  | 89                  | 4,916          | 101                 | 6,216          | 212            | 7,619          | 502           | 3,686          | 904           | 5,012          | 402              | 6,668          |
| San Diego       | 185                 | 5,794          | 245                 | 6,309          | 387            | 8,017          | 982           | 4,299          | 1,799         | 5,527          | 817              | 7,002          |
| San Francisco   | 278                 | 5,794          | 166                 | 6,486          | 351            | 7,899          | 892           | 4,026          | 1,687         | 5,365          | 795              | 6,868          |
| San Jose        | 165                 | 5,640          | 159                 | 6,356          | 381            | 7,704          | 1,178         | 4,256          | 1,883         | 5,252          | 705              | 6,917          |
| San Luis Obispo | 178                 | 5,524          | 160                 | 6,483          | 323            | 7,816          | 460           | 4,599          | 1,121         | 5,942          | 661              | 6,876          |
| San Marcos      | 71                  | 5,554          | 64                  | 6,428          | 85             | 7,597          | 304           | 4,067          | 524           | 5,130          | 220              | 6,597          |
| Sonoma          | 67                  | 5,238          | 72                  | 5,691          | 128            | 7,532          | 295           | 4,111          | 562           | 5,227          | 267              | 6,460          |
| Stanislaus      | 75                  | 5,171          | 60                  | 5,641          | 125            | 7,543          | 263           | 3,833          | 523           | 5,119          | 260              | 6,420          |
| <b>ALL</b>      | <b>2,946</b>        | <b>\$5,455</b> | <b>2,648</b>        | <b>\$6,214</b> | <b>5,113</b>   | <b>\$7,778</b> | <b>13,452</b> | <b>\$4,059</b> | <b>24,159</b> | <b>\$5,253</b> | <b>10,707</b>    | <b>\$6,752</b> |

\*Averages are approximate; base salary is adjusted to AY rates, 1.0 FTE  
source: CSU PIMS database



## Average Base Salary by Sex, Rank, and Race/Ethnicity - Fall 07

Averages are approximate; base salary is adjusted to AY rates, 1.0 FTE

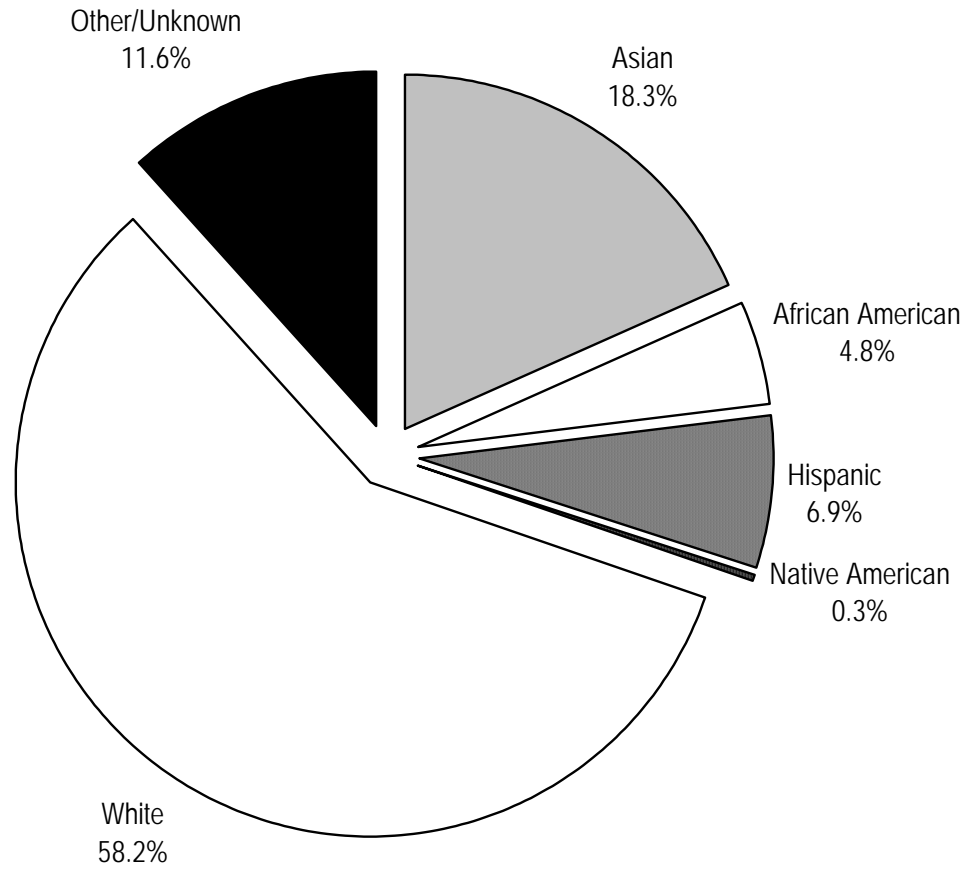
*note: average salaries can be misleading; there is wide variation in salaries across disciplines*

| Rank                | Sex | Native American | Asian/Pacific Isl | Black/African American | Latino/a/Hispanic | White          | Other          | ALL            |
|---------------------|-----|-----------------|-------------------|------------------------|-------------------|----------------|----------------|----------------|
| Assistant Professor |     | \$5,443         | \$5,817           | \$5,391                | \$5,326           | \$5,375        | \$5,398        | \$5,456        |
|                     | F   | 5,373           | 5,726             | 5,368                  | 5,270             | 5,323          | 5,316          | 5,398          |
|                     | M   | 5,505           | 5,913             | 5,420                  | 5,389             | 5,426          | 5,475          | 5,514          |
| Associate Professor |     | \$6,403         | \$6,435           | \$6,323                | \$6,125           | \$6,168        | \$6,280        | \$6,215        |
|                     | F   | 6,410           | 6,319             | 6,223                  | 6,091             | 6,128          | 6,114          | 6,158          |
|                     | M   | 6,396           | 6,529             | 6,423                  | 6,153             | 6,204          | 6,351          | 6,263          |
| Full Professor      |     | \$7,783         | \$7,829           | \$7,691                | \$7,652           | \$7,783        | \$7,966        | \$7,779        |
|                     | F   | 7,533           | 7,632             | 7,637                  | 7,543             | 7,672          | 7,808          | 7,658          |
|                     | M   | 7,890           | 7,912             | 7,728                  | 7,702             | 7,841          | 8,014          | 7,840          |
| <b>ALL RANKS</b>    |     | <b>\$6,759</b>  | <b>\$6,812</b>    | <b>\$6,614</b>         | <b>\$6,504</b>    | <b>\$6,804</b> | <b>\$6,062</b> | <b>\$6,754</b> |

