CFA
California Faculty Association

African American Caucus • Asian Pacific Islander Caucus • Disabilities Caucus • Indigenous Peoples Caucus • Latina/o Caucus • LGBT Caucus • Teacher Education Caucus • Women's Caucus

# EQUITY **MATTERS**

## DATA **BOOK**

Changing Faces of CSU Faculty and Students Vol. VII

EQUITY CONFERENCE 2018 | California Faculty Association

**council.affirmativeaction@calfac.net | Council for Affirmative Action**

# 2018 CFA Equity Conference

# Council For Affirmative Action

**About the Data**

All data about CSU faculty presented in these charts and tables come from data submitted by the CSU Chancellor's Office to CFA each month. CFA processes and summarizes these data regularly and makes aggregate data available to chapters and activists to assist in their work. Charts and tables regarding student enrollment are based on data published by the CSU Analytic Studies division. Please visit their website at www.calstate.edu/AS/index.shtml} for more.

# CHANGING FACES OF CSU FACULTY AND STUDENTS: VOL. VII

CFA RESEARCH* | MARCH 2018

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* *Vincent Cevasco, Niesha Fritz, and Aimee Shreck*

# 1 WELCOME AND INTRODUCTION

## 1.1 Changing Faces of the CSU: A CFA Introspection

Dear Colleagues,

On behalf of the California Faculty Association (CFA) we welcome you to the 2018 Council for Affirmative Action Equity Conference. The theme this year is **Equity Interrupted in the Academy: Rights, Resistance, and Power**.
The resurgence of racist, sexist, homophobic, ableist, xenophobic, anti-immigrant, anti-labor, and white supremacist discourses in the aftermath of the 2016 American Presidential election has necessarily produced an existential crisis in labor organizing and called into question the efficacy of traditional leftist principles and practices. At the same time, grassroots political and social movements including #BlackLivesMatter, American Indian resistance to the Dakota Access Pipeline, ADAPT protesters, the populist appeal of the Bernie Sanders campaign, the Women's March and the #MeToo movement in the wake of the 2016 election continue to illuminate a path forward that utilizes intersectional theory and practice.

Intersectionality is a framework created by Black feminist scholar and civil rights advocate Kimberlé Williams Crenshaw in 1989 to describe conflicting and reciprocal identities that confront both individuals and social movements as they seek to navigate gender, race, social class, ethnicity, nationality, sexual orientation, religion, age, mental disability, physical disability, mental and physical illness as well as other forms of identity.

Our conference keynote, Dr. Wing Sue can and will speak to the ways these dimensions of oppression are experienced through daily microaggressions.

In 2015, CFA's Board of Directors unanimously passed a resolution adopting Anti-Racism and Social Justice Transformation, boldly and formally declaring its commitment to a full racial equity and social justice agenda and the recognition of intersectionality as principle and practice of this transformation.

The 2018 Equity Conference, consistent with our previous conferences, allows the Council for Affirmative Action the opportunity to showcase our union's diverse faculty, representing colleagues from across the state. We are excited that you are joining us this weekend! We would be remiss if we didn't acknowledge the many new members who are attending this conference for the first time. The importance of this gathering is in its power to inspire our colleagues to absorb the positive energy of the conference and radiate it back on their campus, as they become activists in CFA.

In this packet you will find a conference schedule, information about caucus meetings, CAA contact lists, and a map of the hotel. Before you leave, please be sure to check out our vendors and complete the conference evaluation form.

And please join us in thanking the conference planning committee Nicholas L. Baham III, Co-Chair (East Bay), Dorothy Chen-Maynard, Co-Chair (San Bernardino), Rafael Gomez (Monterey Bay) Meghan O'Donnell (Monterey Bay) Erma Jean Sims (Sonoma) Charles Toombs (San Diego) Maureen Loughran, CFA Staff, Audrena Redmond, CFA Staff, Michelle Cerecerez, CFA Staff, Rose Mendelsohn, CFA Staff, Tanesha Travis, CFA Staff

Cecil E. Canton & Sharon Elise
CFA Associate Vice Presidents and Co-Chairs,
Council for Affirmative Action

## 2 CSU FACULTY – OVERVIEW

**THE CALIFORNIA FACULTY ASSOCIATION** represents more than 28,000 faculty at all 23 campuses of the California State University (CSU). Faculty include Full, Associate, and Assistant Professors, and Lecturers, Counselors, Coaches, and Librarians.

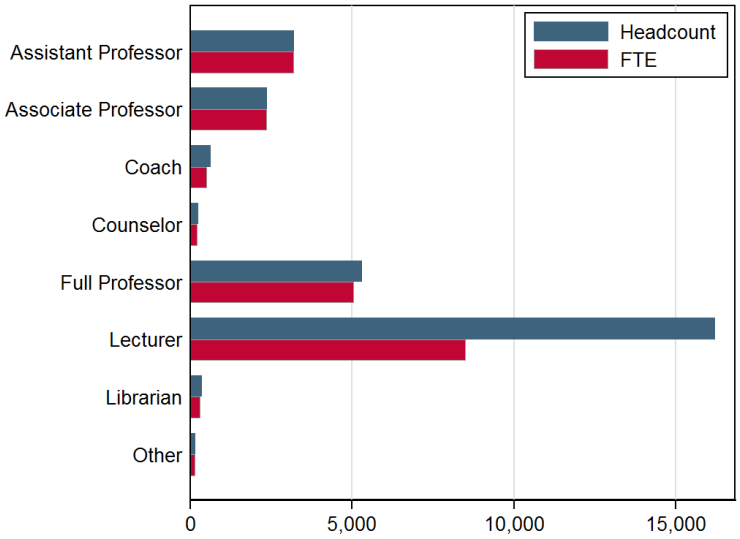
There are two ways to count the number of faculty in each rank: headcount and full-time equivalents, or "FTEs."

**HEADCOUNT** is the number of individual faculty members, regardless of whether they work full-or part-time.

**FULL-TIME EQUIVALENT** faculty represents the full-time faculty plus the full-time equivalent of part-time faculty. For example, two part-time faculty each working exactly half-time would be counted as one FTE, compared to a headcount of two.

As shown in Figure 1, the majority of faculty members are Lecturers ( 57%), while fewer than one in five are Full Professors. About 5% of faculty are Coaches, Counselors, and Librarians. Counselors, by headcount, compose less than 1% of the faculty. Professional standards call for many more psychological counselors than the CSU employs. The difference between counting faculty by headcount or by FTE is also illustrated in Figure 1.

