Changing Faces of CSU Faculty and Students: Vol. V

2014 CFA Equity Conference

African American Caucus* Asian Pacific Islander Caucus* Latina/o Caucus* Disabilities Caucus* Women's Caucus* LGBT Caucus

C F A

QUALITY EDUCATION AND CRITICAL PRACTICES:
A STATE AND NATIONAL PERSPECTIVE

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An updated summary of data on the racial/ethnic and gender diversity in the California State University.
Previous volumes available at www.calfac.org/research.html
And at www.calfac.org/council-affirmative-action

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March 2014

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About the data:

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2014 CFA EQUITY CONFERENCE: A JOURNEY FOR CHANGE

Dear Colleagues,

In 2011, the California State University successfully hired 453 new tenure-line faculty into the system. This was the first year since the recession in which the number of faculty hires began to grow from one year to the next. Hiring-wise, the CSU was at long last beginning down a path to recovery.

As we continue to welcome these new faculty to our union, it's important to continue to examine how the CSU hiring patterns shape the diversity of faculty on the 23 campuses statewide. This report represents CFA's fifth effort to do so, and in this post-recession period, as student enrollment continues to increase and CSU is budgeting to rebuild its faculty, we must continue to track the important changes in the gender, racial and ethnic composition of the workforce.

This year, we reached a milestone: for the first time the overall gender composition between female and male faculty is evenly split 50/50. The data also shows us that faculty of color represent 34 percent of the instructional faculty workforce; a historical improvement from our first Equity Conference in 2003, when this level hovered at just 25 percent. Statistically, CSU continues to edge its way towards a more inclusive, diverse and heterogeneous workplace.

While statistics and compositional changes are important elements of our story, they are only partial observations of what is going on at the campus or even department level. To enrich our statistical understandings of equity and diversity, we have developed a new section profiling individual faculty, their experiences, and challenges. These personal profiles serve as a contextualization of the statistical data and offer a provocative, and sometimes counterintuitive, insight of the struggle of gender, race, and ethnic equality in academia.

We hope this research proves informative and instructional, and are grateful for your ongoing efforts to help make the CSU a more inclusive, accepting and diverse community.

In Union,

Cecil Canton
Associate VP Affirmative Action

PERSPECTIVES ON DIVERSITY: Valerie McGowan – *California Maritime Academy*

At the California Maritime Academy, the numbers may speak to a lack of campus diversity, but the numbers don't tell the entire story.

The campus is the least diverse within the CSU system, with female faculty at 22 percent, compared to the system-wide at 50 percent.

Yet the campus is merely a reflection of the industry for which it prepares students, said Valerie McGowan, a vocational lecturer in the Marine Transportation Department who teaches ship stability, marine survival, ship maintenance and repair as well as celestial navigation and advanced navigation labs.

"The maritime industry is heavily male-dominated, regardless of rank" McGowan said. "In the last several years, increasing numbers of women have entered the industry, not only aboard ships but shoreside as well. From a diversification standpoint, CMA is not on par with other campuses due to the industry we serve and slow changes in trends within it."

The number of female faculty members percentage wise far outpaces that of the percentage of female students, which was at 13.3 percent in 2012 (the most recent data available). McGowan said she doesn't view the low gender diversity as a negative, but does believe there should be diversity in all departments.

And while there might be a lack of diversity, it doesn't impact her workload. "I teach the same classes as the male faculty. I don't think there is any favoritism regarding a larger (or smaller) workload due to my gender. I have to get down and dirty just like the men do, and it's not an issue for me."

The more diverse the campus is, the better it is for students, but the diversity that exists on campus doesn't necessarily exist in the commercial shipping business, McGowan cautioned. "Diversity is a great thing, but it doesn't represent the industry as it truly exists. You have to be adaptable to working with and around men, sometimes in very close quarters, if you want to be successful in the business."
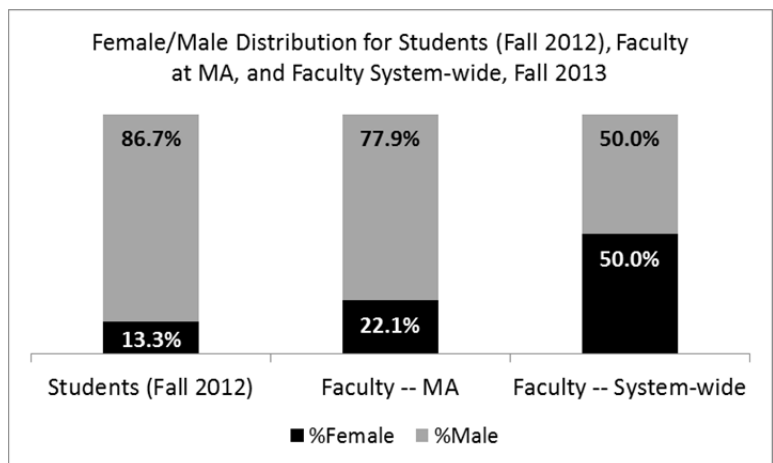
PERSPECTIVES ON DIVERSITY: Camille O'Bryant – *Cal Poly San Luis Obispo*

For Camille O'Bryant, the path to teaching was paved with lessons in diversity – and in certain instances, lack thereof.

She rowed crew in college, but when it came time to serve as coach, she began getting verbally harassed by her peers. The experience prompted an interest in studying sociology and race and ethnicity in sports. Now, O'Bryant is a kinesiology professor at Cal Poly San Luis Obispo, teaching courses in the sociology and psychology of sports and exercise.

While O'Bryant's courses on subjects like sports and gender spark awareness among students about cultural diversity and inclusiveness, a glance at Cal Poly's diversity as a campus might not.

Students, faculty and staff lag well below state and national averages for representation across different ethnic groups, with less than 1 percent of the student population being black compared to 4.6 percent system-wide.   Ethnic diversity among the faculty also is problematic –1.6 percent are black; and only 19.6 percent are faculty of color.

"I'm the only African American in my college and have been since 1999," O'Bryant said.

And while she has noticed a rise in the number of female faculty in her college – the College of Science and Mathematics – of the 19 candidates going up for promotion or to tenure this academic year, only three were women, she said.

The impact of those disparities cause a range of effects, from overextending oneself on committees needing people of color or women to fewer role models for students.

The new provost and president are investing resources into programs and projects to deal with the campus climate, but that type of response is needed system wide if comprehensive change is to happen.

"This is something we value – we should put as many resources as we can behind it," O'Bryant said.

Distribution of SLO Students, SLO Faculty, and System-wide Students by Race/Ethnicity, Fall 2013
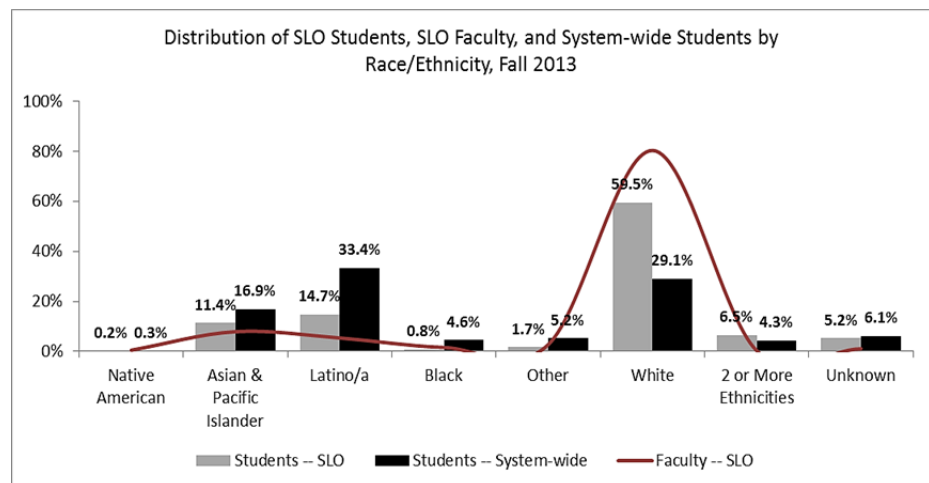
PERSPECTIVES ON DIVERSITY: Molly Talcott – *Cal State Los Angeles*
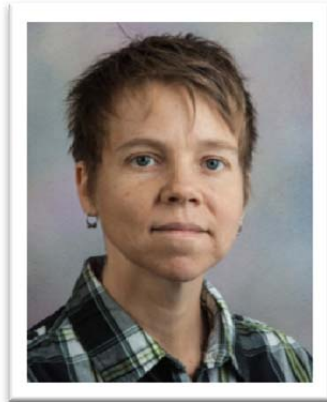
Cal State Los Angeles is the most diverse campus within the CSU system. Close to 90 percent of students report that they are students of color. The campus' faculty diversity is the highest in the system as well, with 53 percent of faculty being faculty of color.

Yet there are challenges despite those seemingly laudable figures, said Molly Talcott, associate professor of sociology and president of CFA's LA chapter.

"One of them is that even if we're the so-called most diverse faculty, it doesn't mean we actually reflect the communities we serve," she said. "We have a long way to go in terms of really carefully and thoughtfully recruiting faculty of color who have long-standing, organic connections to the CSULA's surrounding communities."

Another challenge is the concept of being "diverse enough." Because diversity appears to be in place, efforts to further attract people of varying backgrounds and ethnicities wanes. A case in point is the sharp decline on campus of Black faculty. There may be multiple reasons, such as attrition, Talcott posits, but the relatively few number of Black faculty on campus is alarming.

While Los Angeles is the most diverse campus in the CSU system, in terms of Black faculty and Black student enrollment, it is exactly average when compared to other campuses.

Failure to have diversity reflected in faculty can have a direct impact on students as well. "Our students are really in need of faculty who look like them and who have experiences similar to their own," she said. "Although I do feel that our students are satisfied with their education, I want them to be able to look at their professors and feel that they have the agency to become professors, too, if they want to."

CSU administration needs to be conscious about writing job announcements that will attract a diverse group of people, be it women or people of color (and especially women of color), and sending them to professional associations that have diverse memberships. Looking within Cal State LA's excellent lecturer pool in terms of promotion to the tenure-track also is critical. "We have a long way to go. I'm glad we're doing relatively well, but I think there's a lot of room for improvement."

Distribution of Tenure-line Faculty, Lecturer Faculty, and Students in LA, by Race/Ethnicity, Fall 2013

Race/Ethnicity	Tenure-line Faculty	Lecturer Faculty	Students
Native American	0.4%	0.5%	0.1%
Asian & Pacific Islander	23.5%	17.9%	16.5%
Latino/a	12.4%	16.8%	55.9%
Black	4.9%	6.3%	4.7%
Other	7.1%	2.8%	6.1%
White	50.3%	45.1%	9.9%
2 or More Ethnicities	0.2%	1.2%	1.7%
Unknown	1.2%	9.5%	5.1%
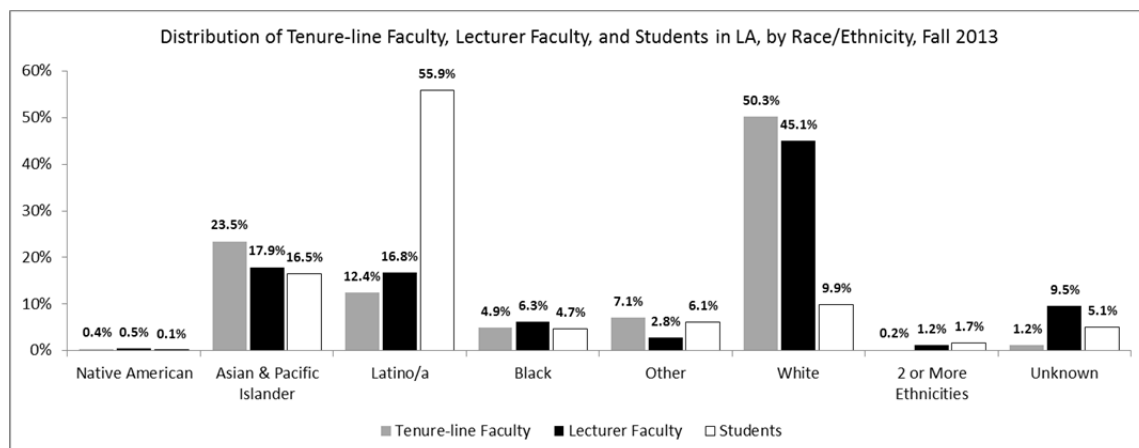
PERSPECTIVES ON DIVERSITY: Vince Ornelas – *Chico State*

Chico State is clearly on the lower end of the diversity spectrum. With white students making up 52 percent of students (compared to 29% system-wide), and 78 percent of faculty white compared to 66 percent systemwide, it's apparent that on-campus diversity bears improvement. But in Vince Ornelas' opinion, efforts to expand diversity are flawed and impacting the student experience.

For the past 10 summers, Ornelas has worked with incoming freshman who are first generation college students, and overwhelmingly, students of color. "What ends up happening is that they look around and see all these people who look like them, dress like them (during the summer). Then they move into the dorms and they think 'Wow, there's not a lot of people who look like me.'"

Ornelas has witnessed students of color not being called upon when raising their hands in GE courses and or feel like they can't talk about topics in a meaningful way, but when Ornelas has highlighted this to other faculty, some bear attitudes that are disappointing at best. "I've had colleagues say it doesn't matter, that knowledge is knowledge and they don't have to think about those pieces. To me, that's the very definition of white privilege … For the majority of faculty, the world is great because it looks and feels like them. That's why we have a problem."