source: CSU PIMS database

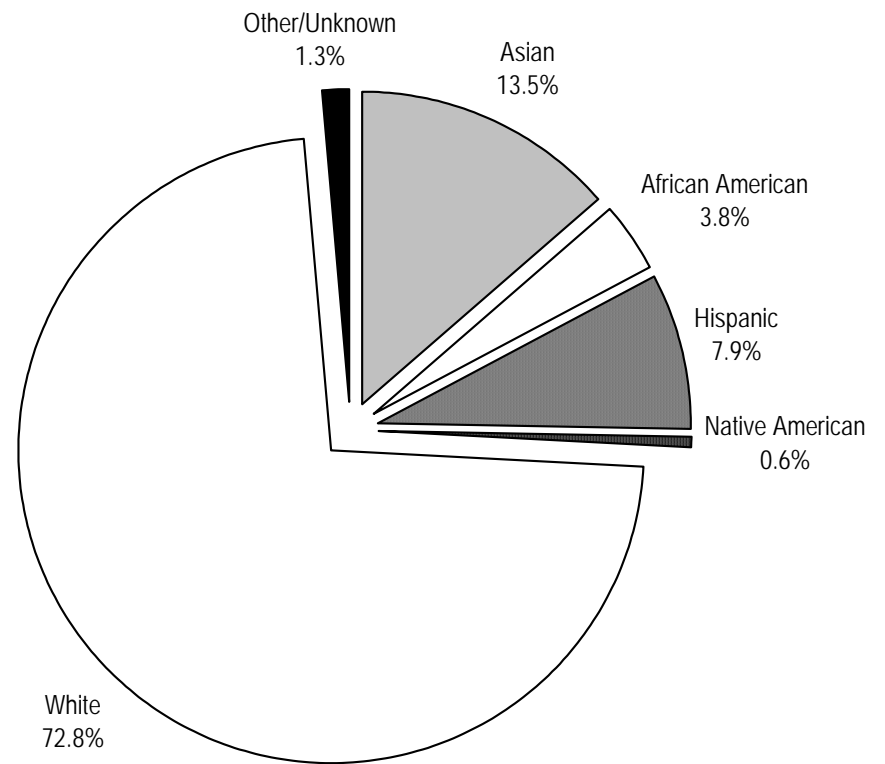


# Tenure Track Faculty Appointments, By Ethnicity, Fall 2006



source: CSU Faculty Recruitment Survey

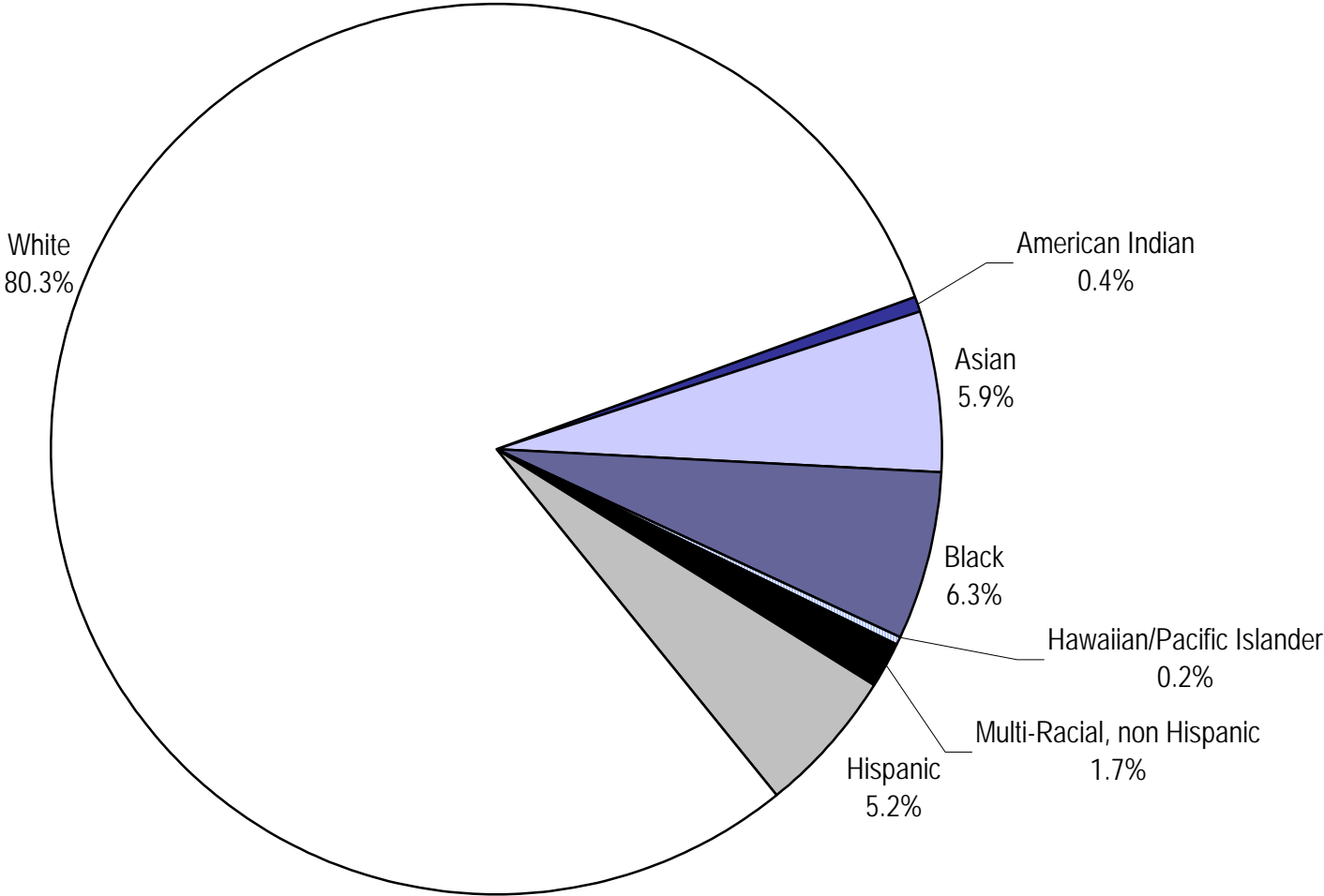
# Full-time Tenured Faculty, By Ethnicity, Fall 2006



source: CSU Faculty Recruitment Survey



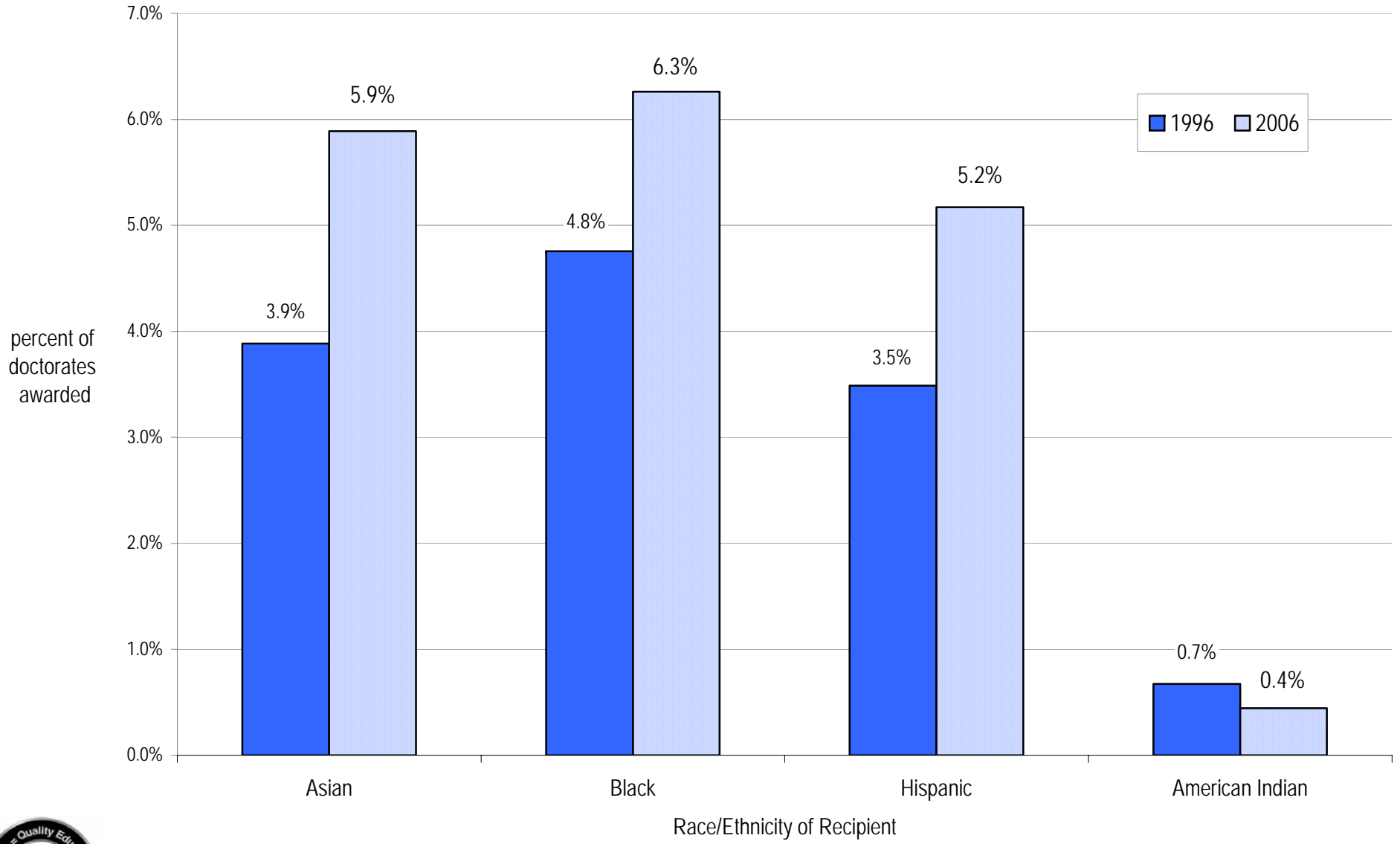
# Race/Ethnicity of Doctoral Recipients\* Who Earned Degrees from US Universities in 2006



\*Percent of recipients who identified their race/ethnicity; US Citizens only  
source: Hoffer, T.B., et al., 2007. *Doctorate Recipients from United States Universities: Summary Report 2006*.