**Figure 1:** CSU Faculty by Rank (Headcount & FTE), Fall 2017



## 2.1 CSU Faculty by Rank & Campus (Headcount)

**Table 1:** CSU Faculty by Rank and Campus (Headcount), Fall 2017

| | Full Professor | Associate Professor | Assistant Professor | Lecturer | Librarian | Coach | Counselor | Other | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 90 | 45 | 76 | 392 | 10 | 32 | 7 | 0 | 652 |
| **Channel Islands** | 59 | 18 | 67 | 293 | 12 | 0 | 5 | 2 | 456 |
| **Chico** | 232 | 95 | 155 | 541 | 8 | 29 | 10 | 2 | 1,072 |
| **Dominguez** | 112 | 59 | 76 | 636 | 10 | 28 | 10 | 6 | 937 |
| **East Bay** | 146 | 79 | 124 | 508 | 23 | 26 | 8 | 9 | 923 |
| **Fresno** | 243 | 130 | 230 | 866 | 21 | 33 | 8 | 5 | 1,536 |
| **Fullerton** | 362 | 229 | 241 | 1,326 | 24 | 23 | 19 | 5 | 2,229 |
| **Humboldt** | 123 | 54 | 81 | 315 | 10 | 27 | 8 | 7 | 625 |
| **Long Beach** | 422 | 190 | 235 | 1,333 | 18 | 29 | 13 | 6 | 2,246 |
| **Los Angeles** | 310 | 88 | 153 | 1,153 | 10 | 21 | 8 | 8 | 1,751 |
| **Maritime** | 16 | 16 | 18 | 44 | 2 | 8 | 3 | 4 | 111 |
| **Monterey** | 64 | 37 | 60 | 286 | 11 | 19 | 6 | 6 | 489 |
| **Northridge** | 424 | 174 | 205 | 1,347 | 28 | 34 | 18 | 27 | 2,257 |
| **Pomona** | 285 | 83 | 177 | 675 | 13 | 22 | 9 | 9 | 1,273 |
| **Sacramento** | 363 | 112 | 205 | 951 | 25 | 48 | 13 | 5 | 1,722 |
| **San Bernardino** | 246 | 60 | 111 | 582 | 11 | 21 | 11 | 7 | 1,049 |
| **San Diego** | 352 | 218 | 169 | 980 | 24 | 46 | 31 | 7 | 1,827 |
| **San Francisco** | 359 | 211 | 175 | 955 | 25 | 22 | 11 | 7 | 1,765 |
| **San Jose** | 354 | 143 | 221 | 1,204 | 26 | 51 | 16 | 9 | 2,024 |
| **San Luis Obispo** | 344 | 156 | 197 | 611 | 8 | 49 | 14 | 3 | 1,382 |
| **San Marcos** | 110 | 84 | 88 | 547 | 17 | 21 | 5 | 13 | 885 |
| **Sonoma** | 144 | 46 | 61 | 306 | 8 | 26 | 5 | 7 | 603 |
| **Stanislaus** | 141 | 51 | 81 | 364 | 9 | 26 | 7 | 1 | 680 |
| **Total** | 5,301 | 2,378 | 3,206 | 16,215 | 353 | 641 | 245 | 155 | 28,494 |

- For Fall 2017 there are 28,494 faculty in the CSU system. The size of CSU campuses ranges from less than 500 faculty at Maritime and Channel Islands to more than 2,000 at Long Beach, Fullerton, and San Jose.
- Since the last Equity Report in 2015 there has been an increase of 1,803 total faculty (from 26,691). This has largely come from the Lecturer ranges, with an increase of 1,100 in the number of Lecturers.

### 2.1.1 *Percentages*

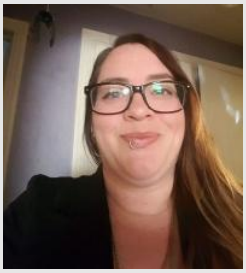
Table 2: Percentage of CSU Faculty by Rank and Campus (Headcount), Fall 2017

| | Full Professor | Associate Professor | Assistant Professor | Lecturer | Librarian | Coach | Counselor | Other | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 13.8% | 6.9% | 11.7% | 60.1% | 1.5% | 4.9% | 1.1% | 0.0% | 100.0% |
| **Channel Islands** | 12.9% | 3.9% | 14.7% | 64.3% | 2.6% | 0.0% | 1.1% | 0.4% | 100.0% |
| **Chico** | 21.6% | 8.9% | 14.5% | 50.5% | 0.7% | 2.7% | 0.9% | 0.2% | 100.0% |
| **Dominguez** | 12.0% | 6.3% | 8.1% | 67.9% | 1.1% | 3.0% | 1.1% | 0.6% | 100.0% |
| **East Bay** | 15.8% | 8.6% | 13.4% | 55.0% | 2.5% | 2.8% | 0.9% | 1.0% | 100.0% |
| **Fresno** | 15.8% | 8.5% | 15.0% | 56.4% | 1.4% | 2.1% | 0.5% | 0.3% | 100.0% |
| **Fullerton** | 16.2% | 10.3% | 10.8% | 59.5% | 1.1% | 1.0% | 0.9% | 0.2% | 100.0% |
| **Humboldt** | 19.7% | 8.6% | 13.0% | 50.4% | 1.6% | 4.3% | 1.3% | 1.1% | 100.0% |
| **Long Beach** | 18.8% | 8.5% | 10.5% | 59.3% | 0.8% | 1.3% | 0.6% | 0.3% | 100.0% |
| **Los Angeles** | 17.7% | 5.0% | 8.7% | 65.8% | 0.6% | 1.2% | 0.5% | 0.5% | 100.0% |
| **Maritime** | 14.4% | 14.4% | 16.2% | 39.6% | 1.8% | 7.2% | 2.7% | 3.6% | 100.0% |
| **Monterey** | 13.1% | 7.6% | 12.3% | 58.5% | 2.2% | 3.9% | 1.2% | 1.2% | 100.0% |
| **Northridge** | 18.8% | 7.7% | 9.1% | 59.7% | 1.2% | 1.5% | 0.8% | 1.2% | 100.0% |
| **Pomona** | 22.4% | 6.5% | 13.9% | 53.0% | 1.0% | 1.7% | 0.7% | 0.7% | 100.0% |
| **Sacramento** | 21.1% | 6.5% | 11.9% | 55.2% | 1.5% | 2.8% | 0.8% | 0.3% | 100.0% |
| **San Bernardino** | 23.5% | 5.7% | 10.6% | 55.5% | 1.0% | 2.0% | 1.0% | 0.7% | 100.0% |
| **San Diego** | 19.3% | 11.9% | 9.3% | 53.6% | 1.3% | 2.5% | 1.7% | 0.4% | 100.0% |
| **San Francisco** | 20.3% | 12.0% | 9.9% | 54.1% | 1.4% | 1.2% | 0.6% | 0.4% | 100.0% |
| **San Jose** | 17.5% | 7.1% | 10.9% | 59.5% | 1.3% | 2.5% | 0.8% | 0.4% | 100.0% |
| **San Luis Obispo** | 24.9% | 11.3% | 14.3% | 44.2% | 0.6% | 3.5% | 1.0% | 0.2% | 100.0% |
| **San Marcos** | 12.4% | 9.5% | 9.9% | 61.8% | 1.9% | 2.4% | 0.6% | 1.5% | 100.0% |
| **Sonoma** | 23.9% | 7.6% | 10.1% | 50.7% | 1.3% | 4.3% | 0.8% | 1.2% | 100.0% |
| **Stanislaus** | 20.7% | 7.5% | 11.9% | 53.5% | 1.3% | 3.8% | 1.0% | 0.1% | 100.0% |
| **Systemwide** | 18.6% | 8.3% | 11.3% | 56.9% | 1.2% | 2.2% | 0.9% | 0.5% | 100.0% |