The lack of on-campus diversity impacts Ornelas himself, from the way he incorporates stories from his own life into his teaching to student response in class. For some students, it helps them feel at home because it's something they can relate to. For others, it can be off-putting enough to cause some white male students to leave class, as was the case during a discussion of poverty rate and it bearing a heavier impact on some ethnicities. But for Ornelas, having impactful discussions that touch on diversity is a critical piece of the learning experience, and a must if Chico State is to evolve into a more diverse campus.
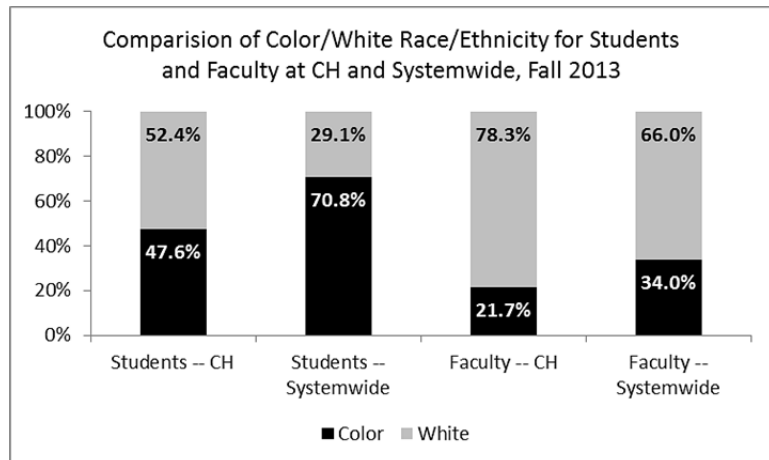
Comparision of Color/White Race/Ethnicity for Students and Faculty at CH and Systemwide, Fall 2013

	Students -- CH	Students -- Systemwide	Faculty -- CH	Faculty -- Systemwide
White	52.4%	29.1%	78.3%	66.0%
Color	47.6%	70.8%	21.7%	34.0%

■ Color ■ White

NUMBER OF FACULTY BY RANK, PER CAMPUS (HEADCOUNT), FALL 2013

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	87	68	31	204	27	5	8		430
Channel Islands	47	25	23	257		2	11		365
Chico	268	109	67	490	28	8	10	2	982
Dominguez	104	67	40	511	16	7	11	3	759
East Bay	141	104	64	449	28	5	23	3	817
Fresno	242	162	126	743	30	5	19	3	1,330
Fullerton	329	243	179	1,169	25	18	23	6	1,992
Humboldt	126	59	46	301	27	7	10	5	581
Long Beach	423	208	147	1,130	26	11	15	8	1,968
Los Angeles	312	117	78	608	22	3	11	1	1,152
Maritime	18	8	20	41	9	1	2	5	104
Monterey	52	33	29	261	19	3	8	3	408
Northridge	414	184	186	1,173	34	14	30	9	2,044
Pomona	302	101	95	538	18	5	11	3	1,073
Sacramento	352	168	87	755	45	15	22	4	1,448
San Bernardino	247	80	66	483	27	12	12	1	928
San Diego	381	236	94	779	41	26	23	6	1,586
San Francisco	332	262	145	886	17	12	24	2	1,680
San Jose	367	171	121	1,091	54	15	29	8	1,856
San Luis Obispo	306	197	130	483	47	11	8	4	1,186
San Marcos	109	76	47	399	16	8	13	2	670
Sonoma	143	55	30	289	26	6	9	4	562
Stanislaus	138	61	43	255	23	5	9		534
SYSTEMWIDE	5,240	2,794	1,894	13,295	605	204	341	82	24,455

➡ The California Faculty Association represents faculty at all 23 CSU campuses [Bargaining Unit 3]. Faculty include tenured and tenure-track Professors, Lecturers, Counselors, Librarians, and Coaches. CFA tracks the headcount (number of individuals) and number of full-time equivalent (FTE) faculty.

➡ In Fall 2013, there were 24,455 individual faculty members employed across the CSU system. This is about 2,200 greater than in 2010. Almost 13,300 of the faculty members represented by CFA are lecturers, compared with approximately 9,900 tenured and tenure-track professors and around 1,150 coaches, counselors, and librarians (combined).

Source: CSU PIMS database, CFA analysis

DISTRIBUTION OF CSU FACULTY BY RANK (HEADCOUNT), FALL 2013

Full Professor
21.4%

Associate Professor
11.4%

Lecturer
54.4%

Assistant Professor
7.7%

Coach
2.5%

Other
0.3%

Librarian
1.4%

Counselor
0.8%

NOTE: Percentages do not add to 100% due to rounding.

➡ In terms of headcount employment systemwide, slightly more than half of the faculty members are Lecturers (54.4%), which is 13.9% higher than all ranks of tenured-track faculty combined (40.6%).

➡ Together, Coaches, Counselors, Librarians, and those classified as "other" comprise 5% of the faculty.

➡ In addition to Lecturers and Coaches, who all have temporary appointments, an increasing number of Librarians and Counselors are being hired into temporary appointments.

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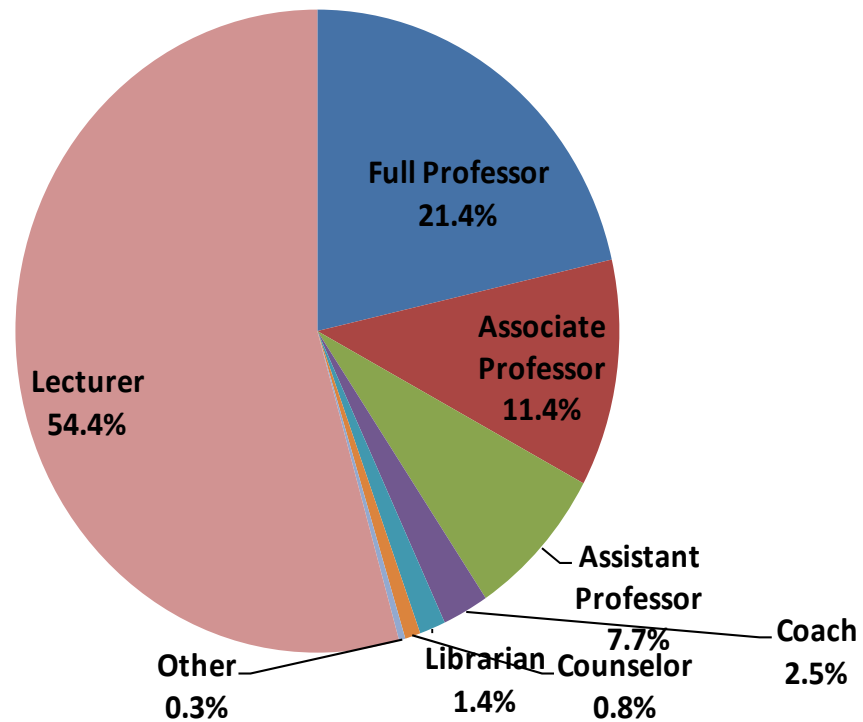Source: CSU PIMS database, CFA analysis

PERCENT OF FACULTY BY RANK, PER CAMPUS (HEADCOUNT), FALL 2013

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	20.2%	15.8%	7.2%	47.4%	6.3%	1.2%	1.9%	0.0%	100.0%
Channel Islands	12.9%	6.8%	6.3%	70.4%	0.0%	0.5%	3.0%	0.0%	100.0%
Chico	27.3%	11.1%	6.8%	49.9%	2.9%	0.8%	1.0%	0.2%	100.0%
Dominguez	13.7%	8.8%	5.3%	67.3%	2.1%	0.9%	1.4%	0.4%	100.0%
East Bay	17.3%	12.7%	7.8%	55.0%	3.4%	0.6%	2.8%	0.4%	100.0%
Fresno	18.2%	12.2%	9.5%	55.9%	2.3%	0.4%	1.4%	0.2%	100.0%
Fullerton	16.5%	12.2%	9.0%	58.7%	1.3%	0.9%	1.2%	0.3%	100.0%
Humboldt	21.7%	10.2%	7.9%	51.8%	4.6%	1.2%	1.7%	0.9%	100.0%
Long Beach	21.5%	10.6%	7.5%	57.4%	1.3%	0.6%	0.8%	0.4%	100.0%
Los Angeles	27.1%	10.2%	6.8%	52.8%	1.9%	0.3%	1.0%	0.1%	100.0%
Maritime	17.3%	7.7%	19.2%	39.4%	8.7%	1.0%	1.9%	4.8%	100.0%
Monterey	12.7%	8.1%	7.1%	64.0%	4.7%	0.7%	2.0%	0.7%	100.0%
Northridge	20.3%	9.0%	9.1%	57.4%	1.7%	0.7%	1.5%	0.4%	100.0%
Pomona	28.1%	9.4%	8.9%	50.1%	1.7%	0.5%	1.0%	0.3%	100.0%
Sacramento	24.3%	11.6%	6.0%	52.1%	3.1%	1.0%	1.5%	0.3%	100.0%
San Bernardino	26.6%	8.6%	7.1%	52.0%	2.9%	1.3%	1.3%	0.1%	100.0%
San Diego	24.0%	14.9%	5.9%	49.1%	2.6%	1.6%	1.5%	0.4%	100.0%
San Francisco	19.8%	15.6%	8.6%	52.7%	1.0%	0.7%	1.4%	0.1%	100.0%
San Jose	19.8%	9.2%	6.5%	58.8%	2.9%	0.8%	1.6%	0.4%	100.0%
San Luis Obispo	25.8%	16.6%	11.0%	40.7%	4.0%	0.9%	0.7%	0.3%	100.0%
San Marcos	16.3%	11.3%	7.0%	59.6%	2.4%	1.2%	1.9%	0.3%	100.0%
Sonoma	25.4%	9.8%	5.3%	51.4%	4.6%	1.1%	1.6%	0.7%	100.0%
Stanislaus	25.8%	11.4%	8.1%	47.8%	4.3%	0.9%	1.7%	0.0%	100.0%
SYSTEMWIDE	21.4%	11.4%	7.7%	54.4%	2.5%	0.8%	1.4%	0.3%	100.0%

➡ The distribution of faculty by rank varies widely from campus to campus. While almost 55 percent of the faculty are Lecturers systemwide, the proportion of Lecturers at individual campuses range from 39 percent (MA) to almost 70 percent of faculty (Channel Islands).

➡ Counselors, by headcount, comprise less than one percent of the faculty. Professional standards call for many more psychological counselors than the CSU employs.

CFA
California Faculty Association

Source: CSU PIMS database, CFA analysis

NUMBER OF FULL-TIME EQUIVALENT FACULTY (FTEF) BY RANK,

PER CAMPUS, FALL 2013

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	81.4	67.5	31.0	126.9	24.0	4.5	7.1		342.5
Channel Islands	46.0	25.0	23.0	154.2		2.0	9.6		259.8
Chico	247.9	106.5	67.0	264.9	18.0	8.0	8.8	2.0	722.9
Dominguez	95.6	65.3	40.0	266.3	11.2	4.6	8.4	1.9	493.1
East Bay	130.0	102.5	63.5	221.6	17.9	4.2	14.2	1.4	555.4
Fresno	229.4	161.6	125.9	374.9	30.0	3.8	17.3	3.0	945.8
Fullerton	310.8	239.5	179.0	620.4	23.7	16.6	21.9	6.0	1,417.9
Humboldt	122.3	58.3	46.0	157.2	17.4	6.4	8.6	5.0	421.1
Long Beach	406.4	206.1	147.0	587.5	25.0	11.2	14.9	8.0	1,406.1
Los Angeles	296.0	117.0	77.7	334.6	15.7	2.2	11.3	1.0	855.5
Maritime	15.0	8.0	20.0	26.5	4.7	1.0	2.0	5.0	82.2
Monterey	50.3	33.0	29.0	154.5	13.4	2.5	5.9	3.0	291.6
Northridge	393.7	182.1	186.0	585.6	29.2	13.1	26.9	9.0	1,425.5
Pomona	282.9	100.5	95.0	312.1	13.6	5.0	10.5	3.0	822.5
Sacramento	335.7	166.7	87.0	354.8	38.8	14.7	21.0	4.0	1,022.7
San Bernardino	235.7	78.8	66.0	254.8	17.2	9.8	11.3	1.0	674.6
San Diego	360.5	232.2	92.3	373.5	39.3	22.0	22.2	6.0	1,147.9
San Francisco	317.5	260.9	144.8	416.3	14.6	9.9	21.7	2.0	1,187.6
San Jose	348.1	169.5	121.2	531.8	46.5	13.3	26.4	8.0	1,264.7
San Luis Obispo	296.6	196.0	130.0	292.3	36.4	10.5	8.0	4.0	973.8
San Marcos	107.5	74.3	47.0	208.1	11.7	6.3	13.3	2.0	470.1
Sonoma	135.3	55.2	30.0	135.0	17.6	4.6	8.2	4.0	389.9
Stanislaus	130.4	59.1	43.0	128.6	15.3	3.8	5.5		385.7
SYSTEMWIDE	4,974.8	2,765.6	1,891.3	6,882.4	481.1	179.8	304.9	79.3	17,559.0

➡ Full-Time Equivalent positions are calculated as the sum of all part-time appointments. Consistent with patterns across the country, the CSU administration increasingly chooses to favor part-time, temporary appointments.

➡ In Fall 2013, there were 17,559 full-time equivalent faculty positions across the CSU system.

➡ Two years ago, the number of faculty positions was 16,777. There are 132 *fewer* tenured and tenure-track positions today than in 2011, but 862 *more* lecturer positions.

Source: CSU PIMS database, CFA analysis

DISTRIBUTION OF CSU FACULTY BY RANK (FTEF), FALL 2013
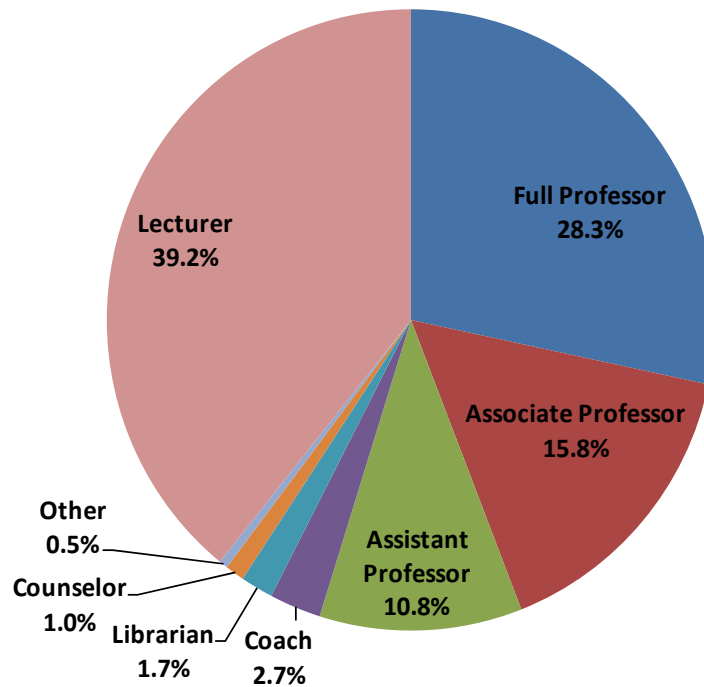
NOTE: Percentages do not add to 100% due to rounding.