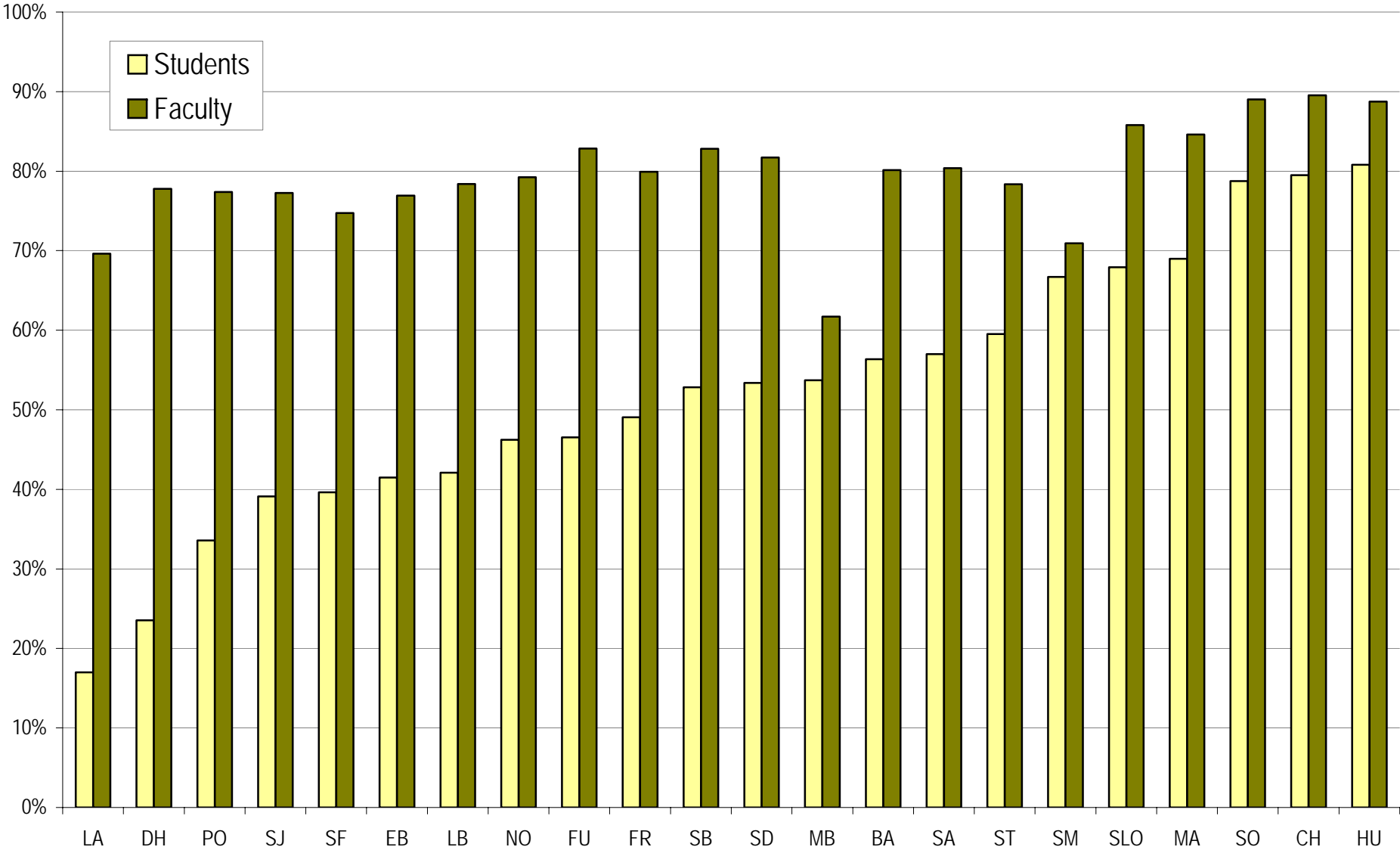


### Percent of Doctoral Recipients by Racial/Ethnic Minority Group: 1996 and 2006 (US Citizens who Identified their Race/Ethnicity)



source: Hoffer, T.B., et al. (2007) *Doctorate Recipients from United States Universities: Summary Report 2006*. Chicago: NORC

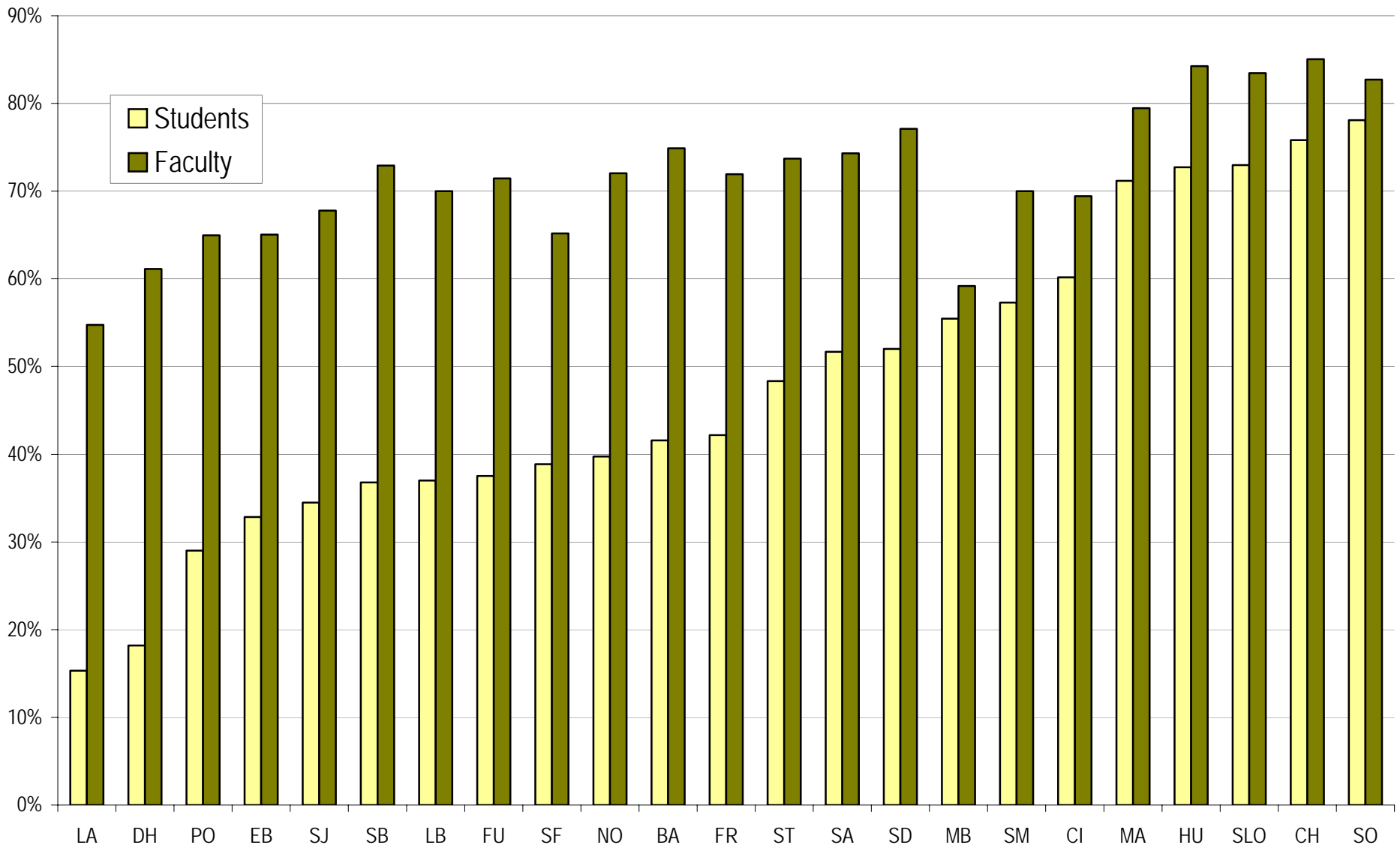
### Percent of CSU Students and Instructional Faculty Who Identify as White, 1997



source: CSU PIMS database; CSU Analytical Studies  
 Note: Percent of individuals who identified a racial/ethnic category