- The percentage of faculty that are Lecturers, by headcount, remains nearly unchanged from 2015, increasing by 0.3%. The distribution among tenure-line faculty shifted by more. Both the Full and Associate Professor ranks fell by slightly more than 1%, while Assistant Professors increased by more than 2% to make up 11.3% of faculty.

## 2.2 Faculty Spotlight - Rachel Grimwshaw

**Rachel Grimwshaw** is a Lecturer at CSU Stanislaus, where she has taught a variety of classes in the English Department's writing program.



**Q: What are some of the biggest obstacles you face as a LGBTQ+ faculty member?**
**A:** When I read this question, I spent a good deal of time wracking my brain for an answer, and this is testament to how few obstacles I actually face because of my sexual orientation. Ours is a small commuter campus, but we've managed to build a fair bit of community. This is particularly true with our LGBTQ+ faculty, staff, and students. I've faced obstacles because of my sex, age, and professional rank, but I honestly cannot recall a time that my being queer has negatively impacted me on this campus. I'm incredibly proud to say that.

While I haven't faced discrimination or experienced negativity because of my sexuality, there are challenges that come with being a queer faculty member on a small, conservative campus. One of these is how thinly stretched we can be because of how much LGBTQ+ students need mentoring, guidance, and support in ways that other students may not. A lot of my time and effort goes into providing this support for students, making myself available, and building community. While I wouldn't have it any other way, it's a lot to put on an already-full plate, and more support in this undertaking and/or more faculty to help would be great.

**Q: The CSU does not collect data on gender identity or sexual orientation, what are the implications for faculty?**
**A:** I'm always hesitant to speak for others, and this is especially true when there are a lot of different identities being grouped together under a string of letters, but I do think we need to be mindful of things that can potentially impact LGBTQ+ faculty. During my time as a faculty member, I've noticed that those of us who exist outside of the perceived majority or norm are often asked to represent others like us, so that groups, committees, etc. can be diverse, inclusive, and equitable, but there aren't always a lot of us, especially at small campuses in conservative areas. This can make for tough conditions for faculty.

**Q: What kind of support on your campus is or would be most helpful for an LGBTQ+ faculty member?**
**A:** I cannot know what many of my fellow LGBTQ+ faculty are thinking and feeling, but I do know that the dozen or so that I spend time and interact with regularly go above and beyond their job description. The majority of faculty are spread thin and do more than we have the right to ask, but this workload is even heavier for those who are also actively supporting students who need more than just academic support and who face, and overcome, more obstacles simply because of who they are.

CSU Stanislaus sits right in the middle of a red county, so even though we're a State University, conservative beliefs tend to permeate our campus, and these can be particularly difficult or problematic for our LGBTQ+ students. As an active member of our LGBTQ+ Mentor Program on campus, the work I do goes much deeper than mentoring. As mentors, we work to help create a more warm and inclusive campus, to build a strong sense of community, to model healthy and happy relationships for students, many of whom are still in the closet. If I could ask for two things, they would be more people to help with this incredibly important work and more time to be able to continue to do it.