➡ In terms of full-time equivalent positions, slightly under 40 percent are lecturer positions (compared with over half when measuring by headcount). In comparison, close to 55 percent of the full-time equivalent positions are tenure-line faculty positions (compared close to 40 percent when measuring by headcount).

➡ Coaches, counselors, librarians, and those classified as "other" comprise almost 6 percent of full-time faculty.

PERCENT OF FULL-TIME EQUIVALENT FACULTY (FTEF) BY RANK,
PER CAMPUS, FALL 2013

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	23.8%	19.7%	9.1%	37.1%	7.0%	1.3%	2.1%	0.0%	100.0%
Channel Islands	17.7%	9.6%	8.9%	59.4%	0.0%	0.8%	3.7%	0.0%	100.0%
Chico	34.3%	14.7%	9.3%	36.6%	2.5%	1.1%	1.2%	0.3%	100.0%
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East Bay	23.4%	18.5%	11.4%	39.9%	3.2%	0.8%	2.6%	0.3%	100.0%
Fresno	24.3%	17.1%	13.3%	39.6%	3.2%	0.4%	1.8%	0.3%	100.0%
Fullerton	21.9%	16.9%	12.6%	43.8%	1.7%	1.2%	1.5%	0.4%	100.0%
Humboldt	29.1%	13.8%	10.9%	37.3%	4.1%	1.5%	2.0%	1.2%	100.0%
Long Beach	28.9%	14.7%	10.5%	41.8%	1.8%	0.8%	1.1%	0.6%	100.0%
Los Angeles	34.6%	13.7%	9.1%	39.1%	1.8%	0.3%	1.3%	0.1%	100.0%
Maritime	18.3%	9.7%	24.3%	32.2%	5.7%	1.2%	2.4%	6.1%	100.0%
Monterey	17.2%	11.3%	9.9%	53.0%	4.6%	0.9%	2.0%	1.0%	100.0%
Northridge	27.6%	12.8%	13.0%	41.1%	2.0%	0.9%	1.9%	0.6%	100.0%
Pomona	34.4%	12.2%	11.5%	37.9%	1.7%	0.6%	1.3%	0.4%	100.0%
Sacramento	32.8%	16.3%	8.5%	34.7%	3.8%	1.4%	2.1%	0.4%	100.0%
San Bernardino	34.9%	11.7%	9.8%	37.8%	2.5%	1.5%	1.7%	0.1%	100.0%
San Diego	31.4%	20.2%	8.0%	32.5%	3.4%	1.9%	1.9%	0.5%	100.0%
San Francisco	26.7%	22.0%	12.2%	35.0%	1.2%	0.8%	1.8%	0.2%	100.0%
San Jose	27.5%	13.4%	9.6%	42.0%	3.7%	1.0%	2.1%	0.6%	100.0%
San Luis Obispo	30.5%	20.1%	13.4%	30.0%	3.7%	1.1%	0.8%	0.4%	100.0%
San Marcos	22.9%	15.8%	10.0%	44.3%	2.5%	1.3%	2.8%	0.4%	100.0%
Sonoma	34.7%	14.2%	7.7%	34.6%	4.5%	1.2%	2.1%	1.0%	100.0%
Stanislaus	33.8%	15.3%	11.1%	33.4%	4.0%	1.0%	1.4%	0.0%	100.0%
SYSTEMWIDE	28.3%	15.8%	10.8%	39.2%	2.7%	1.0%	1.7%	0.5%	100.0%

➡ There is also variation from campus to campus in the way FTE positions are distributed by rank. Just over half of the positions are filled by tenured or tenure-track professors.

PERCENT OF FACULTY WHO ARE CFA MEMBERS, BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2011
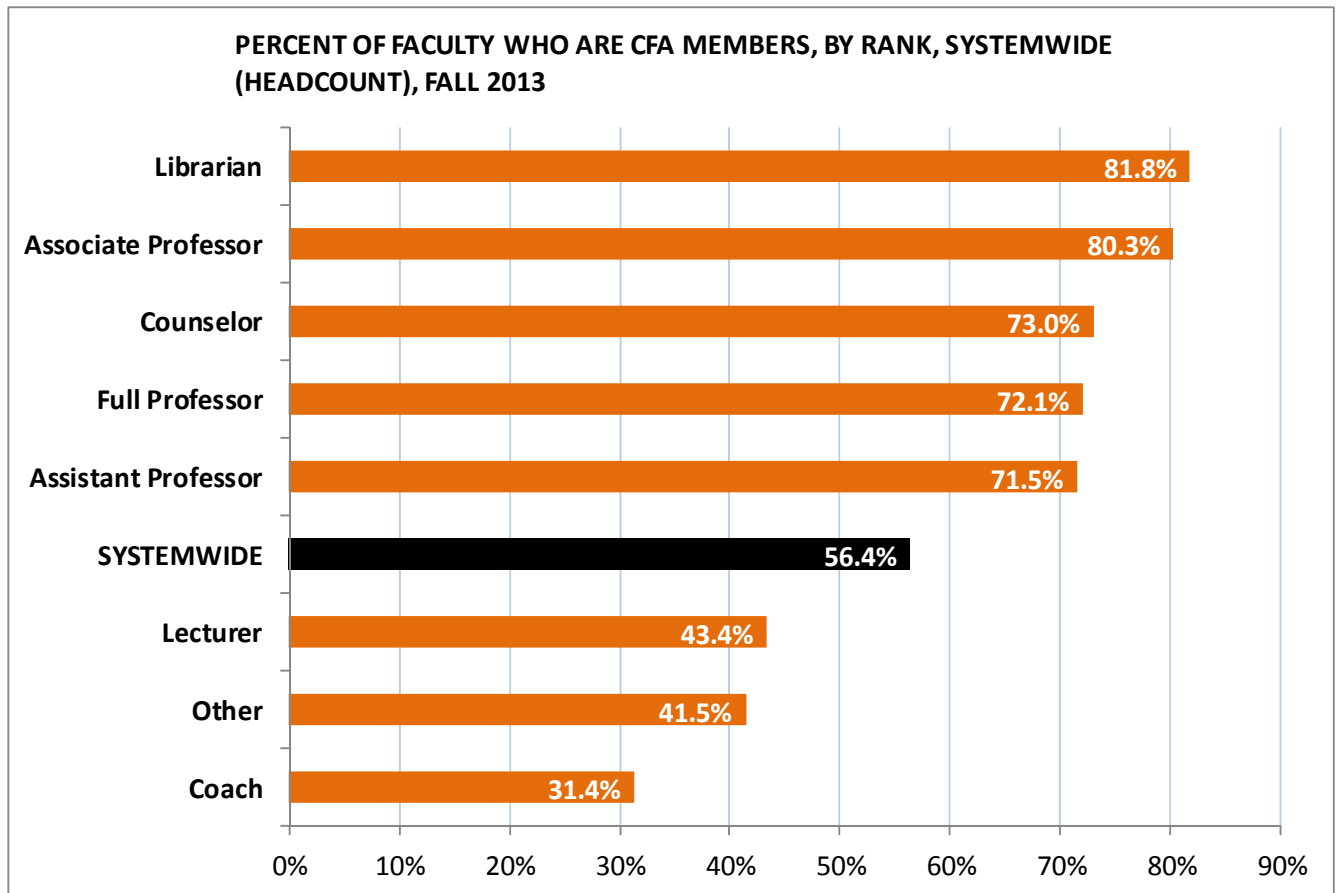
PERCENT OF FACULTY WHO ARE CFA MEMBERS, BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2013

Rank	Percent
Librarian	81.8%
Associate Professor	80.3%
Counselor	73.0%
Full Professor	72.1%
Assistant Professor	71.5%
SYSTEMWIDE	56.4%
Lecturer	43.4%
Other	41.5%
Coach	31.4%

NOTE: This chart show the percentage of faculty members who are also CFA members within each rank.

➡ The above chart shows the percentage of faculty who are CFA members.

➡ In fall 2013, just above 56 percent of all CSU faculty are CFA members. The majority of faculty ranks have membership levels well above the systemwide rate. Eight in 10 librarians are members. Membership rates are lower among faculty with temporary appointments, most of whom work part-time.

Source: CSU PIMS database, CFA analysis

PERCENT OF FACULTY WHO ARE CFA MEMBERS, BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2011

PERCENT OF LECTURER FACULTY WHO ARE CFA MEMBERS, BY RANGE, SYSTEMWIDE (HEADCOUNT), FALL 2013

Lecturer Type	Member	Total	% Membership
Lecturer L	191	821	23.3%
Lecturer A	2837	7344	38.6%
Lecturer B	2174	4229	51.4%
Lecturer C	441	690	63.9%
Lecturer D	94	143	65.7%

NOTE: This chart show the percentage of faculty members who are also CFA members within each lecturer rank.

➡ The above chart shows the percentage of lecturer faculty who are CFA members.

➡ In fall 2013, 43 percent of all CSU lecturer faculty were CFA members. Compared to this overall level, membership rates in lecturer in ranks B, C, and D is higher. Lecturer A and L have lower membership levels than overall.

NUMBER OF FACULTY BY RANK & ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL 2011

Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Full Professor	34	815	421	171	105	3,673		6	5,240
Associate Professor	17	504	237	125	127	1,764		10	2,794
Assistant Professor	21	418	154	79	83	1,022	8	104	1,894
Lecturer	102	1,352	1,234	511	373	8,880	62	738	13,295
Coach	6	27	55	43	11	395	9	59	605
Counselor	2	27	25	19	4	121		6	204
Librarian	2	43	25	12	11	236	4	8	341
Other		7	10	3	1	57		3	82
SYSTEMWIDE	184	3,193	2,161	963	715	16,148	83	934	24,455

* Total column count includes "blanks" and "None" counts

PERCENT OF FACULTY BY RANK & ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL 2011

Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Full Professor	0.6%	15.6%	8.0%	3.3%	2.0%	70.1%	0.0%	0.1%	100.0%
Associate Professor	0.6%	18.0%	8.5%	4.5%	4.5%	63.1%	0.0%	0.4%	100.0%
Assistant Professor	1.1%	22.1%	8.1%	4.2%	4.4%	54.0%	0.4%	5.5%	100.0%
Lecturer	0.8%	10.2%	9.3%	3.8%	2.8%	66.8%	0.5%	5.6%	100.0%
Coach	1.0%	4.5%	9.1%	7.1%	1.8%	65.3%	1.5%	9.8%	100.0%
Counselor	1.0%	13.2%	12.3%	9.3%	2.0%	59.3%	0.0%	2.9%	100.0%
Librarian	0.6%	12.6%	7.3%	3.5%	3.2%	69.2%	1.2%	2.3%	100.0%
Other	0.0%	8.5%	12.2%	3.7%	1.2%	69.5%	0.0%	3.7%	100.0%
SYSTEMWIDE	0.8%	13.1%	8.8%	3.9%	2.9%	66.0%	0.3%	3.8%	100.0%

➡ The historical trends of the ethnic composition of CSU faculty are discussed in more detail in a separate section of this report, the tables above show the composition of CSU faculty in Fall 2013.

➡ More than 7,000 of the 24,455 CSU faculty identified as faculty of color in Fall 2013. The greatest racial/ethnic diversity appears to be among assistant professors (only 54% white), followed by counselors (59% white).

Source: CSU PIMS database, CFA analysis

NUMBER OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT), FALL 2013

Campus	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Bakersfield	2	46	50	23	1	291	1	12	430
Channel Islands	2	32	47	6	18	252	2	5	365
Chico	8	67	42	13	23	769	2	58	982
Dominguez	8	108	94	85	18	410	5	27	759
East Bay	5	115	50	60	38	516	1	28	817
Fresno	4	170	132	49	34	886	9	35	1,330
Fullerton	10	300	170	58	68	1,261	3	119	1,992
Humboldt	17	22	25	10	9	453	2	42	581
Long Beach	13	305	177	74	45	1,286	4	61	1,968
Los Angeles	6	231	174	66	46	546	8	68	1,152
Maritime	1	7	2	4	1	85		3	104
Monterey	4	43	68	11	22	220		39	408
Northridge	17	222	226	93	30	1,385	12	59	2,044
Pomona	3	224	108	37	43	629	3	26	1,073
Sacramento	17	169	85	70	36	1,025	5	37	1,448
San Bernardino	8	93	101	53	26	595	1	42	928
San Diego	7	154	156	57	18	1,147	3	37	1,586
San Francisco	20	293	110	82	67	1,005		97	1,680
San Jose	15	348	125	51	88	1,133	12	80	1,856
San Luis Obispo	6	94	64	19	33	954	3	12	1,186
San Marcos	4	62	82	19	23	467	3	8	670
Sonoma	4	34	36	8	16	446	1	17	562
Stanislaus	3	54	37	15	12	387	3	22	534
SYSTEMWIDE	184	3,193	2,161	963	715	16,148	83	934	24,455

* Total column count includes "blanks" and "None" counts

In addition to the number of positions and faculty members across the CSU system, CFA also reports summaries of aggregated data about the race/ethnicity reported by CSU faculty members. The categories available to us for analysis are limited by the data collected and reported by the CSU administration, from whom we receive the information. Because of privacy laws, CFA does not identify faculty by name and race/ethnicity.

RACE/ETHNICITY OF CSU FACULTY, ALL RANKS (HEADCOUNT), FALL 2013

Asian & Pacific Islander 13.1%
Latino/a 8.8%
Black 3.9%
Unknown 3.8%
Other 2.9%
Native American 0.8%
2 or More Ethnicities 0.3%
White 66.0%

NOTE: Percentages do not add to 100% due to rounding.

➡ This graph illustrates the breakdown of all CSU faculty by race/ethnicity, as of November 2013. See data for prior years in previous Equity Conference report at www.calfac.org/research .