## Percent of CSU Students and Instructional Faculty Who Identify as White, 2007



source: CSU PIMS database; CSU Analytical Studies

Note: Percent of individuals who identified a racial/ethnic category





## Number of CSU Students and Instructional Faculty, by Race/Ethnicity: 1997 and 2007 (page 1 of 2)

### STUDENTS (HEADCOUNT)

### FACULTY (HEADCOUNT)

| 1997 | STUDENTS (HEADCOUNT) |                    |                     |          |         |                  |         |              |         | 1997 | FACULTY (HEADCOUNT) |                    |                     |          |        |                  |                      |        |  |
|------|----------------------|--------------------|---------------------|----------|---------|------------------|---------|--------------|---------|------|---------------------|--------------------|---------------------|----------|--------|------------------|----------------------|--------|--|
|      | Native Amer          | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White   | Total Identified | Unknown | Non Resident | Total   |      | Native Amer         | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White  | Total Identified | Unknown/ No Response | Total  |  |
| BA   | 92                   | 375                | 350                 | 1415     | 2,883   | 5,115            | 491     | 111          | 5,717   | BA   | 1                   | 18                 | 10                  | 32       | 246    | 307              | 3                    | 310    |  |
| CH   | 261                  | 578                | 312                 | 1343     | 9,681   | 12,175           | 1,728   | 344          | 14,247  | CH   | 3                   | 42                 | 15                  | 30       | 770    | 860              | 2                    | 862    |  |
| DH   | 70                   | 1061               | 3,074               | 3047     | 2,234   | 9,486            | 882     | 336          | 10,704  | DH   | 1                   | 46                 | 59                  | 33       | 486    | 625              | 15                   | 640    |  |
| EB   | 118                  | 3010               | 1,579               | 1395     | 4,328   | 10,430           | 1,923   | 502          | 12,855  | EB   | 4                   | 82                 | 32                  | 38       | 520    | 676              | 5                    | 681    |  |
| FR   | 216                  | 1962               | 984                 | 4616     | 7,488   | 15,266           | 2,173   | 674          | 18,113  | FR   | 7                   | 91                 | 32                  | 75       | 817    | 1,022            | 20                   | 1,042  |  |
| FU   | 175                  | 5630               | 720                 | 4,952    | 9,992   | 21,469           | 2,246   | 1,191        | 24,906  | FU   | 3                   | 137                | 25                  | 55       | 1,063  | 1,283            | 12                   | 1,295  |  |
| HU   | 211                  | 242                | 124                 | 617      | 5,031   | 6,225            | 1,206   | 61           | 7,492   | HU   | 13                  | 29                 | 4                   | 12       | 458    | 516              | 2                    | 518    |  |
| LA   | 87                   | 4128               | 1,618               | 8,222    | 2,881   | 16,936           | 1,368   | 856          | 19,160  | LA   | 2                   | 153                | 56                  | 85       | 678    | 974              | 18                   | 992    |  |
| LB   | 238                  | 6246               | 2,144               | 5,288    | 10,121  | 24,037           | 2,652   | 1,120        | 27,809  | LB   | 10                  | 162                | 62                  | 74       | 1,117  | 1,425            | 7                    | 1,432  |  |
| MA   | 9                    | 47                 | 15                  | 28       | 220     | 319              | 63      | 6            | 388     | MA   |                     | 5                  | 3                   |          | 44     | 52               |                      | 52     |  |
| MB   | 41                   | 107                | 68                  | 390      | 703     | 1,309            | 263     | 14           | 1,586   | MB   | 4                   | 21                 | 11                  | 31       | 108    | 175              | 2                    | 177    |  |
| NO   | 211                  | 3885               | 2,137               | 5,981    | 10,506  | 22,720           | 4,084   | 849          | 27,653  | NO   | 10                  | 112                | 69                  | 93       | 1,083  | 1,367            | 15                   | 1,382  |  |
| PO   | 99                   | 5511               | 644                 | 3692     | 5,030   | 14,976           | 1,452   | 818          | 17,246  | PO   | 4                   | 124                | 34                  | 48       | 718    | 928              | 2                    | 930    |  |
| SA   | 338                  | 3785               | 1,563               | 2938     | 11,426  | 20,050           | 2,798   | 630          | 23,478  | SA   | 17                  | 104                | 61                  | 62       | 999    | 1,243            | 14                   | 1,257  |  |
| SB   | 170                  | 1042               | 1,198               | 3059     | 6,126   | 11,595           | 1,251   | 434          | 13,280  | SB   | 2                   | 43                 | 33                  | 35       | 545    | 658              | 13                   | 671    |  |
| SD   | 288                  | 4258               | 1,594               | 6,226    | 14,156  | 26,522           | 3,389   | 682          | 30,593  | SD   | 10                  | 118                | 41                  | 118      | 1,284  | 1,571            | 18                   | 1,589  |  |
| SF   | 223                  | 7944               | 1,810               | 3,153    | 8,618   | 21,748           | 3,567   | 1,667        | 26,982  | SF   | 17                  | 206                | 80                  | 72       | 1,109  | 1,484            | 13                   | 1,497  |  |
| SJ   | 191                  | 8564               | 1,225               | 3,709    | 8,793   | 22,482           | 3,062   | 1,353        | 26,897  | SJ   | 6                   | 206                | 52                  | 73       | 1,144  | 1,481            | 11                   | 1,492  |  |
| SLO  | 294                  | 1918               | 287                 | 2268     | 10,088  | 14,855           | 1,749   | 131          | 16,735  | SLO  | 4                   | 81                 | 10                  | 37       | 797    | 929              | 3                    | 932    |  |
| SM   | 75                   | 320                | 166                 | 773      | 2,671   | 4,005            | 602     | 71           | 4,678   | SM   | 4                   | 33                 | 13                  | 41       | 222    | 313              | 2                    | 315    |  |
| SO   | 85                   | 357                | 166                 | 646      | 4,645   | 5,899            | 1,048   | 100          | 7,047   | SO   | 6                   | 15                 | 7                   | 23       | 414    | 465              | 5                    | 470    |  |
| ST   | 91                   | 534                | 227                 | 1321     | 3,194   | 5,367            | 760     | 86           | 6,213   | ST   | 5                   | 30                 | 12                  | 29       | 275    | 351              |                      | 351    |  |
| ALL  | 3,583                | 61,504             | 22,005              | 65,079   | 140,815 | 292,986          | 38,757  | 12,036       | 343,779 | ALL  | 133                 | 1,858              | 721                 | 1,096    | 14,897 | 18,705           | 182                  | 18,887 |  |



## Number of CSU Students and Instructional Faculty, by Race/Ethnicity: 1997 and 2007 (page 2 of 2)

### STUDENTS (HEADCOUNT)

### FACULTY (HEADCOUNT)

| 2007 | STUDENTS (HEADCOUNT) |                    |                     |          |         |                  |        |                       |         | 2007 | FACULTY (HEADCOUNT) |                    |                     |          |        |                  |       |                      |        |
|------|----------------------|--------------------|---------------------|----------|---------|------------------|--------|-----------------------|---------|------|---------------------|--------------------|---------------------|----------|--------|------------------|-------|----------------------|--------|
|      | Native Amer          | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White   | Total Identified | Other  | Unknown/ Non Resident | Total   |      | Native Amer         | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White  | Total Identified | Other | Unknown/ No Response | Total  |
| BA   | 106                  | 485                | 600                 | 2,737    | 2,797   | 6,725            | 833    | 142                   | 7,700   | BA   | 1                   | 43                 | 21                  | 38       | 313    | 416              | 2     | 5                    | 423    |
| CI   | 30                   | 243                | 90                  | 922      | 1,941   | 3,226            | 373    | 0                     | 3,599   | CI   | 1                   | 24                 | 2                   | 36       | 186    | 249              | 19    | 1                    | 269    |
| CH   | 183                  | 970                | 329                 | 2,067    | 11,130  | 14,679           | 1,857  | 498                   | 17,034  | CH   | 6                   | 66                 | 10                  | 43       | 875    | 1,000            | 29    | 1                    | 1,030  |
| DH   | 44                   | 1,110              | 3,259               | 4,162    | 1,907   | 10,482           | 1,383  | 217                   | 12,082  | DH   | 6                   | 84                 | 79                  | 59       | 420    | 648              | 39    | 3                    | 690    |
| EB   | 78                   | 3,402              | 1,510               | 1,650    | 3,248   | 9,888            | 2,281  | 955                   | 13,124  | EB   | 3                   | 106                | 56                  | 48       | 504    | 717              | 58    | 5                    | 780    |
| FR   | 208                  | 3,077              | 1,168               | 6,894    | 8,277   | 19,624           | 1,968  | 791                   | 22,383  | FR   | 10                  | 153                | 43                  | 101      | 925    | 1,232            | 54    | 12                   | 1,298  |
| FU   | 191                  | 8,022              | 1,332               | 10,353   | 11,950  | 31,848           | 3,616  | 1,666                 | 37,130  | FU   | 12                  | 257                | 53                  | 134      | 1,400  | 1,856            | 104   | 8                    | 1,968  |
| HU   | 176                  | 300                | 275                 | 789      | 4,107   | 5,647            | 2,053  | 73                    | 7,773   | HU   | 13                  | 32                 | 6                   | 17       | 433    | 501              | 13    | -                    | 514    |
| LB   | 225                  | 8,227              | 2,072               | 9,430    | 11,720  | 31,674           | 3,270  | 1,924                 | 36,868  | LB   | 16                  | 288                | 96                  | 173      | 1,446  | 2,019            | 47    | 7                    | 2,073  |
| LA   | 90                   | 3,996              | 1,639               | 8,908    | 2,650   | 17,283           | 2,296  | 1,472                 | 21,051  | LA   | 9                   | 249                | 74                  | 160      | 656    | 1,148            | 50    | 14                   | 1,212  |
| MA   | 13                   | 98                 | 23                  | 82       | 533     | 749              | 94     | 15                    | 858     | MA   | 1                   | 9                  | 3                   | 1        | 58     | 72               | 1     | -                    | 73     |
| MB   | 30                   | 270                | 164                 | 1,084    | 1,927   | 3,475            | 545    | 60                    | 4,080   | MB   | 4                   | 35                 | 13                  | 46       | 174    | 272              | 22    | 1                    | 295    |
| NO   | 152                  | 4,303              | 2,943               | 9,731    | 11,297  | 28,426           | 5,061  | 1,959                 | 35,446  | NO   | 11                  | 182                | 94                  | 190      | 1,322  | 1,799            | 36    | -                    | 1,835  |
| PO   | 88                   | 6,013              | 829                 | 6,053    | 5,308   | 18,291           | 1,977  | 1,209                 | 21,477  | PO   | 5                   | 193                | 45                  | 98       | 747    | 1,088            | 62    | -                    | 1,150  |
| SA   | 265                  | 5,069              | 1,948               | 3,938    | 12,006  | 23,226           | 5,034  | 569                   | 28,829  | SA   | 16                  | 162                | 66                  | 97       | 1,145  | 1,486            | 55    | 5                    | 1,546  |
| SB   | 122                  | 1,344              | 2,043               | 5,821    | 5,430   | 14,760           | 1,749  | 557                   | 17,066  | SB   | 6                   | 76                 | 58                  | 66       | 649    | 855              | 35    | 14                   | 904    |
| SD   | 235                  | 5,291              | 1,410               | 8,025    | 16,210  | 31,171           | 3,728  | 1,660                 | 36,559  | SD   | 8                   | 159                | 51                  | 165      | 1,375  | 1,758            | 25    | 16                   | 1,799  |
| SF   | 187                  | 8,531              | 1,710               | 4,393    | 9,423   | 24,244           | 3,987  | 1,894                 | 30,125  | SF   | 12                  | 283                | 87                  | 109      | 1,093  | 1,584            | 93    | 10                   | 1,687  |
| SJ   | 145                  | 9,961              | 1,551               | 4,943    | 8,739   | 25,339           | 3,864  | 2,703                 | 31,906  | SJ   | 10                  | 310                | 58                  | 124      | 1,273  | 1,775            | 103   | 5                    | 1,883  |
| SLO  | 162                  | 2,225              | 237                 | 2,111    | 12,783  | 17,518           | 2,034  | 225                   | 19,777  | SLO  | 2                   | 78                 | 11                  | 54       | 933    | 1,078            | 40    | 3                    | 1,121  |
| SM   | 88                   | 1,058              | 285                 | 1,983    | 4,579   | 7,993            | 926    | 240                   | 9,159   | SM   | 4                   | 49                 | 16                  | 62       | 364    | 495              | 25    | 4                    | 524    |
| SO   | 71                   | 442                | 198                 | 931      | 5,858   | 7,500            | 1,182  | 88                    | 8,770   | SO   | 7                   | 33                 | 8                   | 29       | 464    | 541              | 20    | 1                    | 562    |
| ST   | 88                   | 968                | 341                 | 2,492    | 3,637   | 7,526            | 1,208  | 102                   | 8,836   | ST   | 6                   | 52                 | 13                  | 37       | 384    | 492              | 29    | 2                    | 523    |
| ALL  | 2,977                | 75,405             | 25,956              | 99,499   | 157,457 | 361,294          | 51,319 | 19,019                | 431,632 | ALL  | 169                 | 2,923              | 963                 | 1,887    | 17,139 | 23,081           | 961   | 117                  | 24,159 |

source: CSU PIMS database; CSU Analytic Studies



Percent of CSU Students and Instructional Faculty, by Race/Ethnicity: 1997 and 2007 (page 1 of 2)