## 2.3 CSU Faculty by Rank & Campus (FTE)

**Table 3:** CSU Faculty by Rank and Campus (FTE), Fall 2017

| | Full Professor | Associate Professor | Assistant Professor | Lecturer | Coach | Counselor | Librarian | Other | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 84.6 | 44.8 | 77.6 | 197.2 | 26.9 | 6.2 | 9.5 | 0.0 | 446.8 |
| **Channel Islands** | 55.9 | 18.2 | 67.1 | 187.9 | 0.0 | 5.0 | 10.5 | 2.2 | 346.7 |
| **Chico** | 218.5 | 93.3 | 154.4 | 298.6 | 20.0 | 9.3 | 8.0 | 2.0 | 804.0 |
| **Dominguez** | 104.4 | 59.0 | 76.0 | 317.9 | 18.6 | 7.8 | 9.4 | 6.4 | 599.6 |
| **East Bay** | 136.4 | 78.3 | 124.0 | 246.0 | 20.2 | 6.3 | 16.5 | 8.2 | 636.0 |
| **Fresno** | 233.4 | 129.6 | 230.4 | 476.6 | 33.0 | 7.2 | 19.7 | 5.1 | 1,134.9 |
| **Fullerton** | 344.4 | 228.1 | 243.0 | 705.0 | 21.5 | 17.1 | 23.4 | 5.0 | 1,587.4 |
| **Humboldt** | 121.7 | 52.9 | 80.5 | 175.3 | 19.5 | 8.0 | 10.0 | 5.5 | 473.4 |
| **Long Beach** | 404.3 | 189.7 | 237.0 | 714.5 | 27.1 | 13.2 | 17.3 | 6.0 | 1,609.1 |
| **Los Angeles** | 294.5 | 87.5 | 153.4 | 616.2 | 18.4 | 7.1 | 9.6 | 8.6 | 1,195.3 |
| **Maritime** | 14.7 | 16.4 | 18.0 | 29.0 | 3.5 | 2.5 | 2.0 | 4.0 | 90.1 |
| **Monterey** | 62.0 | 36.5 | 60.1 | 155.4 | 14.1 | 5.0 | 8.6 | 6.8 | 348.5 |
| **Northridge** | 404.8 | 175.4 | 205.5 | 683.1 | 29.4 | 14.4 | 25.5 | 28.1 | 1,566.1 |
| **Pomona** | 271.3 | 82.6 | 177.0 | 406.9 | 17.0 | 9.0 | 12.5 | 9.5 | 985.8 |
| **Sacramento** | 353.3 | 110.5 | 205.0 | 467.3 | 38.5 | 13.0 | 21.5 | 5.0 | 1,214.0 |
| **San Bernardino** | 224.9 | 60.0 | 110.8 | 304.7 | 16.1 | 9.8 | 11.3 | 7.5 | 745.1 |
| **San Diego** | 341.0 | 214.6 | 169.2 | 472.6 | 42.7 | 25.3 | 23.2 | 7.1 | 1,295.7 |
| **San Francisco** | 344.5 | 210.4 | 174.6 | 458.5 | 17.0 | 10.3 | 23.4 | 6.1 | 1,244.8 |
| **San Jose** | 331.6 | 142.3 | 221.5 | 601.3 | 45.9 | 14.8 | 23.7 | 9.0 | 1,390.0 |
| **San Luis Obispo** | 333.4 | 155.3 | 197.0 | 390.2 | 41.0 | 13.5 | 7.0 | 2.3 | 1,139.6 |
| **San Marcos** | 107.3 | 84.2 | 89.4 | 293.8 | 16.1 | 4.6 | 17.2 | 14.1 | 626.5 |
| **Sonoma** | 138.3 | 46.1 | 61.3 | 144.9 | 18.2 | 5.0 | 7.8 | 6.9 | 428.5 |
| **Stanislaus** | 131.4 | 49.8 | 80.8 | 171.6 | 18.3 | 6.6 | 7.0 | 1.1 | 466.5 |
| **Total** | 5,056.4 | 2,365.4 | 3,213.4 | 8,514.6 | 523.0 | 220.8 | 324.3 | 156.4 | 20,374.3 |

- The CSU employs 20,374 FTE faculty, compared 19,085 to two years ago.
- The difference between counting faculty by headcount and FTE reflects the large number of part-time appointments in the CSU.

### 2.3.1 *Percentages*

**Table 4:** Percentage of CSU Faculty by Rank and Campus (FTE), Fall 2017

| | Full Professor | Associate Professor | Assistant Professor | Lecturer | Coach | Counselor | Librarian | Other | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 18.9% | 10.0% | 17.4% | 44.1% | 6.0% | 1.4% | 2.1% | 0.0% | 100.0% |
| **Channel Islands** | 16.1% | 5.2% | 19.3% | 54.2% | 0.0% | 1.4% | 3.0% | 0.6% | 100.0% |
| **Chico** | 27.2% | 11.6% | 19.2% | 37.1% | 2.5% | 1.2% | 1.0% | 0.2% | 100.0% |
| **Dominguez** | 17.4% | 9.8% | 12.7% | 53.0% | 3.1% | 1.3% | 1.6% | 1.1% | 100.0% |
| **East Bay** | 21.4% | 12.3% | 19.5% | 38.7% | 3.2% | 1.0% | 2.6% | 1.3% | 100.0% |
| **Fresno** | 20.6% | 11.4% | 20.3% | 42.0% | 2.9% | 0.6% | 1.7% | 0.4% | 100.0% |
| **Fullerton** | 21.7% | 14.4% | 15.3% | 44.4% | 1.4% | 1.1% | 1.5% | 0.3% | 100.0% |
| **Humboldt** | 25.7% | 11.2% | 17.0% | 37.0% | 4.1% | 1.7% | 2.1% | 1.2% | 100.0% |
| **Long Beach** | 25.1% | 11.8% | 14.7% | 44.4% | 1.7% | 0.8% | 1.1% | 0.4% | 100.0% |
| **Los Angeles** | 24.6% | 7.3% | 12.8% | 51.6% | 1.5% | 0.6% | 0.8% | 0.7% | 100.0% |
| **Maritime** | 16.3% | 18.2% | 20.0% | 32.2% | 3.9% | 2.8% | 2.2% | 4.4% | 100.0% |
| **Monterey** | 17.8% | 10.5% | 17.2% | 44.6% | 4.0% | 1.4% | 2.5% | 1.9% | 100.0% |
| **Northridge** | 25.8% | 11.2% | 13.1% | 43.6% | 1.9% | 0.9% | 1.6% | 1.8% | 100.0% |
| **Pomona** | 27.5% | 8.4% | 18.0% | 41.3% | 1.7% | 0.9% | 1.3% | 1.0% | 100.0% |
| **Sacramento** | 29.1% | 9.1% | 16.9% | 38.5% | 3.2% | 1.1% | 1.8% | 0.4% | 100.0% |
| **San Bernardino** | 30.2% | 8.1% | 14.9% | 40.9% | 2.2% | 1.3% | 1.5% | 1.0% | 100.0% |
| **San Diego** | 26.3% | 16.6% | 13.1% | 36.5% | 3.3% | 2.0% | 1.8% | 0.5% | 100.0% |
| **San Francisco** | 27.7% | 16.9% | 14.0% | 36.8% | 1.4% | 0.8% | 1.9% | 0.5% | 100.0% |
| **San Jose** | 23.9% | 10.2% | 15.9% | 43.3% | 3.3% | 1.1% | 1.7% | 0.6% | 100.0% |
| **San Luis Obispo** | 29.3% | 13.6% | 17.3% | 34.2% | 3.6% | 1.2% | 0.6% | 0.2% | 100.0% |
| **San Marcos** | 17.1% | 13.4% | 14.3% | 46.9% | 2.6% | 0.7% | 2.7% | 2.2% | 100.0% |
| **Sonoma** | 32.3% | 10.8% | 14.3% | 33.8% | 4.3% | 1.2% | 1.8% | 1.6% | 100.0% |
| **Stanislaus** | 28.2% | 10.7% | 17.3% | 36.8% | 3.9% | 1.4% | 1.5% | 0.2% | 100.0% |
| **Systemwide** | 24.8% | 11.6% | 15.8% | 41.8% | 2.6% | 1.1% | 1.6% | 0.8% | 100.0% |

- Lecturers make up 41.8% of faculty when measured in FTEs, as opposed to about 57% of faculty by headcount.