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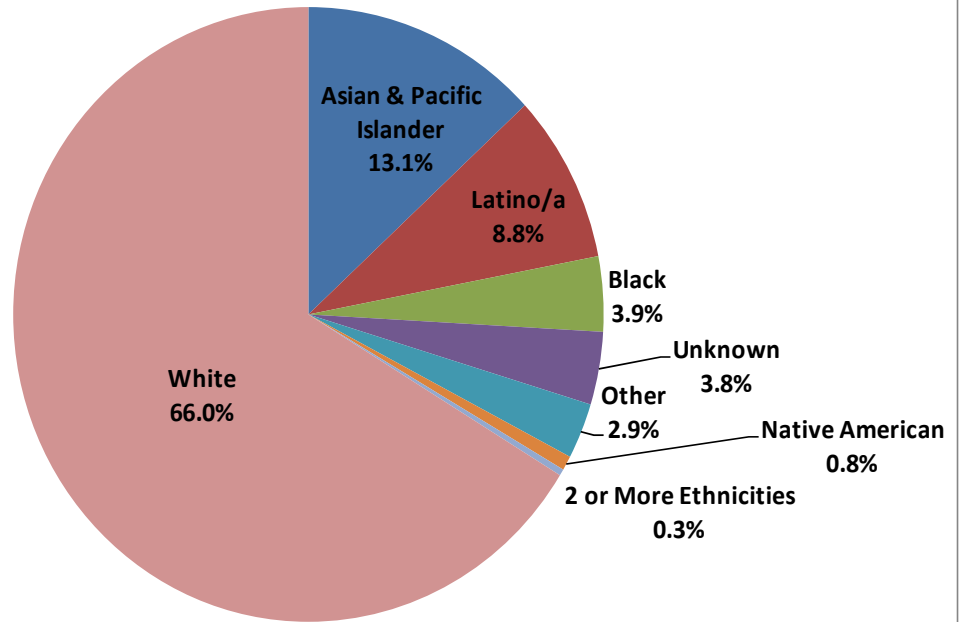Source: CSU PIMS database, CFA analysis

PERCENT OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT), FALL 2013

Campus	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Bakersfield	0.5%	10.7%	11.6%	5.3%	0.2%	67.7%	0.2%	2.8%	100.0%
Channel Islands	0.5%	8.8%	12.9%	1.6%	4.9%	69.0%	0.5%	1.4%	100.0%
Chico	0.8%	6.8%	4.3%	1.3%	2.3%	78.3%	0.2%	5.9%	100.0%
Dominguez	1.1%	14.2%	12.4%	11.2%	2.4%	54.0%	0.7%	3.6%	100.0%
East Bay	0.6%	14.1%	6.1%	7.3%	4.7%	63.2%	0.1%	3.4%	100.0%
Fresno	0.3%	12.8%	9.9%	3.7%	2.6%	66.6%	0.7%	2.6%	100.0%
Fullerton	0.5%	15.1%	8.5%	2.9%	3.4%	63.3%	0.2%	6.0%	100.0%
Humboldt	2.9%	3.8%	4.3%	1.7%	1.5%	78.0%	0.3%	7.2%	100.0%
Long Beach	0.7%	15.5%	9.0%	3.8%	2.3%	65.3%	0.2%	3.1%	100.0%
Los Angeles	0.5%	20.1%	15.1%	5.7%	4.0%	47.4%	0.7%	5.9%	100.0%
Maritime	1.0%	6.7%	1.9%	3.8%	1.0%	81.7%	0.0%	2.9%	100.0%
Monterey	1.0%	10.5%	16.7%	2.7%	5.4%	53.9%	0.0%	9.6%	100.0%
Northridge	0.8%	10.9%	11.1%	4.5%	1.5%	67.8%	0.6%	2.9%	100.0%
Pomona	0.3%	20.9%	10.1%	3.4%	4.0%	58.6%	0.3%	2.4%	100.0%
Sacramento	1.2%	11.7%	5.9%	4.8%	2.5%	70.8%	0.3%	2.6%	100.0%
San Bernardino	0.9%	10.0%	10.9%	5.7%	2.8%	64.1%	0.1%	4.5%	100.0%
San Diego	0.4%	9.7%	9.8%	3.6%	1.1%	72.3%	0.2%	2.3%	100.0%
San Francisco	1.2%	17.4%	6.5%	4.9%	4.0%	59.8%	0.0%	5.8%	100.0%
San Jose	0.8%	18.8%	6.7%	2.7%	4.7%	61.0%	0.6%	4.3%	100.0%
San Luis Obispo	0.5%	7.9%	5.4%	1.6%	2.8%	80.4%	0.3%	1.0%	100.0%
San Marcos	0.6%	9.3%	12.2%	2.8%	3.4%	69.7%	0.4%	1.2%	100.0%
Sonoma	0.7%	6.0%	6.4%	1.4%	2.8%	79.4%	0.2%	3.0%	100.0%
Stanislaus	0.6%	10.1%	6.9%	2.8%	2.2%	72.5%	0.6%	4.1%	100.0%
SYSTEMWIDE	0.8%	13.1%	8.8%	3.9%	2.9%	66.0%	0.3%	3.8%	100.0%

* Total column count includes "blanks" and "None" counts

➡ Use this table to compare the racial/ethnic diversity of the faculty at different campuses. The campus with the most diversity is Los Angeles with close to 46 percent of the faculty reporting to be of an racial/ethnic background other than White. The least diverse is San Luis Obispo with slightly over 80 percent of faculty reporting a White racial/ethnic background.

COMPARISION OF CAMPUS RACE/ETHNICITY DISTRIBUTIONS TO CSU SYSTEMWIDE (HEADCOUNT), FALL 2013

Race/Ethnicity	San Luis Obispo	Sonoma	Maritime	San Diego	Bakersfield	Chico	Fresno	Long Beach
Native American	0.5%	0.7%	1.0%	0.4%	0.5%	0.8%	0.3%	0.7%
Asian & Pacific Islander	7.9%	6.0%	6.7%	9.7%	10.7%	6.8%	12.8%	15.5%
Latino/a	5.4%	6.4%	1.9%	9.8%	11.6%	4.3%	9.9%	9.0%
Black	1.6%	1.4%	3.8%	3.6%	5.3%	1.3%	3.7%	3.8%
Other	2.8%	2.8%	1.0%	1.1%	0.2%	2.3%	2.6%	2.3%
2 or More Ethnicities	0.3%	0.2%	0.0%	0.2%	0.2%	0.2%	0.7%	0.2%
Unknown	1.1%	3.0%	3.8%	2.8%	3.7%	5.9%	3.5%	3.3%
White	80.4%	79.4%	81.7%	72.3%	67.7%	78.3%	66.6%	65.3%

Race/Ethnicity	Stanislaus	Channel Islands	East Bay	Fullerton	Humboldt	Pomona	Sacramento	San Marcos
Native American	0.6%	0.5%	0.6%	0.5%	2.9%	0.3%	1.2%	0.6%
Asian & Pacific Islander	10.1%	8.8%	14.1%	15.1%	3.8%	20.9%	11.7%	9.3%
Latino/a	6.9%	12.9%	6.1%	8.5%	4.3%	10.1%	5.9%	12.2%
Black	2.8%	1.6%	7.3%	2.9%	1.7%	3.4%	4.8%	2.8%
Other	2.2%	4.9%	4.7%	3.4%	1.5%	4.0%	2.5%	3.4%
2 or More Ethnicities	0.6%	0.5%	0.1%	0.2%	0.3%	0.3%	0.3%	0.4%
Unknown	4.3%	1.6%	3.9%	6.1%	7.4%	2.4%	2.8%	1.5%
White	72.5%	69.0%	63.2%	63.3%	78.0%	58.6%	70.8%	69.7%

Race/Ethnicity	Monterey	Northridge	San Bernardino	Dominguez Hills	San Francisco	San Jose	Los Angeles	SYSTEMWIDE
Native American	1.0%	0.8%	0.9%	1.1%	1.2%	0.8%	0.5%	0.8%
Asian & Pacific Islander	10.5%	10.9%	10.0%	14.2%	17.4%	18.8%	20.1%	13.1%
Latino/a	16.7%	11.1%	10.9%	12.4%	6.5%	6.7%	15.1%	8.8%
Black	2.7%	4.5%	5.7%	11.2%	4.9%	2.7%	5.7%	3.9%
Other	5.4%	1.5%	2.8%	2.4%	4.0%	4.7%	4.0%	2.9%
2 or More Ethnicities	0.0%	0.6%	0.1%	0.7%	0.0%	0.6%	0.7%	0.3%
Unknown	9.8%	2.9%	5.5%	4.1%	6.1%	4.5%	6.5%	4.1%
White	53.9%	67.8%	64.1%	54.0%	59.8%	61.0%	47.4%	66.0%

➡ Use this table to compare the distribution of the racial/ethnic diversity at each campus to the systemwide distribution. When a cell is colored in, that means that the distribution of faculty of that racial/ethnic group AND campus is lower that the systemwide level. For example, at San Luis Obispo and Sonoma, the distribution of faculty in all racial/ethnic categories except for White is lower than the faculty racial/ethnic distribution systemwide. By contrast, Los Angeles has higher distribution levels for faculty in all racial/ethnic categories except Native American and White, when compared to systemwide.

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Source: CSU PIMS database, CFA analysis

RACE/ETHNICITY BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2013
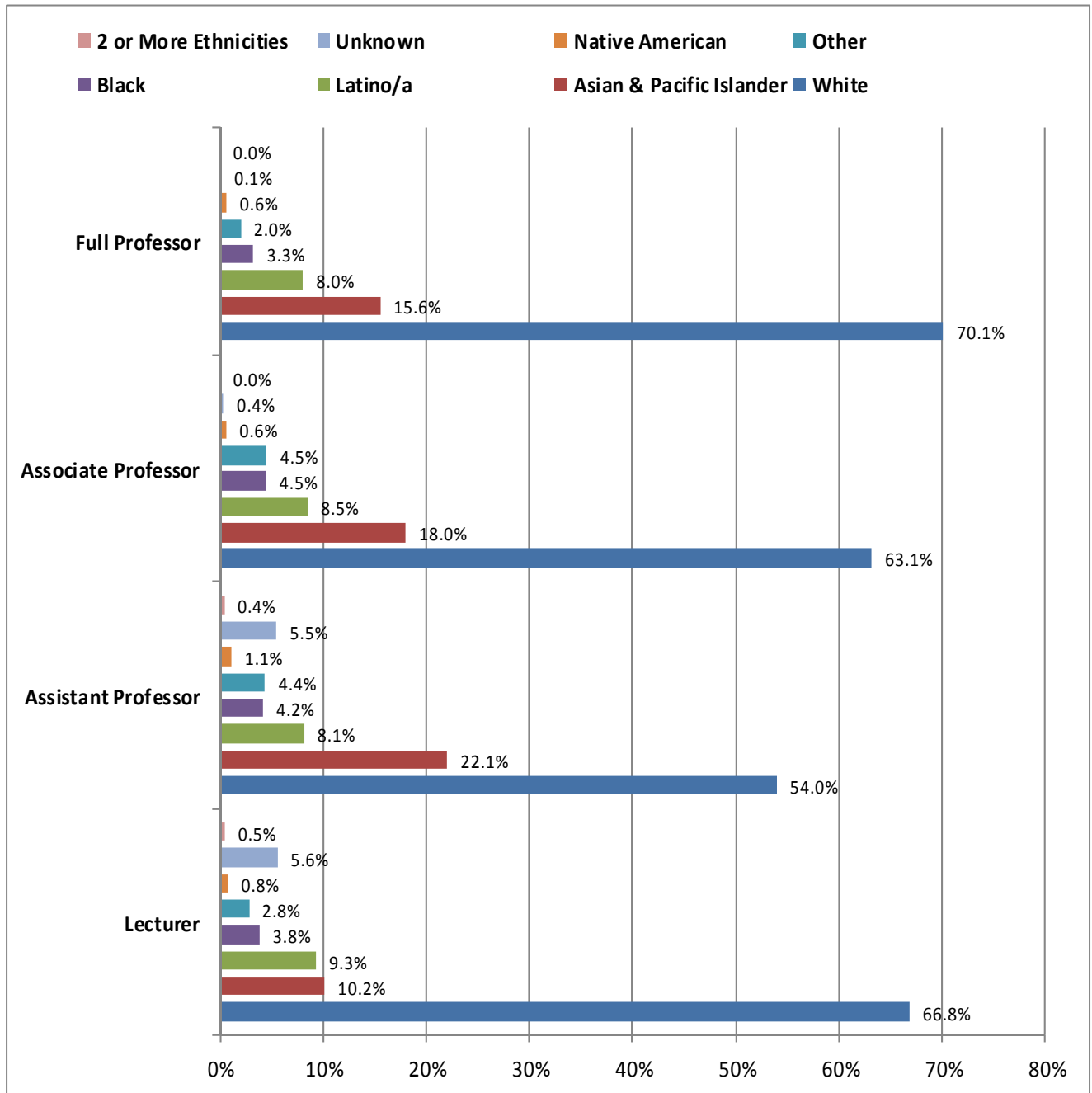
➡ Some of the results of efforts to diversify the faculty can be seen in this series of charts, which show the race/ethnicity of faculty according to rank. For instance, 70 percent of full professors identify as White while only 54 percent of assistant professors do. Note the differences between the tenure line ranks and the lecturers.