STUDENTS (HEADCOUNT)

| 1997 | Native Amer | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White | Total Identified |
|------|-------------|--------------------|---------------------|----------|-------|------------------|
| BA   | 2%          | 7%                 | 7%                  | 28%      | 56%   | 100%             |
| CH   | 2%          | 5%                 | 3%                  | 11%      | 80%   | 100%             |
| DH   | 1%          | 11%                | 32%                 | 32%      | 24%   | 100%             |
| EB   | 1%          | 29%                | 15%                 | 13%      | 41%   | 100%             |
| FR   | 1%          | 13%                | 6%                  | 30%      | 49%   | 100%             |
| FU   | 1%          | 26%                | 3%                  | 23%      | 47%   | 100%             |
| HU   | 3%          | 4%                 | 2%                  | 10%      | 81%   | 100%             |
| LA   | 1%          | 24%                | 10%                 | 49%      | 17%   | 100%             |
| LB   | 1%          | 26%                | 9%                  | 22%      | 42%   | 100%             |
| MA   | 3%          | 15%                | 5%                  | 9%       | 69%   | 100%             |
| MB   | 3%          | 8%                 | 5%                  | 30%      | 54%   | 100%             |
| NO   | 1%          | 17%                | 9%                  | 26%      | 46%   | 100%             |
| PO   | 1%          | 37%                | 4%                  | 25%      | 34%   | 100%             |
| SA   | 2%          | 19%                | 8%                  | 15%      | 57%   | 100%             |
| SB   | 1%          | 9%                 | 10%                 | 26%      | 53%   | 100%             |
| SD   | 1%          | 16%                | 6%                  | 23%      | 53%   | 100%             |
| SF   | 1%          | 37%                | 8%                  | 14%      | 40%   | 100%             |
| SJ   | 1%          | 38%                | 5%                  | 16%      | 39%   | 100%             |
| SLO  | 2%          | 13%                | 2%                  | 15%      | 68%   | 100%             |
| SM   | 2%          | 8%                 | 4%                  | 19%      | 67%   | 100%             |
| SO   | 1%          | 6%                 | 3%                  | 11%      | 79%   | 100%             |
| ST   | 2%          | 10%                | 4%                  | 25%      | 60%   | 100%             |
| ALL  | 1%          | 21%                | 8%                  | 22%      | 48%   | 100%             |

FACULTY (HEADCOUNT)

| 1997 | Native Amer | Asian/ Pacific Isl | Black/ African Amer | Latino/a | White | Total Identified |
|------|-------------|--------------------|---------------------|----------|-------|------------------|
| BA   | 0%          | 6%                 | 3%                  | 10%      | 80%   | 100%             |
| CH   | 0%          | 5%                 | 2%                  | 3%       | 90%   | 100%             |
| DH   | 0%          | 7%                 | 9%                  | 5%       | 78%   | 100%             |
| EB   | 1%          | 12%                | 5%                  | 6%       | 77%   | 100%             |
| FR   | 1%          | 9%                 | 3%                  | 7%       | 80%   | 100%             |
| FU   | 0%          | 11%                | 2%                  | 4%       | 83%   | 100%             |
| HU   | 3%          | 6%                 | 1%                  | 2%       | 89%   | 100%             |
| LA   | 0%          | 16%                | 6%                  | 9%       | 70%   | 100%             |
| LB   | 1%          | 11%                | 4%                  | 5%       | 78%   | 100%             |
| MA   | 0%          | 10%                | 6%                  | 0%       | 85%   | 100%             |
| MB   | 2%          | 12%                | 6%                  | 18%      | 62%   | 100%             |
| NO   | 1%          | 8%                 | 5%                  | 7%       | 79%   | 100%             |
| PO   | 0%          | 13%                | 4%                  | 5%       | 77%   | 100%             |
| SA   | 1%          | 8%                 | 5%                  | 5%       | 80%   | 100%             |
| SB   | 0%          | 7%                 | 5%                  | 5%       | 83%   | 100%             |
| SD   | 1%          | 8%                 | 3%                  | 8%       | 82%   | 100%             |
| SF   | 1%          | 14%                | 5%                  | 5%       | 75%   | 100%             |
| SJ   | 0%          | 14%                | 4%                  | 5%       | 77%   | 100%             |
| SLO  | 0%          | 9%                 | 1%                  | 4%       | 86%   | 100%             |
| SM   | 1%          | 11%                | 4%                  | 13%      | 71%   | 100%             |
| SO   | 1%          | 3%                 | 2%                  | 5%       | 89%   | 100%             |
| ST   | 1%          | 9%                 | 3%                  | 8%       | 78%   | 100%             |
| ALL  | 1%          | 10%                | 4%                  | 6%       | 80%   | 100%             |



## Number of CSU Students and Instructional Faculty, by Race/Ethnicity: 1997 and 2007 (page 2 of 2)

**STUDENTS (HEADCOUNT)**

| 2007       | Native Amer | Asian/<br>Pacific Isl | Black/<br>African<br>Amer | Latino/a   | White      | Total Identified |
|------------|-------------|-----------------------|---------------------------|------------|------------|------------------|
| BA         | 2%          | 7%                    | 9%                        | 41%        | 42%        | 100%             |
| CI         | 1%          | 8%                    | 3%                        | 29%        | 60%        | 100%             |
| CH         | 1%          | 7%                    | 2%                        | 14%        | 76%        | 100%             |
| DH         | 0%          | 11%                   | 31%                       | 40%        | 18%        | 100%             |
| EB         | 1%          | 34%                   | 15%                       | 17%        | 33%        | 100%             |
| FR         | 1%          | 16%                   | 6%                        | 35%        | 42%        | 100%             |
| FU         | 1%          | 25%                   | 4%                        | 33%        | 38%        | 100%             |
| HU         | 3%          | 5%                    | 5%                        | 14%        | 73%        | 100%             |
| LB         | 1%          | 26%                   | 7%                        | 30%        | 37%        | 100%             |
| LA         | 1%          | 23%                   | 9%                        | 52%        | 15%        | 100%             |
| MA         | 2%          | 13%                   | 3%                        | 11%        | 71%        | 100%             |
| MB         | 1%          | 8%                    | 5%                        | 31%        | 55%        | 100%             |
| NO         | 1%          | 15%                   | 10%                       | 34%        | 40%        | 100%             |
| PO         | 0%          | 33%                   | 5%                        | 33%        | 29%        | 100%             |
| SA         | 1%          | 22%                   | 8%                        | 17%        | 52%        | 100%             |
| SB         | 1%          | 9%                    | 14%                       | 39%        | 37%        | 100%             |
| SD         | 1%          | 17%                   | 5%                        | 26%        | 52%        | 100%             |
| SF         | 1%          | 35%                   | 7%                        | 18%        | 39%        | 100%             |
| SJ         | 1%          | 39%                   | 6%                        | 20%        | 34%        | 100%             |
| SLO        | 1%          | 13%                   | 1%                        | 12%        | 73%        | 100%             |
| SM         | 1%          | 13%                   | 4%                        | 25%        | 57%        | 100%             |
| SO         | 1%          | 6%                    | 3%                        | 12%        | 78%        | 100%             |
| ST         | 1%          | 13%                   | 5%                        | 33%        | 48%        | 100%             |
| <b>ALL</b> | <b>1%</b>   | <b>21%</b>            | <b>7%</b>                 | <b>28%</b> | <b>44%</b> | <b>100%</b>      |