# 3 CSU FACULTY – RACE & ETHNICITY

## 3.1 Faculty Spotlight - Darel Engen

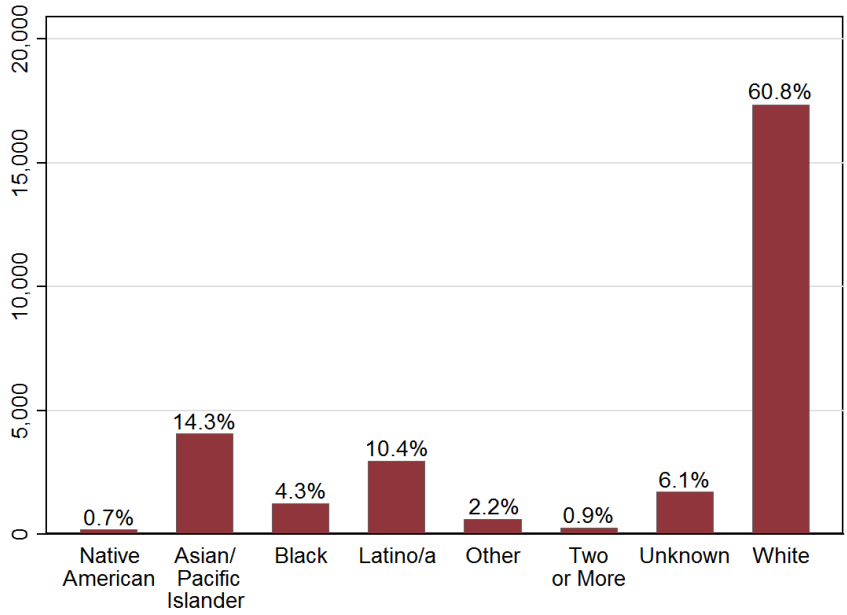
**Darel Engen** is an Associate Professor at CSU San Marcos, where he teaches in the Department of History and specializes in Ancient History. Engen is the CFA Chapter President at San Marcos

**Q: At San Marcos, how does the ratio of API students to faculty impact your workload?**
**A:** At San Marcos, the percentage of the faculty members who are API is actually greater than the percentage of students who are API (roughly 16% and 10% respectively). Because of this, I don't feel particularly overburdened in serving API students as an API faculty member. However, I think it's important to point out that from my experience, API students in the CSU do not conform to any myth of the "model minority." API students in the CSU need the same attention, guidance, and mentoring as other students of color in order to overcome the various institutional challenges that our country's historical legacy has created for all people of color.

**Q: Given that you are at a diverse campus (9.6% API, 44.1% Latina/o/x, 3% African American, 27% white) does that impact your approach to teaching?**
**A:** As a historian, the diversity of my campus has made me acutely aware of the inaccuracy, inadequacy, and inequity of many commonly accepted historical narratives self-servingly created by those in power to justify and perpetuate their privileged positions and dominance over others on the basis of difference, particularly racial and ethnic difference, a phenomenon that was no less true in the ancient world than it is in more recent history. I would not be serving our diverse student body if I merely repeated such dubious narratives, and, therefore, I make it a point to call them into question in my courses. By enabling students to distinguish reality from myth in history, I seek to provide them with knowledge of common patterns of inequity and with skills of critical analysis that they can apply to their own context today, empowering them to resist injustice and chart better destinies for themselves and our world.

**Q: What was your tenure journey like as a faculty member of color?**
**A:** I can't honestly say that my tenure journey was significantly affected by my being a person of color, at least not negatively. If anything, being a person of color might have even facilitated my journey, as my department is very progressive and both insured a diverse hiring pool and was very helpful and encouraging to me along the way to tenure. I feel very fortunate, since I know that this is all too often not the case in other departments.

**Figure 2:** CSU Faculty by Race/Ethnicity (Headcount), Fall 2017




- The majority of CSU faculty continues to identify as white, as they did in 2015. The trend of this number decreasing continues, in 2015 63.5% of CSU faculty were white, compared to 60.8% in Fall 2017.
- Among faculty of color, the largest group is Asian and Pacific Islander faculty, at 14.3% followed by Latino/a faculty at 10.4%.

### 3.2 Unit 3 Race and Ethnicity Overview

**Table 5:** CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total[a] |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 77 | 33 | 96 | 2 | 1 | 6 | 27 | 404 | 652 |
| **Channel Islands** | 41 | 10 | 60 | 4 | 16 | 6 | 19 | 300 | 456 |
| **Chico** | 80 | 14 | 57 | 7 | 20 | 8 | 81 | 805 | 1,072 |
| **Dominguez** | 126 | 123 | 144 | 9 | 12 | 18 | 64 | 439 | 937 |
| **East Bay** | 152 | 69 | 63 | 3 | 38 | 6 | 49 | 539 | 923 |
| **Fresno** | 203 | 65 | 181 | 11 | 32 | 16 | 90 | 929 | 1,536 |
| **Fullerton** | 402 | 67 | 223 | 14 | 58 | 17 | 167 | 1,277 | 2,229 |
| **Humboldt** | 25 | 10 | 29 | 15 | 8 | 8 | 88 | 442 | 625 |
| **Long Beach** | 391 | 104 | 250 | 14 | 38 | 22 | 67 | 1,356 | 2,246 |
| **Los Angeles** | 374 | 120 | 334 | 13 | 48 | 18 | 117 | 721 | 1,751 |
| **Maritime** | 10 | 5 | 2 | 1 | 1 | 0 | 3 | 89 | 111 |
| **Monterey** | 53 | 13 | 76 | 5 | 12 | 5 | 60 | 265 | 489 |
| **Northridge** | 277 | 108 | 258 | 17 | 28 | 22 | 127 | 1,420 | 2,257 |
| **Pomona** | 278 | 45 | 145 | 5 | 39 | 7 | 45 | 709 | 1,273 |
| **Sacramento** | 195 | 77 | 111 | 18 | 32 | 11 | 165 | 1,110 | 1,722 |
| **San Bernardino** | 125 | 68 | 134 | 4 | 23 | 8 | 66 | 613 | 1,049 |
| **San Diego** | 192 | 62 | 224 | 8 | 14 | 20 | 87 | 1,214 | 1,827 |
| **San Francisco** | 355 | 91 | 132 | 16 | 51 | 10 | 89 | 1,014 | 1,765 |
| **San Jose** | 416 | 69 | 158 | 12 | 75 | 29 | 112 | 1,149 | 2,024 |
| **San Luis Obispo** | 94 | 19 | 63 | 6 | 29 | 3 | 53 | 1,115 | 1,382 |
| **San Marcos** | 92 | 28 | 121 | 13 | 18 | 15 | 17 | 579 | 885 |
| **Sonoma** | 36 | 10 | 37 | 5 | 14 | 3 | 97 | 398 | 603 |
| **Stanislaus** | 79 | 28 | 69 | 1 | 11 | 7 | 34 | 451 | 680 |
| **Total** | 4,073 | 1,238 | 2,967 | 203 | 618 | 265 | 1,724 | 17,338 | 28,494 |

[a] Total includes missing values.