Source: CSU PIMS database, CFA analysis

RACE/ETHNICITY BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2013
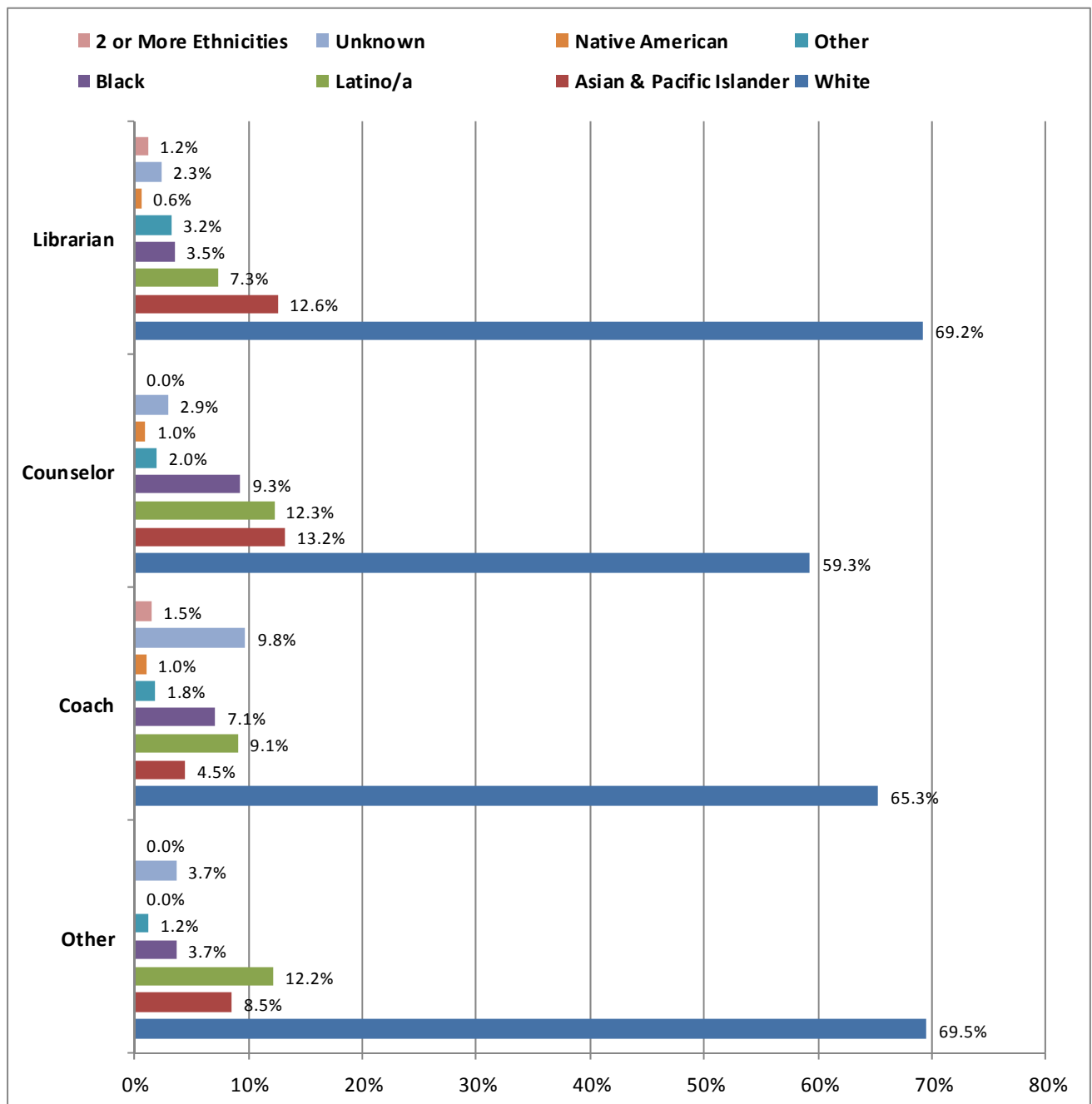
➡ These charts show the same information for faculty who are counselors, librarians, and coaches.

NUMBER OF FACULTY BY RANK & ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL

Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Full Professor	34	815	421	171	105	3,673		6	5,240
Associate Professor	17	504	237	125	127	1,764		10	2,794
Assistant Professor	21	418	154	79	83	1,022	8	104	1,894
Lecturer	102	1,352	1,234	511	373	8,880	62	738	13,295
Coach	6	27	55	43	11	395	9	59	605
Counselor	2	27	25	19	4	121		6	204
Librarian	2	43	25	12	11	236	4	8	341
Other		7	10	3	1	57		3	82
SYSTEMWIDE	184	3,193	2,161	963	715	16,148	83	934	24,455

* Total column count includes "blanks" and "None" counts

PERCENT OF FACULTY BY RANK & ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL

Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
Full Professor	0.6%	15.6%	8.0%	3.3%	2.0%	70.1%	0.0%	0.1%	100.0%
Associate Professor	0.6%	18.0%	8.5%	4.5%	4.5%	63.1%	0.0%	0.4%	100.0%
Assistant Professor	1.1%	22.1%	8.1%	4.2%	4.4%	54.0%	0.4%	5.5%	100.0%
Lecturer	0.8%	10.2%	9.3%	3.8%	2.8%	66.8%	0.5%	5.6%	100.0%
Coach	1.0%	4.5%	9.1%	7.1%	1.8%	65.3%	1.5%	9.8%	100.0%
Counselor	1.0%	13.2%	12.3%	9.3%	2.0%	59.3%	0.0%	2.9%	100.0%
Librarian	0.6%	12.6%	7.3%	3.5%	3.2%	69.2%	1.2%	2.3%	100.0%
Other	0.0%	8.5%	12.2%	3.7%	1.2%	69.5%	0.0%	3.7%	100.0%
SYSTEMWIDE	0.8%	13.1%	8.8%	3.9%	2.9%	66.0%	0.3%	3.8%	100.0%

➡ The historical trends of the ethnic composition of CSU faculty are discussed in more detail in a separate section of this report, the tables above show the composition of CSU faculty in Fall 2013.

➡ More than 7,000 of the 24,455 CSU faculty identified as faculty of color in Fall 2013. The greatest racial/ethnic diversity appears to be among assistant professors (only 54% White), followed by counselors (59% White).

Source: CSU PIMS database, CFA analysis

RACE/ETHNICITY BY LECTURER RANK, SYSTEMWIDE (HEADCOUNT), FALL 2013

NUMBER OF LECTURER FACULTY BY RANK & ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL 2013

Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
All Lecturer Types	102	1,352	1,234	511	373	8,880	62	738	13,295
Lecturer L	7	93	111	29	21	478	10	72	821
Lecturer A	57	720	748	306	223	4,768	44	478	7,344
Lecturer B	33	457	326	156	107	2,930	6	214	4,229
Lecturer C	3	68	39	19	21	526	-	14	690
Lecturer D	-	10	7	-	-	125	-	1	143

PERCENT OF LECTURER FACULTY BY RANK AND ETHNICITY, SYSTEMWIDE (HEADCOUNT), FALL 2013

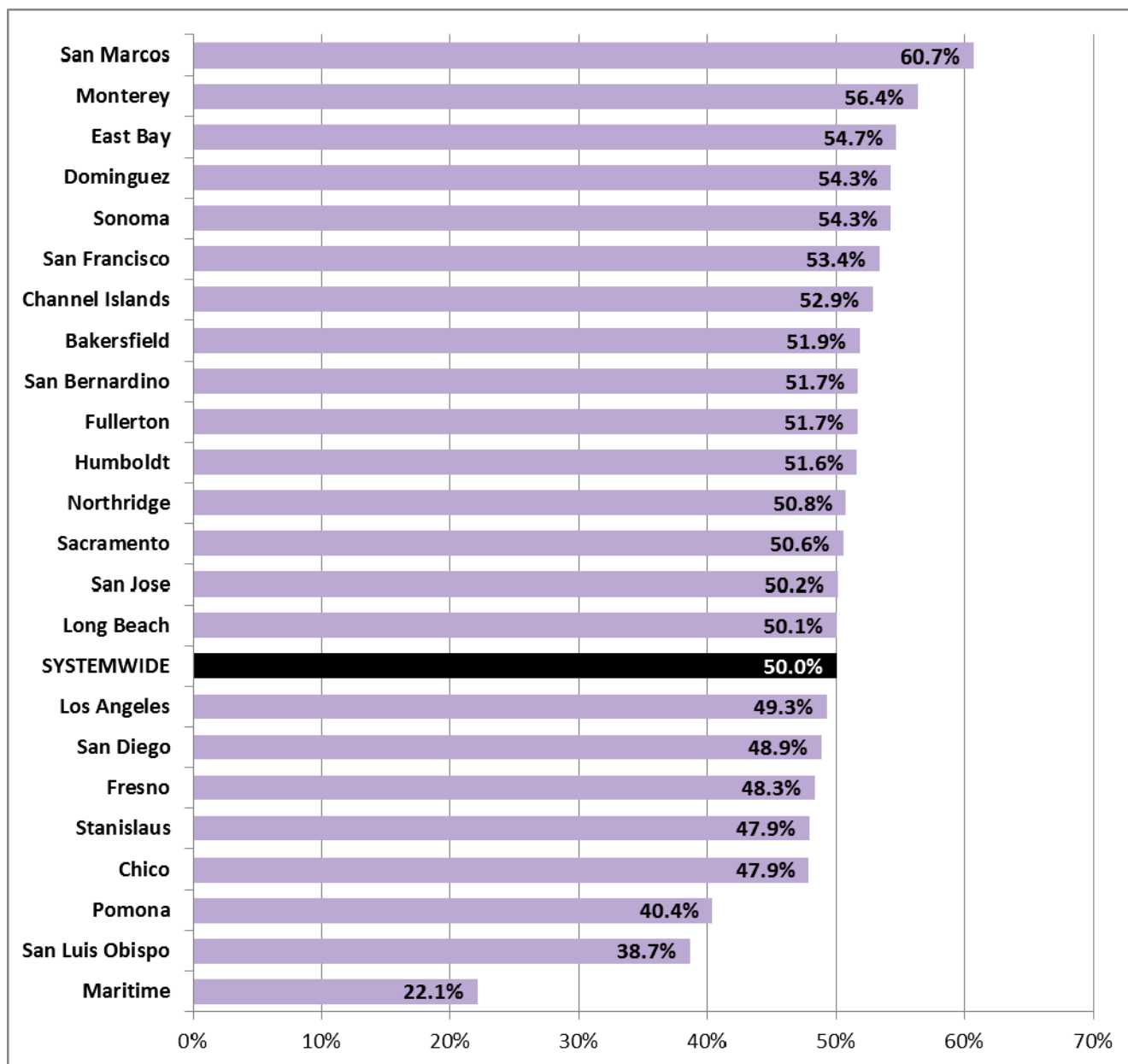| Classification	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total*
All Lecturer Types	0.8%	10.2%	9.3%	3.8%	2.8%	66.8%	0.5%	5.6%	100.0%
Lecturer L	0.9%	11.3%	13.5%	3.5%	2.6%	58.2%	1.2%	8.8%	100.0%
Lecturer A	0.8%	9.8%	10.2%	4.2%	3.0%	64.9%	0.6%	6.5%	100.0%
Lecturer B	0.8%	10.8%	7.7%	3.7%	2.5%	69.3%	0.1%	5.1%	100.0%
Lecturer C	0.4%	9.9%	5.7%	2.8%	3.0%	76.2%	0.0%	2.0%	100.0%
Lecturer D	0.0%	7.0%	4.9%	0.0%	0.0%	87.4%	0.0%	0.7%	100.0%

➡ These tables provide a closer look at the race/ethnicity data for the more than 13,000 lecturers across ranges L through D. Like with gender data, lecturer D has the greatest lack of ethnic diversity with a faculty composition that is 87 percent White and no Black faculty.

Source: CSU PIMS database, CFA analysis

NUMBER OF CSU FACULTY BY GENDER, PER CAMPUS, FALL 2013

	HEADCOUNT					FULL-TIME EQUIVALENT (FTE)			
Campus	**Female**	**Male**	**Total**	**%Female**		**Female**	**Male**	**Total**	**%Female**
Bakersfield	223	207	430	51.9%		173.0	169.5	342.5	50.5%
Channel Islands	193	172	365	52.9%		132.9	127.0	259.8	51.1%
Chico	470	512	982	47.9%		328.1	394.8	722.9	45.4%
Dominguez	412	347	759	54.3%		262.8	230.4	493.1	53.3%
East Bay	447	370	817	54.7%		292.7	262.7	555.4	52.7%
Fresno	643	687	1,330	48.3%		439.5	506.3	945.8	46.5%
Fullerton	1,029	963	1,992	51.7%		735.9	682.0	1,417.9	51.9%
Humboldt	300	281	581	51.6%		205.7	215.5	421.1	48.8%
Long Beach	985	983	1,968	50.1%		690.3	715.8	1,406.1	49.1%
Los Angeles	568	584	1,152	49.3%		424.3	431.1	855.5	49.6%
Maritime	23	81	104	22.1%		18.2	64.0	82.2	22.1%
Monterey	230	178	408	56.4%		166.7	124.9	291.6	57.2%
Northridge	1,038	1,006	2,044	50.8%		723.7	701.8	1,425.5	50.8%
Pomona	434	639	1,073	40.4%		333.0	489.5	822.5	40.5%
Sacramento	732	716	1,448	50.6%		499.7	523.0	1,022.7	48.9%
San Bernardino	480	448	928	51.7%		336.4	338.2	674.6	49.9%
San Diego	775	811	1,586	48.9%		538.6	609.3	1,147.9	46.9%
San Francisco	897	783	1,680	53.4%		615.7	571.9	1,187.6	51.8%
San Jose	931	925	1,856	50.2%		641.9	622.7	1,264.7	50.8%
San Luis Obispo	459	727	1,186	38.7%		353.2	620.6	973.8	36.3%
San Marcos	407	263	670	60.7%		281.5	188.6	470.1	59.9%
Sonoma	305	257	562	54.3%		203.3	186.6	389.9	52.1%
Stanislaus	256	278	534	47.9%		178.5	207.2	385.7	46.3%
SYSTEMWIDE	**12,237**	**12,218**	**24,455**	**50.0%**		**8,575.7**	**8,983.3**	**17,559.0**	48.8%

➡ In terms of both headcount and FTE, just nearly half of the faculty in the CSU are female this year. As indicated in this table and shown in the charts that follow, there is variation from campus to campus. The campus with the largest percentage of female faculty is San Marcos at 61 percent, for headcount. Overall, the difference in proportion of women and men does not change dramatically between headcount and FTE., but with headcount it is at the 50 percent mark.

PERCENT OF FEMALE FACULTY , PER CAMPUS (HEADCOUNT), FALL 2013

Campus	Percent
San Marcos	60.7%
Monterey	56.4%
East Bay	54.7%
Dominguez	54.3%
Sonoma	54.3%
San Francisco	53.4%
Channel Islands	52.9%
Bakersfield	51.9%
San Bernardino	51.7%
Fullerton	51.7%
Humboldt	51.6%
Northridge	50.8%
Sacramento	50.6%
San Jose	50.2%
Long Beach	50.1%
SYSTEMWIDE	50.0%
Los Angeles	49.3%
San Diego	48.9%
Fresno	48.3%
Stanislaus	47.9%
Chico	47.9%
Pomona	40.4%
San Luis Obispo	38.7%
Maritime	22.1%

➡ The campuses that vary most from the average in terms of gender diversity are the specialized campuses, the Cal Maritime Academy, Cal Poly San Luis Obispo, and Cal Poly Pomona. San Marcos is also notable, with women comprising slightly more than 60 percent of the faculty.