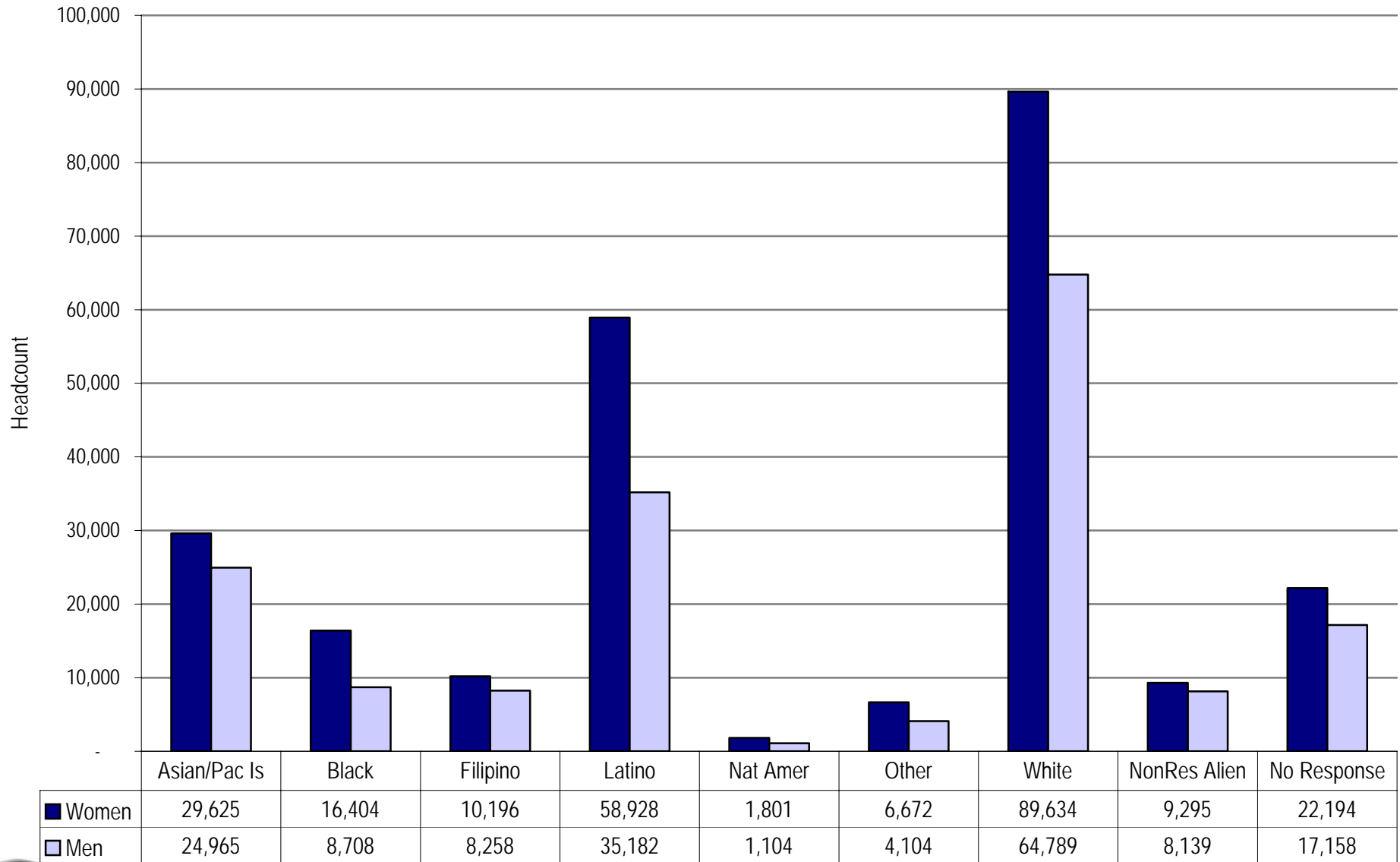
source: CSU PIMS database; CSU Analytic Studies

**FACULTY (HEADCOUNT)**

| 2007       | Native Amer | Asian/<br>Pacific Isl | Black/<br>African<br>Amer | Latino/a  | White      | Total Identified |
|------------|-------------|-----------------------|---------------------------|-----------|------------|------------------|
| BA         | 0%          | 10%                   | 5%                        | 9%        | 75%        | 100%             |
| CI         | 0%          | 10%                   | 1%                        | 14%       | 75%        | 100%             |
| CH         | 1%          | 7%                    | 1%                        | 4%        | 88%        | 100%             |
| DH         | 1%          | 13%                   | 12%                       | 9%        | 65%        | 100%             |
| EB         | 0%          | 15%                   | 8%                        | 7%        | 70%        | 100%             |
| FR         | 1%          | 12%                   | 3%                        | 8%        | 75%        | 100%             |
| FU         | 1%          | 14%                   | 3%                        | 7%        | 75%        | 100%             |
| HU         | 3%          | 6%                    | 1%                        | 3%        | 86%        | 100%             |
| LB         | 1%          | 14%                   | 5%                        | 9%        | 72%        | 100%             |
| LA         | 1%          | 22%                   | 6%                        | 14%       | 57%        | 100%             |
| MA         | 1%          | 13%                   | 4%                        | 1%        | 81%        | 100%             |
| MB         | 1%          | 13%                   | 5%                        | 17%       | 64%        | 100%             |
| NO         | 1%          | 10%                   | 5%                        | 11%       | 73%        | 100%             |
| PO         | 0%          | 18%                   | 4%                        | 9%        | 69%        | 100%             |
| SA         | 1%          | 11%                   | 4%                        | 7%        | 77%        | 100%             |
| SB         | 1%          | 9%                    | 7%                        | 8%        | 76%        | 100%             |
| SD         | 0%          | 9%                    | 3%                        | 9%        | 78%        | 100%             |
| SF         | 1%          | 18%                   | 5%                        | 7%        | 69%        | 100%             |
| SJ         | 1%          | 17%                   | 3%                        | 7%        | 72%        | 100%             |
| SLO        | 0%          | 7%                    | 1%                        | 5%        | 87%        | 100%             |
| SM         | 1%          | 10%                   | 3%                        | 13%       | 74%        | 100%             |
| SO         | 1%          | 6%                    | 1%                        | 5%        | 86%        | 100%             |
| ST         | 1%          | 11%                   | 3%                        | 8%        | 78%        | 100%             |
| <b>ALL</b> | <b>1%</b>   | <b>13%</b>            | <b>4%</b>                 | <b>8%</b> | <b>74%</b> | <b>100%</b>      |



## CSU Enrollment (All Campuses) by Race/Ethnicity and Gender: 2006



source: CPEC Online Database



### CSU Systemwide Enrollment (Headcount), by Gender: 1985 to 2006

| Year | Women   | Men     | Total   | % Women | % Men |
|------|---------|---------|---------|---------|-------|
| 1985 | 171,194 | 153,432 | 324,626 | 52.7%   | 47.3% |
| 1986 | 177,319 | 156,105 | 333,424 | 53.2%   | 46.8% |
| 1987 | 184,633 | 158,143 | 342,776 | 53.9%   | 46.1% |
| 1988 | 192,484 | 162,622 | 355,106 | 54.2%   | 45.8% |
| 1989 | 196,009 | 164,457 | 360,466 | 54.4%   | 45.6% |
| 1990 | 201,548 | 167,505 | 369,053 | 54.6%   | 45.4% |
| 1991 | 198,010 | 163,894 | 361,904 | 54.7%   | 45.3% |
| 1992 | 190,325 | 157,368 | 347,693 | 54.7%   | 45.3% |
| 1993 | 178,476 | 147,163 | 325,639 | 54.8%   | 45.2% |
| 1994 | 175,943 | 143,425 | 319,368 | 55.1%   | 44.9% |
| 1995 | 181,099 | 144,877 | 325,976 | 55.6%   | 44.4% |
| 1996 | 189,360 | 147,443 | 336,803 | 56.2%   | 43.8% |
| 1997 | 196,084 | 147,695 | 343,779 | 57.0%   | 43.0% |
| 1998 | 202,035 | 147,769 | 349,804 | 57.8%   | 42.2% |
| 1999 | 208,847 | 150,100 | 358,947 | 58.2%   | 41.8% |
| 2000 | 215,139 | 152,224 | 367,363 | 58.6%   | 41.4% |
| 2001 | 227,695 | 159,616 | 387,311 | 58.8%   | 41.2% |
| 2002 | 239,287 | 167,228 | 406,515 | 58.9%   | 41.1% |
| 2003 | 240,839 | 166,691 | 407,530 | 59.1%   | 40.9% |
| 2004 | 233,470 | 162,355 | 395,825 | 59.0%   | 41.0% |
| 2005 | 238,089 | 167,193 | 405,282 | 58.7%   | 41.3% |
| 2006 | 244,749 | 172,407 | 417,156 | 58.7%   | 41.3% |