**Table 6:** Percentage of CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 11.8% | 5.1% | 14.7% | 0.3% | 0.2% | 0.9% | 4.1% | 62.0% | 100.0% |
| **Channel Islands** | 9.0% | 2.2% | 13.2% | 0.9% | 3.5% | 1.3% | 4.2% | 65.8% | 100.0% |
| **Chico** | 7.5% | 1.3% | 5.3% | 0.7% | 1.9% | 0.7% | 7.6% | 75.1% | 100.0% |
| **Dominguez** | 13.4% | 13.1% | 15.4% | 1.0% | 1.3% | 1.9% | 6.8% | 46.9% | 100.0% |
| **East Bay** | 16.5% | 7.5% | 6.8% | 0.3% | 4.1% | 0.7% | 5.3% | 58.4% | 100.0% |
| **Fresno** | 13.2% | 4.2% | 11.8% | 0.7% | 2.1% | 1.0% | 5.9% | 60.5% | 100.0% |
| **Fullerton** | 18.0% | 3.0% | 10.0% | 0.6% | 2.6% | 0.8% | 7.5% | 57.3% | 100.0% |
| **Humboldt** | 4.0% | 1.6% | 4.6% | 2.4% | 1.3% | 1.3% | 14.1% | 70.7% | 100.0% |
| **Long Beach** | 17.4% | 4.6% | 11.1% | 0.6% | 1.7% | 1.0% | 3.0% | 60.4% | 100.0% |
| **Los Angeles** | 21.4% | 6.9% | 19.1% | 0.7% | 2.7% | 1.0% | 6.7% | 41.2% | 100.0% |
| **Maritime** | 9.0% | 4.5% | 1.8% | 0.9% | 0.9% | 0.0% | 2.7% | 80.2% | 100.0% |
| **Monterey** | 10.8% | 2.7% | 15.5% | 1.0% | 2.5% | 1.0% | 12.3% | 54.2% | 100.0% |
| **Northridge** | 12.3% | 4.8% | 11.4% | 0.8% | 1.2% | 1.0% | 5.6% | 62.9% | 100.0% |
| **Pomona** | 21.8% | 3.5% | 11.4% | 0.4% | 3.1% | 0.5% | 3.5% | 55.7% | 100.0% |
| **Sacramento** | 11.3% | 4.5% | 6.4% | 1.0% | 1.9% | 0.6% | 9.6% | 64.5% | 100.0% |
| **San Bernardino** | 11.9% | 6.5% | 12.8% | 0.4% | 2.2% | 0.8% | 6.3% | 58.4% | 100.0% |
| **San Diego** | 10.5% | 3.4% | 12.3% | 0.4% | 0.8% | 1.1% | 4.8% | 66.4% | 100.0% |
| **San Francisco** | 20.1% | 5.2% | 7.5% | 0.9% | 2.9% | 0.6% | 5.0% | 57.5% | 100.0% |
| **San Jose** | 20.6% | 3.4% | 7.8% | 0.6% | 3.7% | 1.4% | 5.5% | 56.8% | 100.0% |
| **San Luis Obispo** | 6.8% | 1.4% | 4.6% | 0.4% | 2.1% | 0.2% | 3.8% | 80.7% | 100.0% |
| **San Marcos** | 10.4% | 3.2% | 13.7% | 1.5% | 2.0% | 1.7% | 1.9% | 65.4% | 100.0% |
| **Sonoma** | 6.0% | 1.7% | 6.1% | 0.8% | 2.3% | 0.5% | 16.1% | 66.0% | 100.0% |
| **Stanislaus** | 11.6% | 4.1% | 10.1% | 0.1% | 1.6% | 1.0% | 5.0% | 66.3% | 100.0% |
| **Systemwide** | 14.3% | 4.3% | 10.4% | 0.7% | 2.2% | 0.9% | 6.1% | 60.8% | 100.0% |

- One most campuses the majority of faculty identify as white, two campuses have a majority of faculty identify as faculty of color. Both Dominguez Hills and Los Angeles are majority faculty of color. Los Angeles has both the highest percentage and number of Latino/a faculty, making up almost 20% of the campuses faculty.

### 3.3 CSU Faculty by Race/Ethnicity & Rank, Numbers & Percentages

**Table 7:** CSU Faculty by Race/Ethnicity & Rank (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total* |
|---|---|---|---|---|---|---|---|---|---|
| **Full Professor** | 929 | 169 | 428 | 33 | 149 | 1 | 20 | 3,551 | 5,301 |
| **Associate Professor** | 510 | 111 | 212 | 20 | 116 | 5 | 66 | 1,337 | 2,378 |
| **Assistant Professor** | 651 | 153 | 308 | 20 | 15 | 42 | 334 | 1,681 | 3,206 |
| **Lecturer** | 1,843 | 701 | 1,863 | 123 | 315 | 191 | 1,204 | 9,932 | 16,215 |
| **Coach** | 35 | 69 | 63 | 6 | 7 | 16 | 60 | 385 | 641 |
| **Counselor** | 32 | 19 | 47 | – | 5 | 2 | 13 | 127 | 245 |
| **Librarian** | 48 | 11 | 29 | 1 | 4 | 7 | 17 | 236 | 353 |
| **Other** | 25 | 5 | 17 | – | 7 | 1 | 10 | 89 | 155 |
| **All Ranks** | 4,073 | 1,238 | 2,967 | 203 | 618 | 265 | 1,724 | 17,338 | 28,494 |