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California Faculty Association   Source: CSU PIMS database, CFA analysis

PERCENT OF FACULTY BY RANK & GENDER, SYSTEMWIDE (HEADCOUNT), FALL 2013

Rank	%Male	%Female
Coach	69.9%	30.1%
Full Professor	61.7%	38.3%
Associate Professor	51.4%	48.6%
SYSTEMWIDE	50.0%	50.0%
Other	48.8%	51.2%
Assistant Professor	47.8%	52.2%
Lecturer	45.3%	54.7%
Counselor	32.8%	67.2%
Librarian	27.6%	72.4%

■ %Male ■ %Female
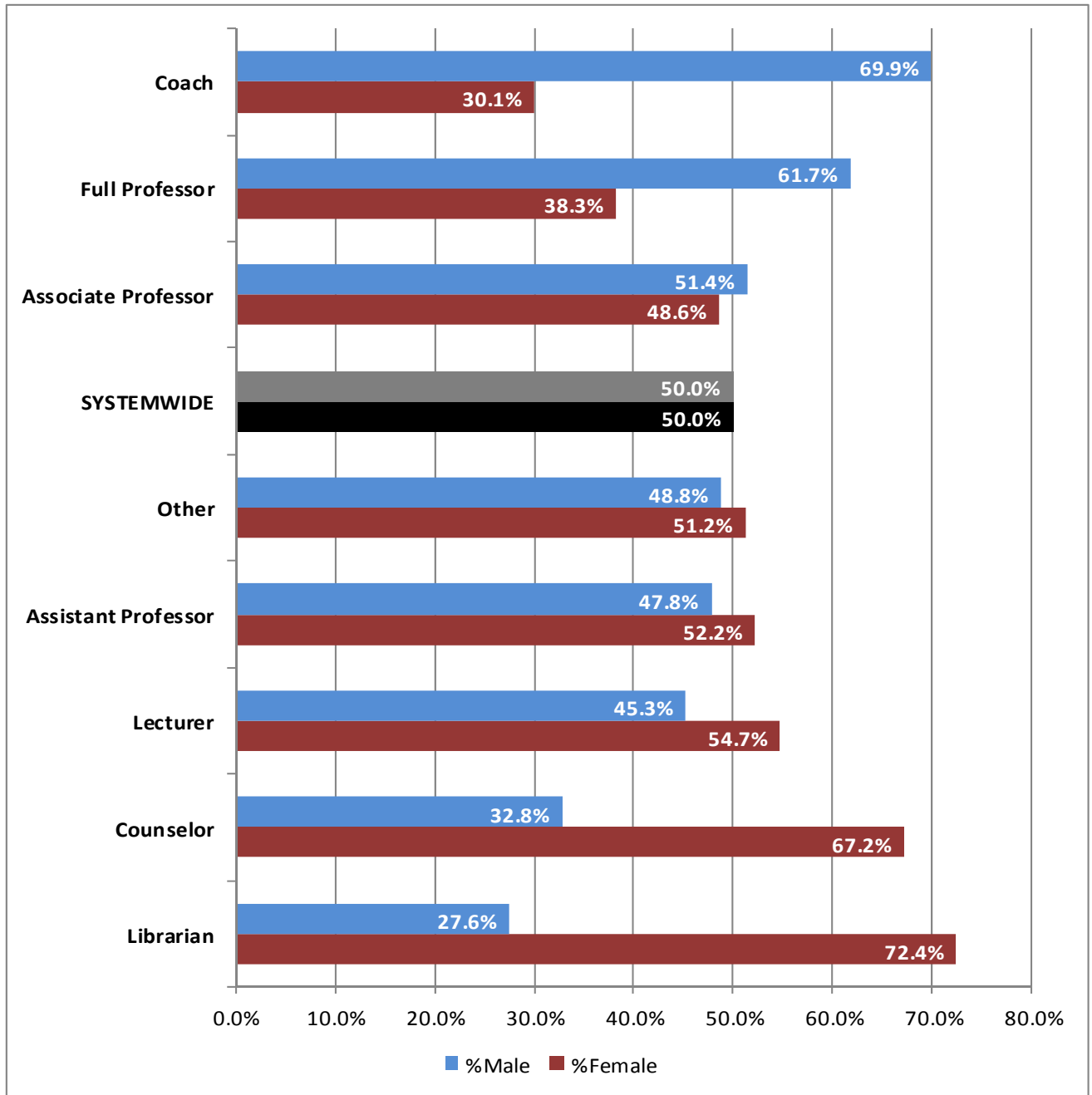
➡ For a more detailed discussion of the gender composition of CSU faculty, see section three of this report.

➡ Systemwide, 50% of faculty are women. The majority of librarians, counselors, lecturers, and assistant professors are women.

➡ Systemwide, 50% of faculty are men. The majority of associate and full professors, and coaches are men.

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Source: CSU PIMS database, CFA analysis

PERCENT AND NUMBER OF LECTURERS BY RANK & GENDER, SYSTEMWIDE (HEADCOUNT), FALL 2013

NUMBER OF CSU LECTURER FACULTY BY GENDER (HEADCOUNT), FALL 2013

| Lecturer Types	Female	Male	Total	%Female
Lecturer L	417	404	821	50.8%
Lecturer A	4189	3155	7344	57.0%
Lecturer B	2253	1976	4229	53.3%
Lecturer C	345	345	690	50.0%
Lecturer D	35	108	143	24.5%

➡ This table breaks down the gender distribution data for lecturers by range. For lecturer L and lecturer C, the female to male ratio is similar to the systemwide ratio. However, in the lecturer D category, female faculty are underrepresented at 25 percent (even more so than in the analogous full professor category which is 38 percent female).

CFA
California Faculty Association   Source: CSU PIMS database, CFA analysis

CSU INSTRUCTIONAL FACULTY BY GENDER (HEADCOUNT), 1985 to 2013

YEAR	Female	Male	TOTAL	%Female	%Male
1985	5,834	13,154	18,988	30.7%	69.3%
1986	5,639	12,514	18,153	31.1%	68.9%
1987	6,346	13,283	19,629	32.3%	67.7%
1988	6,875	13,553	20,428	33.7%	66.3%
1989	7,299	13,837	21,136	34.5%	65.5%
1990	7,533	13,611	21,144	35.6%	64.4%
1991	6,119	11,405	17,524	34.9%	65.1%
1992	5,912	10,518	16,430	36.0%	64.0%
1993	5,993	10,406	16,399	36.5%	63.5%
1994	6,490	10,545	17,035	38.1%	61.9%
1995	6,885	10,767	17,652	39.0%	61.0%
1996	7,367	10,969	18,336	40.2%	59.8%
1997	7,743	11,139	18,882	41.0%	59.0%
1998	8,355	11,556	19,911	42.0%	58.0%
1999	8,979	11,881	20,860	43.0%	57.0%
2000	9,378	12,164	21,542	43.5%	56.5%
2001	9,949	12,643	22,592	44.0%	56.0%
2002	10,397	12,738	23,135	44.9%	55.1%
2003	10,047	12,066	22,113	45.4%	54.6%
2004	9,732	11,484	21,216	45.9%	54.1%
2005	10,570	12,079	22,649	46.7%	53.3%
2006	11,066	12,274	23,340	47.4%	52.6%
2007	11,511	12,643	24,154	47.7%	52.3%
2008	11,503	12,206	23,709	48.5%	51.5%
2009	10,404	11,105	21,509	48.4%	51.6%
2010	10,231	10,797	21,028	48.7%	51.3%
2011	10,810	11,211	22,021	49.1%	50.9%
2012	11,656	11,851	23,507	49.6%	50.4%
2013	11,626	11,592	23,218	50.1%	49.9%

➡ The above table shows provides long-term gender data for instructional faculty from 1985 to 2013. This year was the first year where the female to male ratio is majority female.

Source: CSU PIMS database, CFA analysis

CSU INSTRUCTIONAL FACULTY BY GENDER (HEADCOUNT), 1985 to 2013
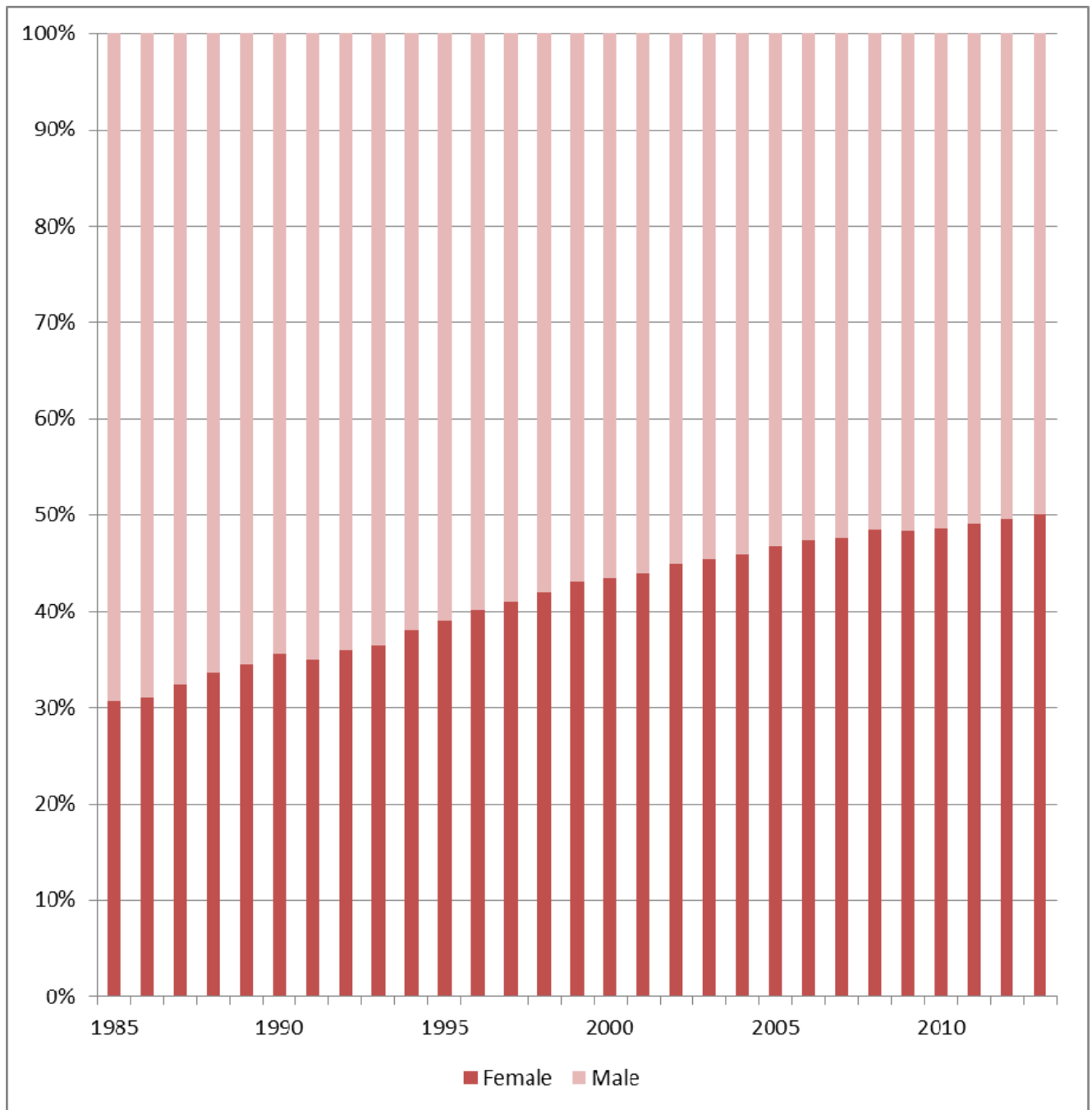
➡ CFA has been tracking the gender of CSU instructional faculty since 1985. The gender diversity of the faculty has changed significantly over the years, with women today representing almost half of all instructional faculty. As shown in the charts on the previous pages, there continues to be wide variation between ranks.
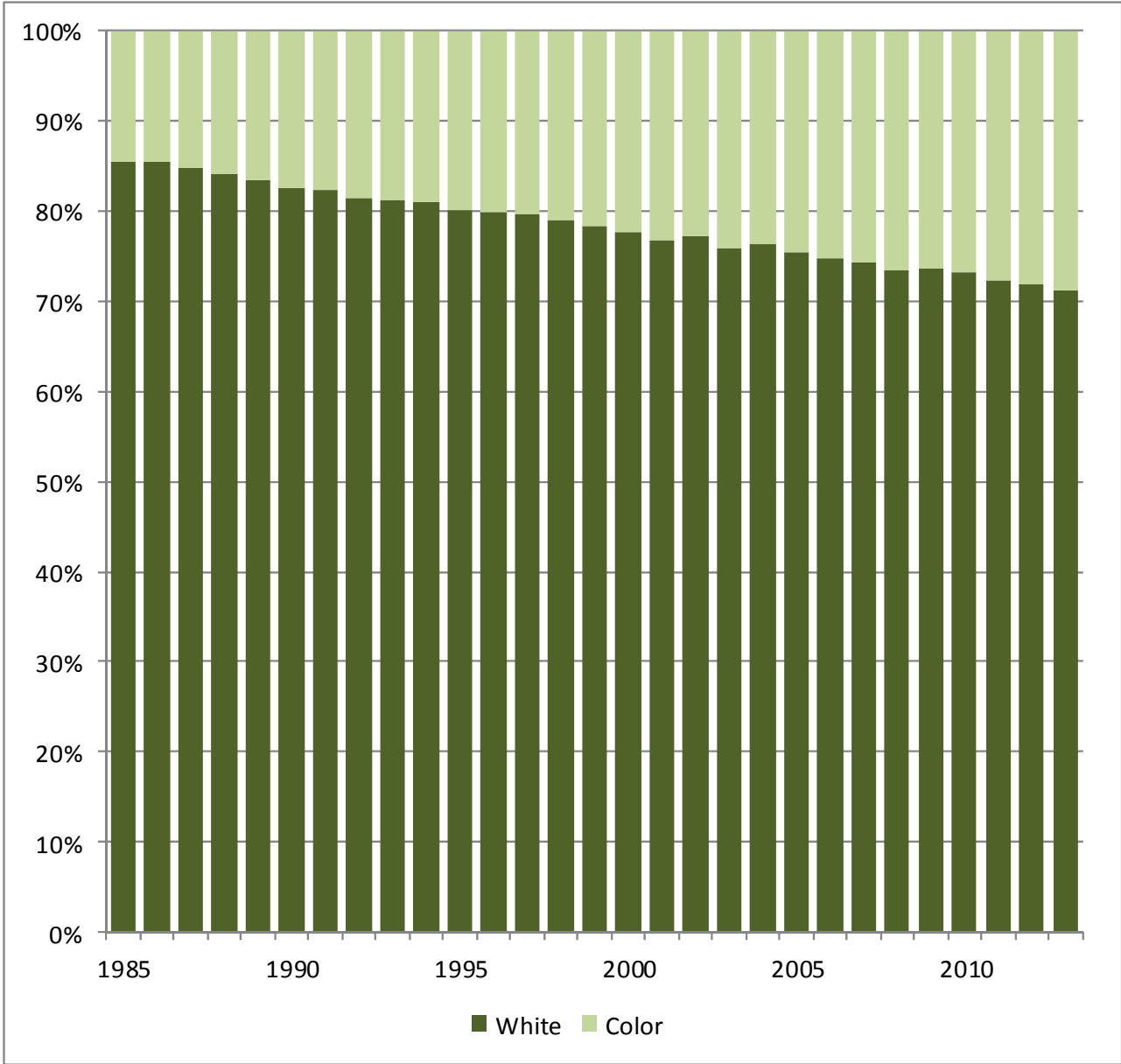
CSU INSTRUCTIONAL FACULTY BY RACE/ETHNICITY (HEADCOUNT), 1985 to 2013