source: CPEC Online Database



# CSU Systemwide Enrollment, by Race/Ethnicity: 1985 to 2006\*

Headcount\*

Percent of Headcount

| Year | Headcount*           |          |                               |        |                    |         |        | Percent of Headcount |                      |          |                               |        |                    |       |       |                     |
|------|----------------------|----------|-------------------------------|--------|--------------------|---------|--------|----------------------|----------------------|----------|-------------------------------|--------|--------------------|-------|-------|---------------------|
|      | Asian/<br>Pacific Is | Filipino | Black/<br>African<br>American | Latino | Native<br>American | White   | Other  | Total<br>Identified  | Asian/<br>Pacific Is | Filipino | Black/<br>African<br>American | Latino | Native<br>American | White | Other | Total<br>Identified |
| 1985 | 32,343               | 6,002    | 16,900                        | 28,130 | 3,617              | 205,175 | 6,111  | 298,278              | 11%                  | 2%       | 6%                            | 9%     | 1%                 | 69%   | 2%    | 100%                |
| 1986 | 34,631               | 6,713    | 16,781                        | 29,325 | 3,378              | 209,683 | 6,362  | 306,873              | 11%                  | 2%       | 5%                            | 10%    | 1%                 | 68%   | 2%    | 100%                |
| 1987 | 36,475               | 7,542    | 17,161                        | 31,837 | 3,351              | 212,579 | 6,515  | 315,460              | 12%                  | 2%       | 5%                            | 10%    | 1%                 | 67%   | 2%    | 100%                |
| 1988 | 37,954               | 8,621    | 17,739                        | 34,503 | 3,280              | 215,604 | 6,971  | 324,672              | 12%                  | 3%       | 5%                            | 11%    | 1%                 | 66%   | 2%    | 100%                |
| 1989 | 40,044               | 9,745    | 18,507                        | 37,067 | 3,202              | 213,418 | 7,471  | 329,454              | 12%                  | 3%       | 6%                            | 11%    | 1%                 | 65%   | 2%    | 100%                |
| 1990 | 42,394               | 10,974   | 19,648                        | 41,372 | 3,312              | 210,533 | 9,445  | 337,678              | 13%                  | 3%       | 6%                            | 12%    | 1%                 | 62%   | 3%    | 100%                |
| 1991 | 42,718               | 11,269   | 19,717                        | 43,994 | 3,250              | 198,170 | 9,455  | 328,573              | 13%                  | 3%       | 6%                            | 13%    | 1%                 | 60%   | 3%    | 100%                |
| 1992 | 42,027               | 11,344   | 19,646                        | 45,927 | 3,263              | 181,633 | 7,643  | 311,483              | 13%                  | 4%       | 6%                            | 15%    | 1%                 | 58%   | 2%    | 100%                |
| 1993 | 42,694               | 11,263   | 18,860                        | 47,834 | 3,091              | 160,395 | 7,455  | 291,592              | 15%                  | 4%       | 6%                            | 16%    | 1%                 | 55%   | 3%    | 100%                |
| 1994 | 43,703               | 11,762   | 19,307                        | 51,417 | 3,082              | 147,944 | 7,671  | 284,886              | 15%                  | 4%       | 7%                            | 18%    | 1%                 | 52%   | 3%    | 100%                |
| 1995 | 45,578               | 12,743   | 20,674                        | 57,019 | 3,360              | 143,448 | 8,376  | 291,198              | 16%                  | 4%       | 7%                            | 20%    | 1%                 | 49%   | 3%    | 100%                |
| 1996 | 46,495               | 13,655   | 21,824                        | 61,551 | 3,520              | 142,369 | 9,334  | 298,748              | 16%                  | 5%       | 7%                            | 21%    | 1%                 | 48%   | 3%    | 100%                |
| 1997 | 47,307               | 14,195   | 22,005                        | 65,079 | 3,583              | 140,815 | 9,871  | 302,855              | 16%                  | 5%       | 7%                            | 21%    | 1%                 | 46%   | 3%    | 100%                |
| 1998 | 47,622               | 14,802   | 21,524                        | 67,387 | 3,501              | 140,834 | 10,322 | 305,992              | 16%                  | 5%       | 7%                            | 22%    | 1%                 | 46%   | 3%    | 100%                |
| 1999 | 48,039               | 15,239   | 21,564                        | 70,072 | 3,332              | 142,351 | 11,316 | 311,913              | 15%                  | 5%       | 7%                            | 22%    | 1%                 | 46%   | 4%    | 100%                |
| 2000 | 48,324               | 15,667   | 21,500                        | 72,894 | 3,142              | 143,908 | 12,059 | 317,494              | 15%                  | 5%       | 7%                            | 23%    | 1%                 | 45%   | 4%    | 100%                |
| 2001 | 49,983               | 16,642   | 22,438                        | 78,265 | 3,101              | 148,942 | 13,116 | 332,487              | 15%                  | 5%       | 7%                            | 24%    | 1%                 | 45%   | 4%    | 100%                |
| 2002 | 51,843               | 17,278   | 23,097                        | 81,420 | 3,118              | 153,793 | 13,701 | 344,250              | 15%                  | 5%       | 7%                            | 24%    | 1%                 | 45%   | 4%    | 100%                |
| 2003 | 62,679               | 17,536   | 23,206                        | 84,943 | 3,061              | 154,578 | 12,187 | 358,190              | 17%                  | 5%       | 6%                            | 24%    | 1%                 | 43%   | 3%    | 100%                |
| 2004 | 61,247               | 17,280   | 22,728                        | 85,740 | 2,899              | 149,269 | 11,079 | 350,242              | 17%                  | 5%       | 6%                            | 24%    | 1%                 | 43%   | 3%    | 100%                |
| 2005 | 53,390               | 17,651   | 23,765                        | 88,445 | 2,859              | 151,113 | 10,602 | 347,825              | 15%                  | 5%       | 7%                            | 25%    | 1%                 | 43%   | 3%    | 100%                |
| 2006 | 54,590               | 18,454   | 25,112                        | 94,110 | 2,905              | 154,423 | 10,776 | 360,370              | 15%                  | 5%       | 7%                            | 26%    | 1%                 | 43%   | 3%    | 100%                |

source: CPEC Online Database

\*Data include only US residents who identify their race/ethnicity



### CSU Systemwide\* Enrollment of Students with Reported Disabilities: 1999 to 2004^

| Disability Type           | 1999    | 2000    | 2001    | 2002    | 2003    | 2004    |
|---------------------------|---------|---------|---------|---------|---------|---------|
| Hearing Impaired          | 403     | 351     | 289     | 369     | 349     | 346     |
| Learning Disabled         | 4,514   | 4,466   | 4,070   | 4,317   | 3,783   | 3,759   |
| Other Physical Impairment | 2,839   | 2,872   | 2,973   | 3,311   | 3,430   | 3,583   |
| Psychological Impairment  | 2,165   | 1,981   | 1,770   | 1,887   | 1,694   | 1,549   |
| Speech/Language Impaired  | 193     | 168     | 164     | 168     | 159     | 138     |
| Visually Impaired         | 434     | 426     | 417     | 417     | 383     | 364     |
| Any Known Disabilities    | 10,548  | 10,264  | 9,683   | 10,469  | 9,798   | 9,739   |
| No Known Disability       | 348,399 | 357,099 | 377,628 | 396,046 | 397,732 | 386,086 |
| Total Enrollment          | 358,947 | 367,363 | 387,311 | 406,515 | 407,530 | 395,825 |

| Disability Type           | 1999   | 2000   | 2001   | 2002   | 2003   | 2004   |
|---------------------------|--------|--------|--------|--------|--------|--------|
| Hearing Impaired          | 0.1%   | 0.1%   | 0.1%   | 0.1%   | 0.1%   | 0.1%   |
| Learning Disabled         | 1.3%   | 1.2%   | 1.1%   | 1.1%   | 0.9%   | 0.9%   |
| Other Physical Impairment | 0.8%   | 0.8%   | 0.8%   | 0.8%   | 0.8%   | 0.9%   |
| Psychological Impairment  | 0.6%   | 0.5%   | 0.5%   | 0.5%   | 0.4%   | 0.4%   |
| Speech/Language Impaired  | 0.1%   | 0.0%   | 0.0%   | 0.0%   | 0.0%   | 0.0%   |
| Visually Impaired         | 0.1%   | 0.1%   | 0.1%   | 0.1%   | 0.1%   | 0.1%   |
| Any Known Disabilities    | 2.9%   | 2.8%   | 2.5%   | 2.6%   | 2.4%   | 2.5%   |
| No Known Disability       | 97.1%  | 97.2%  | 97.5%  | 97.4%  | 97.6%  | 97.5%  |
| Total Enrollment          | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

\* Data are available by campus

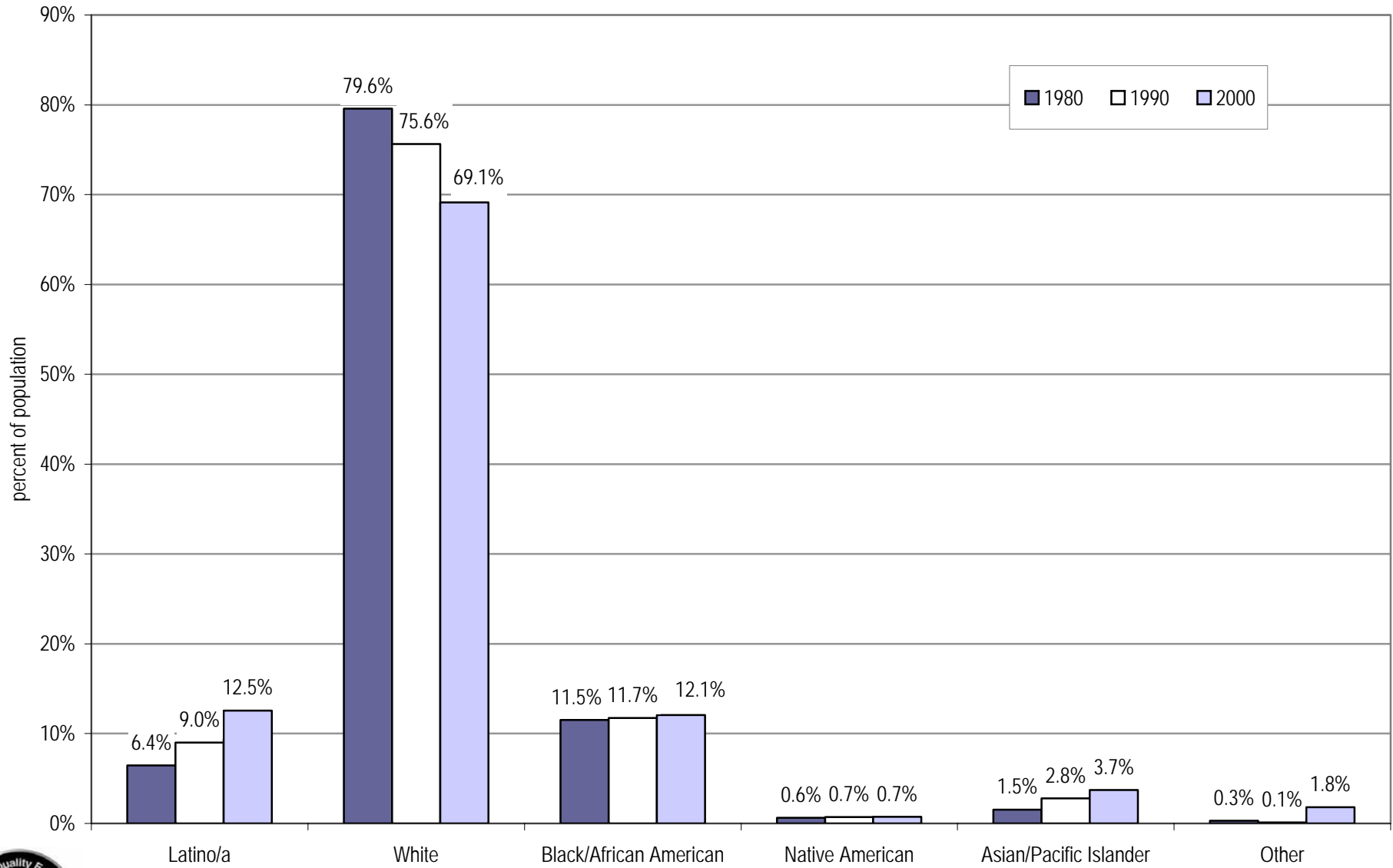
^2004 is the most recent year for which data are available