**Total includes missing values*

**Table 8:** CSU Faculty by Race/Ethnicity & Rank Percentages (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total* |
|---|---|---|---|---|---|---|---|---|---|
| **Full Professor** | 18% | 3% | 8% | 1% | 3% | 0% | 0% | 67% | 100% |
| **Associate Professor** | 21% | 5% | 9% | 1% | 5% | 0% | 3% | 56% | 100% |
| **Assistant Professor** | 20% | 5% | 10% | 1% | 0% | 1% | 10% | 52% | 100% |
| **Lecturer** | 11% | 4% | 11% | 1% | 2% | 1% | 7% | 61% | 100% |
| **Coach** | 5% | 11% | 10% | 1% | 1% | 2% | 9% | 60% | 100% |
| **Counselor** | 13% | 8% | 19% | 0% | 2% | 1% | 5% | 52% | 100% |
| **Librarian** | 14% | 3% | 8% | 0% | 1% | 2% | 5% | 67% | 100% |
| **Other** | 16% | 3% | 11% | 0% | 5% | 1% | 6% | 57% | 100% |
| **All Ranks** | 14% | 4% | 10% | 1% | 2% | 1% | 6% | 61% | 100% |

**Total includes missing values*

#### 3.3.1 *Lecturer Ranges*

**Table 9:** CSU Lecturers by Race/Ethnicity & Range (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total* |
|---|---|---|---|---|---|---|---|---|---|
| **Lecturer A** | 938 | 368 | 1,175 | 65 | 146 | 136 | 636 | 4,939 | 8,424 |
| **Lecturer B** | 781 | 302 | 623 | 51 | 142 | 52 | 531 | 4,223 | 6,723 |
| **Lecturer C** | 107 | 21 | 50 | 5 | 24 | 1 | 28 | 582 | 821 |
| **Lecturer D** | 15 | 2 | 8 | 0 | 2 | 0 | 2 | 129 | 159 |
| **All Ranges** | 1,841 | 693 | 1,856 | 121 | 314 | 189 | 1,197 | 9,873 | 16,127 |

**Total includes missing values*

### 3.4 Coaches, Counselors, and Librarians by Race and Ethnicity

**Table 10:** Coaches, Counselors, and Librarians by Race/Ethnicity & Range (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other | Two or More | Unknown | White | Total |
|---|---|---|---|---|---|---|---|---|---|
| **Coach** | | | | | | | | | |
| Coach Assistant | 25 | 35 | 40 | 5 | 1 | 14 | 41 | 201 | 362 |
| Coach Specialist | 3 | 15 | 12 | 1 | 3 | 2 | 9 | 66 | 111 |
| Coach | 6 | 10 | 8 | 0 | 2 | 0 | 9 | 78 | 113 |
| Head Coach | 1 | 9 | 3 | 0 | 1 | 0 | 1 | 40 | 55 |
| Total | 35 | 69 | 63 | 6 | 7 | 16 | 60 | 385 | 641 |
| **Counselor** | | | | | | | | | |
| SSP-AR I | 18 | 9 | 34 | 0 | 1 | 2 | 10 | 77 | 151 |
| SSP-AR II | 7 | 2 | 5 | 0 | 2 | 0 | 3 | 24 | 43 |
| SSP-AR III | 7 | 8 | 8 | 0 | 2 | 0 | 0 | 26 | 51 |
| Total | 32 | 19 | 47 | 0 | 5 | 2 | 13 | 127 | 245 |
| **Librarian** | | | | | | | | | |
| Assistant Librarian | 6 | 0 | 9 | 0 | 0 | 0 | 3 | 39 | 57 |
| Sr. Assistant Librarian | 13 | 4 | 9 | 0 | 2 | 7 | 12 | 64 | 111 |
| Associate Librarian | 5 | 2 | 5 | 0 | 1 | 0 | 2 | 63 | 78 |
| Librarian | 24 | 4 | 5 | 1 | 1 | 0 | 0 | 69 | 104 |
| Total | 48 | 10 | 28 | 1 | 4 | 7 | 17 | 235 | 353 |

### 3.5 CSU Faculty by Race/Ethnicity & Tenure Status

**Table 11:** Tenure Density (Headcount) by Race and Ethnicity, Fall 2017

| | *Temporary* | *Tenure-Track* | *Tenured* | *Tenured & Tenure-Track* | *Total* |
|---|---|---|---|---|---|
| Asian & Pacific Islander | 47.3% | 17.4% | 35.3% | *52.7%* | 100% |
| Black | 63.7% | 13.4% | 22.8% | *36.2%* | 100% |
| Latino/a | 67.0% | 10.9% | 22.1% | *33.0%* | 100% |
| Native American | 65.0% | 9.9% | 25.1% | *35.0%* | 100% |
| Other | 52.8% | 2.4% | 44.8% | *47.2%* | 100% |
| Two or More | 79.2% | 17.7% | 3.0% | *20.8%* | 100% |
| Unknown | 75.1% | 20.9% | 4.1% | *24.9%* | 100% |
| White | 60.9% | 10.5% | 28.7% | *39.1%* | 100% |
| Total | 60.6% | 12.1% | 27.3% | *39.4%* | 100% |

- Tenure density is the lowest among faculty that identify with two or more race or ethnicites, at 20.8%, at the system level tenure density is 39.4% with many race/ethnic groups falling below that average.