Year	Native American	Asian & Pacific Islander	Latino/a	Black	White	2 or More Ethnicities	Other & Unknown	Total
1985	96	1,348	769	532	16,239	-	4	18,988
1986	88	1,326	718	517	15,499	-	6	18,154
1987	95	1,500	832	576	16,614	-	13	19,630
1988	86	1,626	910	604	17,196	-	6	20,428
1989	98	1,709	974	689	17,656	-	11	21,137
1990	113	1,763	1,062	737	17,463	-	9	21,147
1991	90	1,477	877	666	14,409	-	5	17,524
1992	92	1,469	864	626	13,377	-	2	16,430
1993	103	1,485	827	652	13,229	-	105	16,401
1994	99	1,555	893	662	13,711	-	116	17,036
1995	115	1,693	996	690	14,004	-	158	17,656
1996	116	1,770	1,044	725	14,524	-	160	18,339
1997	133	1,858	1,096	721	14,897	-	182	18,887
1998	155	2,007	1,207	754	15,583	-	209	19,915
1999	155	2,199	1,327	808	16,157	-	222	20,868
2000	155	2,374	1,395	858	16,536	-	233	21,551
2001	168	2,590	1,508	908	17,167	-	257	22,598
2002	157	2,303	1,746	922	17,428	-	579	23,135
2003	143	2,698	1,557	876	16,570	-	269	22,113
2004	149	2,363	1,576	817	15,755	-	556	20,511
2005	160	2,586	1,697	880	16,360	-	971	22,654
2006	172	2,735	1,811	944	16,812	-	924	23,398
2007	169	2,923	1,887	963	17,138	-	1,074	24,154
2008	165	2,929	1,928	964	16,612	-	1,114	23,712
2009	142	2,721	1,696	830	15,081	-	1,039	21,509
2010	142	2,688	1,700	821	14,542	19	1,116	21,028
2011	160	2,908	1,822	841	14,932	37	1,322	22,022
2012	150	2,939	1,897	873	14,976	49	1,441	22,325
2013	174	3,089	2,046	886	15,339	70	1,614	23,218

➡ The above table shows provides long-term Race/Ethnicity data for instructional faculty from 1985 to 2013. The categories available to us for analysis are limited by the data collected and reported by the CSU administration, from whom we receive the information.

Source: CSU PIMS database, CFA analysis

PERCENT CSU INSTRUCTIONAL FACULTY BY RACE/ETHNICITY (HEADCOUNT) 1985 to 2013


NOTE: Chart excludes instructional faculty who identify as "other," "two or more" ethnicities, and "unknown."

➡ This chart shows the percent of instructional faculty who identify as White compared to the percent of faculty who identify as faculty of Color. The historical trend at the CSU is one of increasing diversity; however, the majority of faculty are still White.

Source: CSU PIMS database, CFA analysis

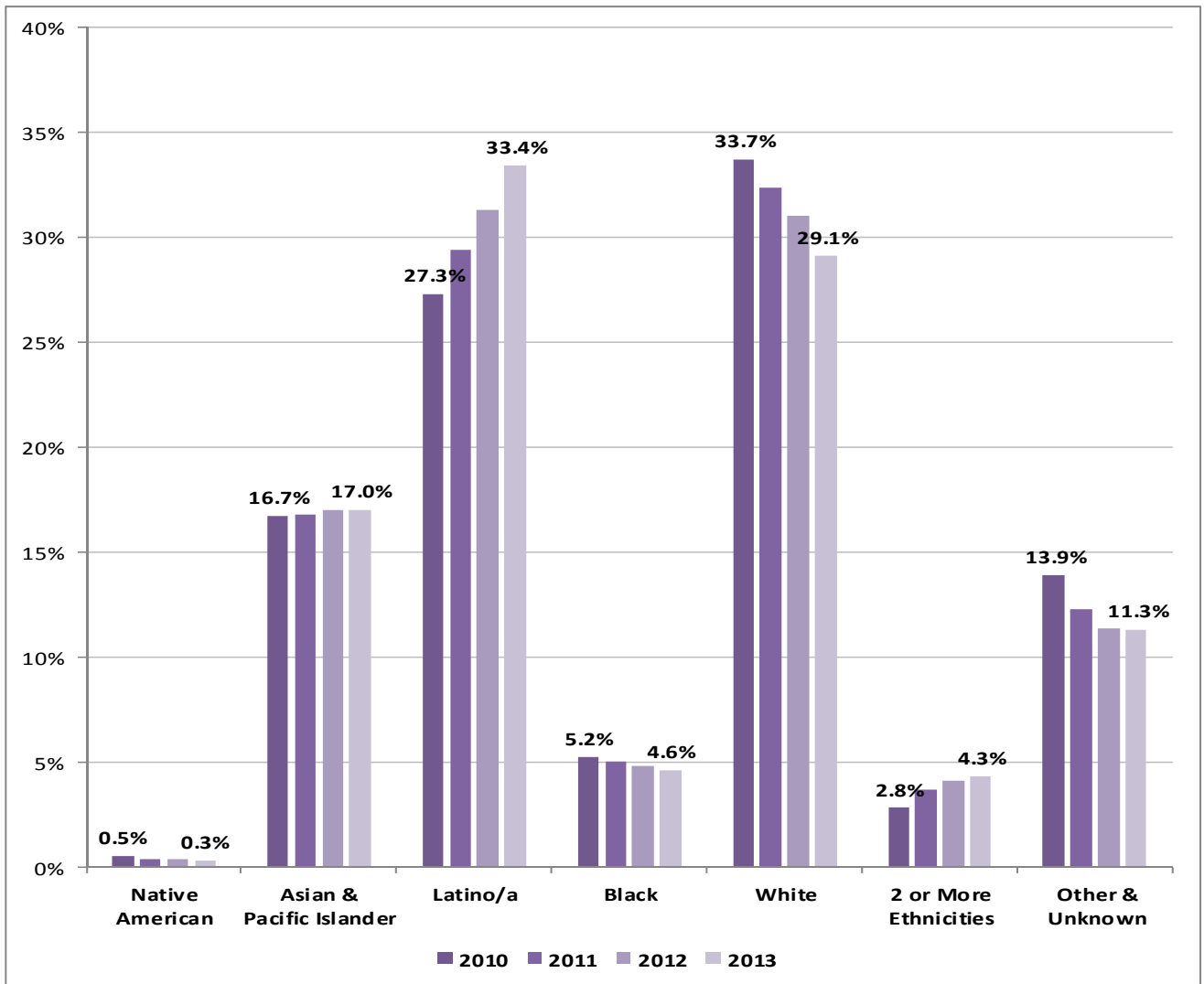## PERCENT OF CSU FACULTY BY RACE/ETHNICITY (HEADCOUNT), 2010 to 2013
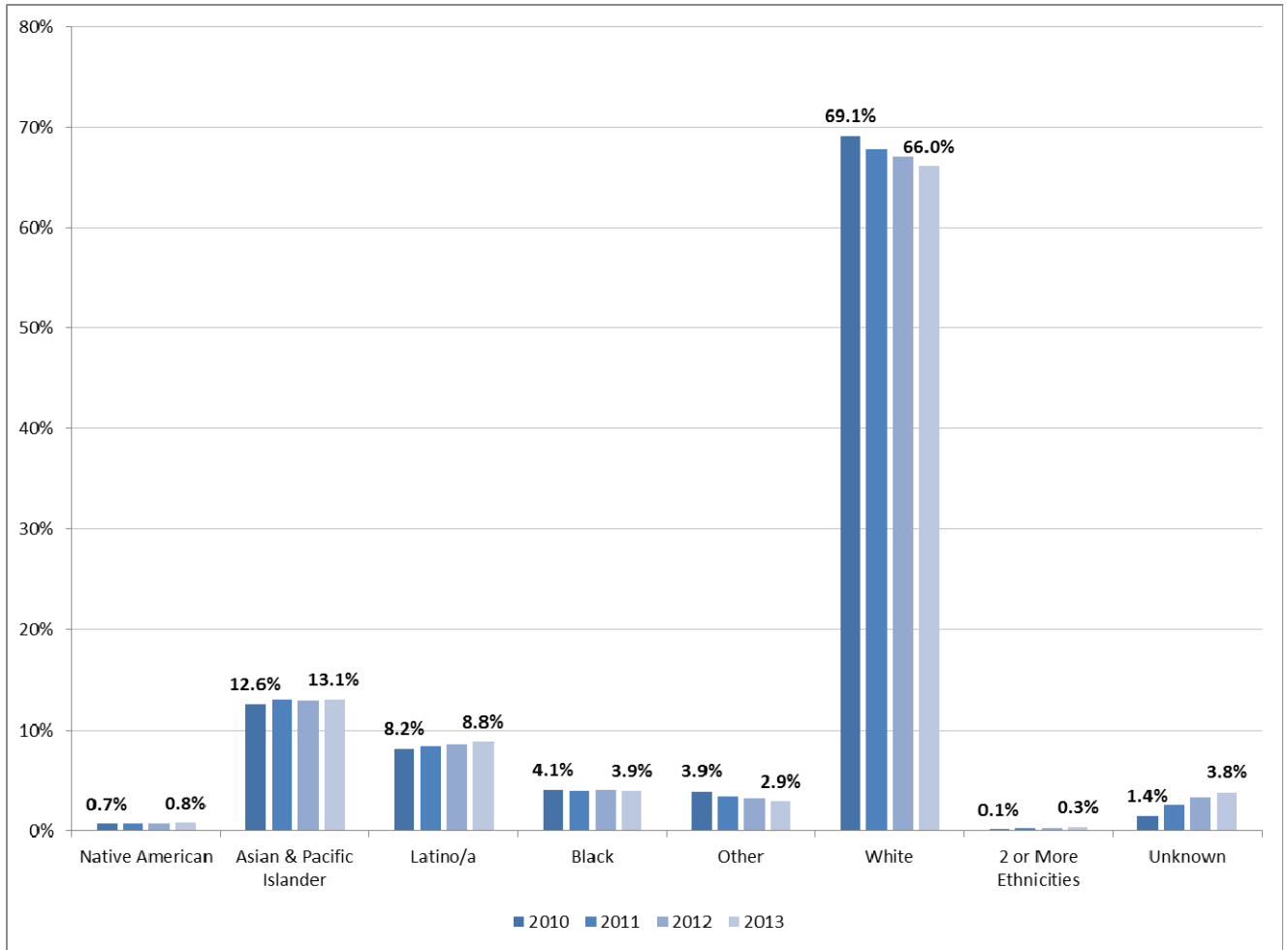
➡ The above chart shows the percentage of faculty by race/ethnic background for the years 2010 through 2013. While the proportion of faculty who identify as White has slightly decreased over this time period, the proportions of faculty of Color have remained relatively the same. The difference is explained by an increase in the unknown category.