source: CPEC Online Database





## Distribution of US Population, by Race/Ethnicity: 1980, 1990, 2000



source: US Census Bureau



## US and California Populations, by Race/Ethnicity

Actual Population by Race/Ethnicity: 1980, 1990, 2000

| Race/Ethnicity         | United States      |                    |                    | California        |                   |                   |
|------------------------|--------------------|--------------------|--------------------|-------------------|-------------------|-------------------|
|                        | 1980               | 1990               | 2000               | 1980              | 1990              | 2000              |
| <i>State Total</i>     | <i>226,545,805</i> | <i>248,709,873</i> | <i>281,421,906</i> | <i>23,667,902</i> | <i>29,760,021</i> | <i>33,871,648</i> |
| Latino/a               | 14,608,673         | 22,354,059         | 35,305,818         | 4,544,331         | 7,687,938         | 10,966,556        |
| White                  | 180,256,103        | 188,128,296        | 194,552,774        | 15,763,992        | 17,029,126        | 15,816,790        |
| Black/African American | 26,104,285         | 29,216,293         | 33,947,837         | 1,783,810         | 2,092,446         | 2,181,926         |
| Native American        | 1,417,110          | 1,793,773          | 2,068,883          | 201,283           | 184,065           | 178,984           |
| Asian/Pacific Islander | 3,489,835          | 6,968,359          | 10,476,678         | 1,253,782         | 2,710,353         | 3,752,596         |
| Other                  | 669,799            | 249,093            | 5,069,916          | 120,704           | 56,093            | 974,796           |

| Race/Ethnicity         | United States |               |               | California    |               |               |
|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                        | 1980          | 1990          | 2000          | 1980          | 1990          | 2000          |
| <i>State Total</i>     | <i>100.0%</i> | <i>100.0%</i> | <i>100.0%</i> | <i>100.0%</i> | <i>100.0%</i> | <i>100.0%</i> |
| Latino/a               | 6.4%          | 9.0%          | 12.5%         | 19.2%         | 25.8%         | 32.4%         |
| White                  | 79.6%         | 75.6%         | 69.1%         | 66.6%         | 57.2%         | 46.7%         |
| Black/African American | 11.5%         | 11.7%         | 12.1%         | 7.5%          | 7.0%          | 6.4%          |
| Native American        | 0.6%          | 0.7%          | 0.7%          | 0.9%          | 0.6%          | 0.5%          |
| Asian/Pacific Islander | 1.5%          | 2.8%          | 3.7%          | 5.3%          | 9.1%          | 11.1%         |
| Other                  | 0.3%          | 0.1%          | 1.8%          | 0.5%          | 0.2%          | 2.9%          |

source: CA Dept of Finance, US Census Bureau



## US Population Projections, by Race/Ethnicity: 2000 to 2050

(with new Census categories)

| year | <i>numbers in thousands</i> |                        |                  |                  |            |
|------|-----------------------------|------------------------|------------------|------------------|------------|
|      | White<br>(not Hispanic)     | Hispanic<br>(any race) | Asian<br>(alone) | Black<br>(alone) | All Other* |
| 2000 | 195,729                     | 35,662                 | 10,684           | 35,818           | 7,075      |
| 2010 | 201,112                     | 47,756                 | 14,241           | 40,454           | 9,246      |
| 2020 | 205,936                     | 59,756                 | 17,988           | 45,365           | 11,822     |
| 2030 | 209,176                     | 73,055                 | 22,580           | 50,442           | 14,831     |
| 2040 | 210,331                     | 87,585                 | 27,992           | 55,876           | 18,388     |
| 2050 | 210,283                     | 105,560                | 33,430           | 61,361           | 22,437     |

\* includes: American Indian and Alaskan Native alone; Native Hawaiian and Other Pacific Islander alone; and Two or more races  
source: US Census Bureau. 2004. "US Interim Projections by Age, Sex, Race, and Hispanic Origin"

## California's Population Growth, by Ethnicity: 2000 to 2050 (Actual and Projected)

| year | White      | Hispanic   | Asian/Pac Isl | Black     | American Indian | Multirace | TOTAL      |
|------|------------|------------|---------------|-----------|-----------------|-----------|------------|
| 1970 | 15,480,856 | 2,423,610  | 671,210       | 1,379,537 | 83,787          |           | 20,039,000 |
| 1980 | 15,950,120 | 4,615,711  | 1,257,408     | 1,794,051 | 164,710         |           | 23,782,000 |
| 1990 | 17,132,143 | 7,775,263  | 2,746,186     | 2,105,283 | 185,126         |           | 29,444,000 |
| 2000 | 16,047,989 | 11,082,985 | 3,857,492     | 2,222,816 | 192,753         | 639,163   | 34,043,198 |
| 2010 | 15,377,948 | 15,181,594 | 4,865,058     | 2,628,971 | 398,048         | 795,148   | 39,246,767 |
| 2020 | 14,757,146 | 18,877,590 | 5,750,108     | 2,935,929 | 615,393         | 915,575   | 43,851,741 |
| 2030 | 14,182,100 | 22,520,629 | 6,369,365     | 3,192,662 | 815,054         | 1,030,861 | 48,110,671 |
| 2040 | 13,435,378 | 25,959,527 | 6,690,626     | 3,363,142 | 982,073         | 1,107,850 | 51,538,596 |
| 2050 | 12,755,395 | 29,386,940 | 6,855,094     | 3,500,358 | 1,130,654       | 1,149,259 | 54,777,700 |

source: CA Dept. of Finance



## References and Notes about main data sources consulted

### *CA Department of Finance*

The Department of Finance compiles and published demographic statistics and population projections. They are available free of charge from the Department's website, [www.dof.ca.gov](http://www.dof.ca.gov)

### *CPEC Online Database - California Postsecondary Education Commission*

CSU enrollment and graduation data are available free of charge from the organization's online database. Many user-defined datasets can be downloaded and viewed online at [www.cpec.ca.gov](http://www.cpec.ca.gov).

### *CSU Analytic Studies*

The Analytic Studies division in the CSU Chancellor's Office has many statistical reports available at [www.calstate.edu/as/index.shtml](http://www.calstate.edu/as/index.shtml)

### *CSU Faculty Recruitment Survey*

CSU Human Resources compiles and releases an annual report on faculty recruitment. A comprehensive, historical report with data for the years 1988 through 2003 is also available. The Faculty Recruitment Survey Reports can be downloaded at [www.calstate.edu/HR/FacRecruitment.shtml](http://www.calstate.edu/HR/FacRecruitment.shtml)

### *CSU PIMS Database*

The primary source of data for tables and charts pertaining to CSU faculty is the CSU Personnel Information Management System database. This data, in its raw form, is essentially a "snapshot" of each paycheck issued to an individual in the bargaining unit, in a given month. CFA gets the data from the CSU and analyzes it periodically. CFA has PIMS datasets for instructional faculty dating back to 1985.

### *National Center for Education Statistics*

Digest for Education Statistics is available at <http://nces.ed.gov/programs/digest>

### *Survey of Earned Doctorates*

The Survey of Earned Doctorates (SED) is a federal agency survey conducted by NORC for the National Science Foundation and five other federal agencies (National Institutes of Health, U.S. Department of Education, National Endowment for the Humanities, U.S. Department of Agriculture, and the National Aeronautics and Space Administration). The SED gathers information annually from 45,000 new U.S. research doctorate graduates about their educational histories, funding sources, and post-doctoral plans.

> Hoffer, T.B., et al. 2007. *Doctorate Recipients from United States Universities: Summary Report 2006*. Chicago: NORC

### *US Census Bureau*

American Community Survey data and other census data are available from the US Census website at [www.census.gov](http://www.census.gov)