Source: CSU PIMS database, CFA analysis

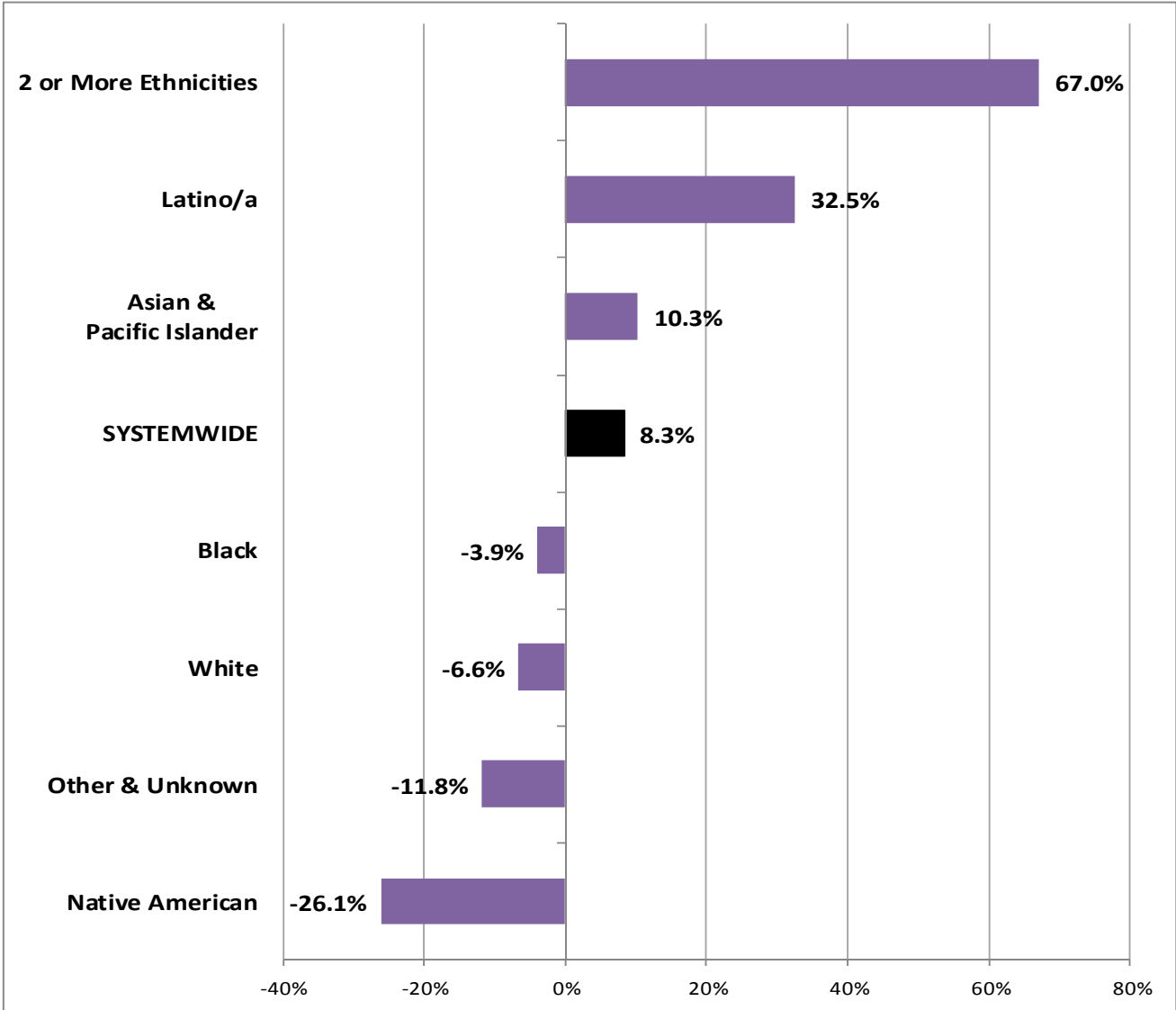## PERCENT CHANGE IN CSU FACULTY BY RACE/ETHNICITY, 2010 to 2013
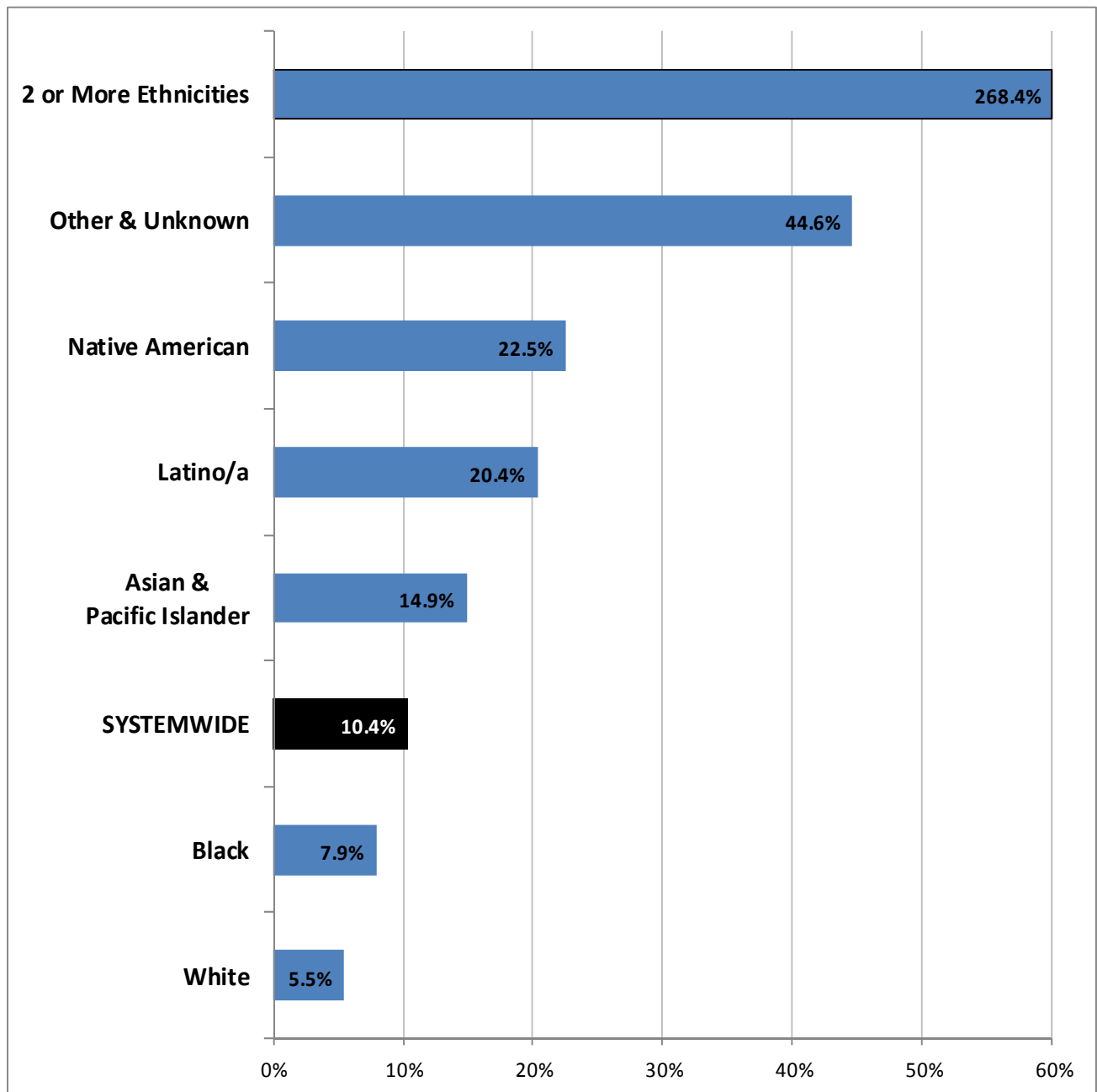
➡ In comparison to the previous graph, this one is based on the change in the *number* of faculty members in each race/ethnic group [rather than the relative proportions of each group] in 2010 and in 2013. Here the data show a notable increase in the number of faculty of Color.

➡ Overall, there was an 10% increase in the number of CSU faculty employed between fall 2010 and fall 2013. With the exception for Black and White faculty, all faculty race/ethnic categories saw an increase that was relatively larger than the sytemwide average increase.

Source: CSU PIMS database, CFA analysis

PERCENT CSU STUDENT ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT), 2010 to 2013

➡ The above chart shows the percentage of students by race/ethnic background for the years 2010 through 2013. While the proportion of students who identify as White has decreased slightly over this time period, the proportions of Latino/a students has increased as well as those who identify with two or more ethnic groups.

➡ The proportion of students who identify as Black, Native American, and "Other" (other and non-resident aliens) or "Unknown" has decreased over these four years.

Source: CSU Analytic Studies Enrollment Reports

PERCENT CHANGE IN CSU STUDENT ENROLLMENT BY RACE/ETHNICITY, 2010 to 2013

Chart: Percent change in CSU student enrollment by race/ethnicity, 2010 to 2013

Race/Ethnicity	Percent Change
2 or More Ethnicities	67.0%
Latino/a	32.5%
Asian & Pacific Islander	10.3%
SYSTEMWIDE	8.3%
Black	-3.9%
White	-6.6%
Other & Unknown	-11.8%
Native American	-26.1%

➡ In comparison to the previous graph, this one is based on the change in the *number* of students in each race/ethnic group [rather than the relative proportions of each group] between 2010 and 2013. Since 2010 there has been a 8 percent increase in the total number of students in the CSU.

➡ Students that identify as Latino/a, Asian and Pacific Islander, and of 2 or More Ethnicities are the groups that have grown in number over this time period. By contrast, the number of students who identify as Black, White, Native American and "Other & Unknown" has decreased over the last four years.

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Source: CSU Analytic Studies Enrollment Reports

COMPARISON OF CSU STUDENTS & FACULTY BY RACE/ETHNICITY (HEADCOUNT), FALL 2013
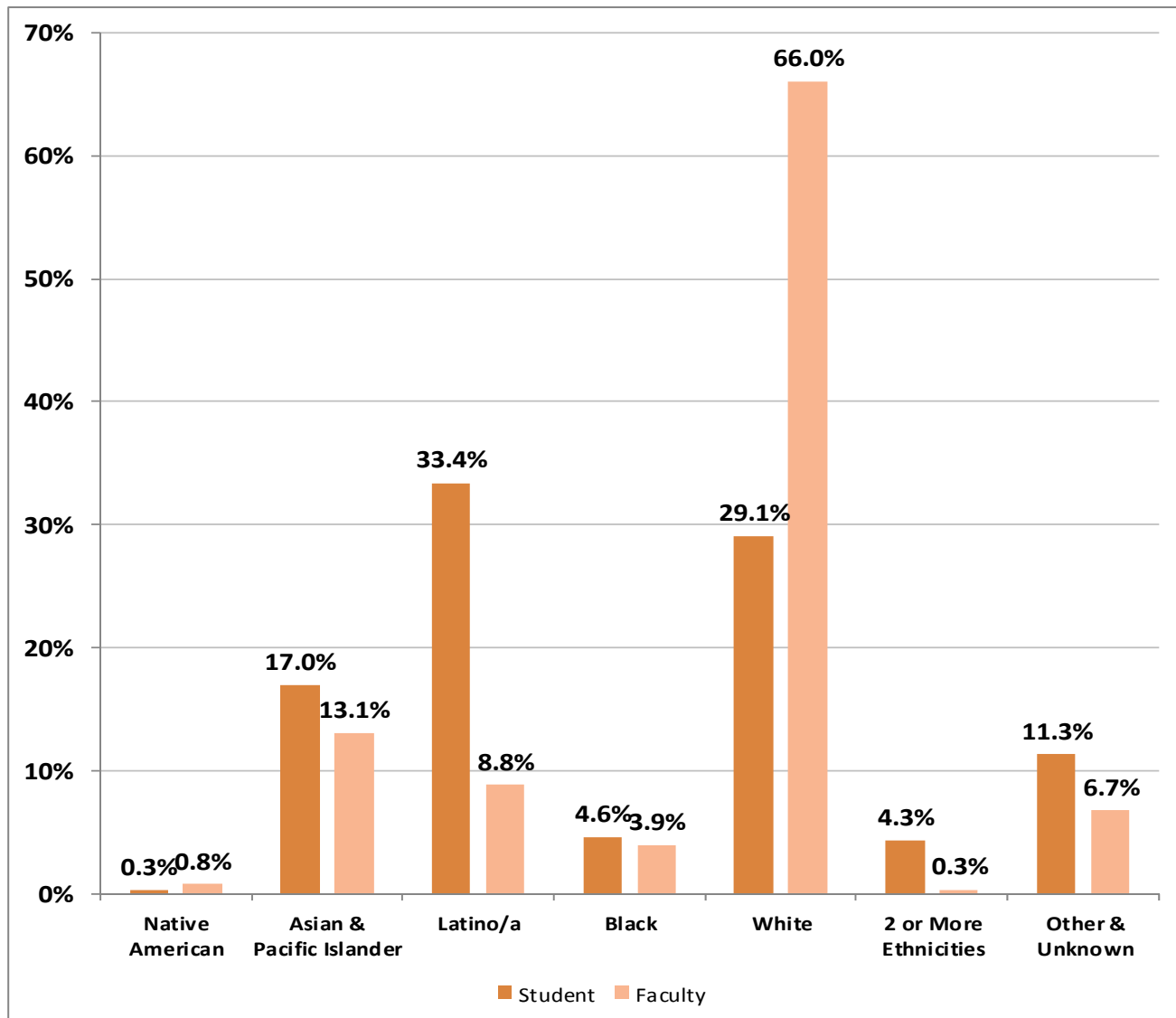
➡ The graph above compares the ethnic composition of students and faculty for Fall 2013. Here we see the majority of students' identify as Latino/a (33.4%) or White (29.1%). Together, these two student groups represent the same proportion of faculty who identify as White (66%).

➡ The proportions students and faculty who identify as either Asian and Pacific Islander or Black relatively similar.

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Source: CSU Analytic Studies Enrollment Reports

CSU STUDENT ENROLLMENT BY RACE/ETHNICTY (HEADCOUNT),

FALL 2010 to FALL 2013

Race/Ethnicity	2010	2013	Change	%Change
Native American	2,005	1,481	-524	-26.1%
Asian & Pacific Islander	68,660	75,733	7,073	10.3%
Latino/a	112,572	149,137	36,565	32.5%
Black	21,330	20,499	-831	-3.9%
White	138,992	129,838	-9,154	-6.6%
2 or More Ethnicities	11,592	19,361	7,769	67.0%
Other & Unknown	57,221	50,481	-6,740	-11.8%
SYSTEMWIDE	412,372	446,530	34,158	8.3%

CSU FACULTY BY RACE/ETHNICTY (HEADCOUNT), FALL 2010 to FALL 2013

Race/Ethnicity	2010	2013	Change	%Change
Native American	142	174	32	22.5%
Asian & Pacific Islander	2,688	3,089	401	14.9%
Latino/a	1,700	2,046	346	20.4%
Black	821	886	65	7.9%
White	14,542	15,339	797	5.5%
2 or More Ethnicities	19	70	51	60.0%
Other & Unknown	1,116	1,614	498	44.6%
SYSTEMWIDE	21,028	23,218	2,190	10.4%

➡ The data in these tables were used to create the preceding set of charts. Faculty activists who are interested in tracking these trends on their campus should contact CFA staff or attend a research and data workshop at a CFA leadership meeting, such as the Equity Conference or Assembly.

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Source: CSU PIMS database, CSU Analytic Studies Enrollment Reports