### 3.6 Hire Year Distribution of CSU Faculty by Race & Ethnicity

**Figure 3:** Distribution Year of Hire for CSU Faculty, by Race & Ethnicity

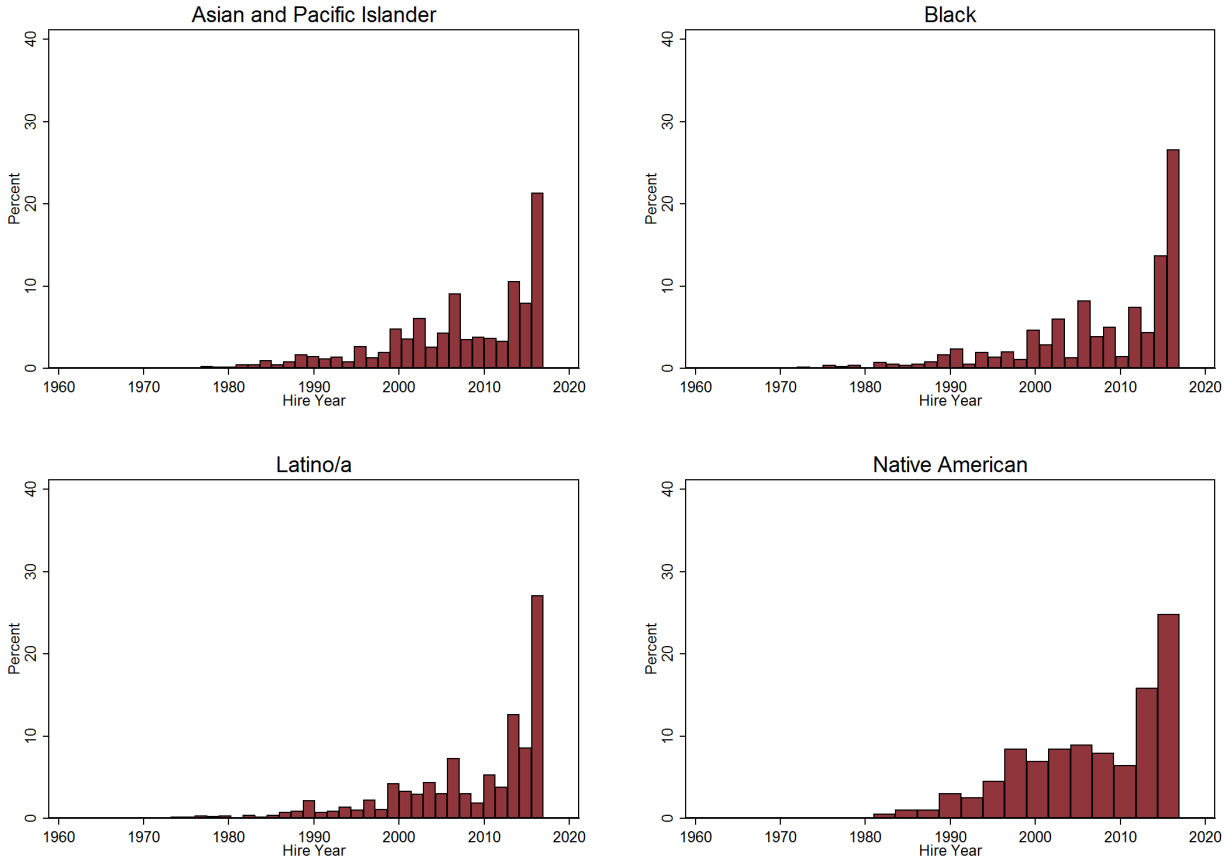



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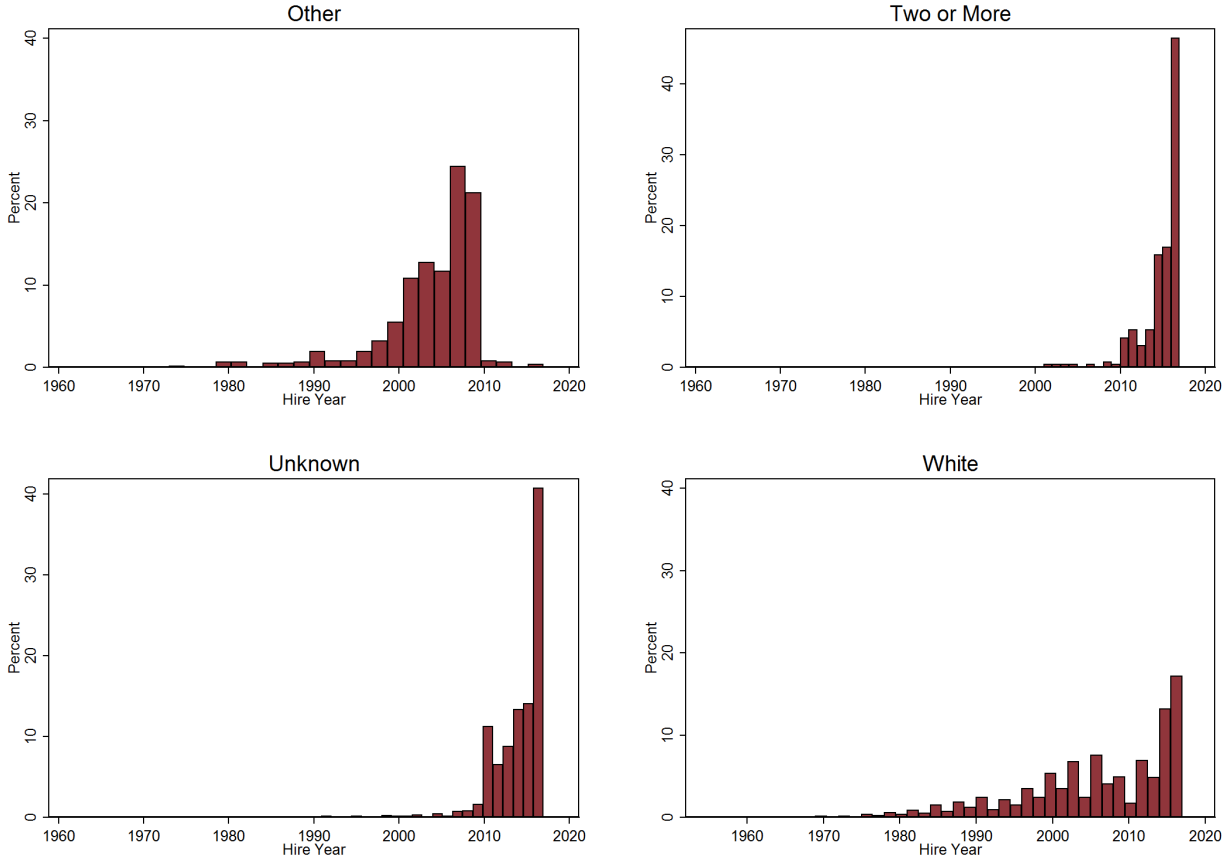
**Figure 4:** Distribution Year of Hire for CSU Faculty, by Race & Ethnicity




- These histograms show the distribution of year of hire for faculty by race and ethnicity.
- For all groups the majority, or near majority, of hiring has taken place since 2010. This percentage is the smallest for white faculty, who have a much longer "tail", they tend to have been in the CSU longer than others.

# 4 CSU FACULTY – GENDER

## 4.1 Faculty Spotlight - Meghan O'Donnell

**Meghan O'Donnell** is a Lecturer and teaches U.S. Social and Political History, with an emphasis on social/racial/gender justice movements at CSU Monterey Bay. O'Donnell serves as Lecturers Representative for the CFA Chapter at Monterey Bay.

**Q: What is the biggest obstacle to being a female faculty member in the CSU?**
**A:** It is almost impossible to come up with just one "big" obstacle to being female in the CSU (sadly), but I would say women's health, reproduction, and the realities that come from being a mother or caretaker, are huge obstacles for women in the CSU in terms of equity. Data overwhelmingly shows that women are far less likely to get tenure, be promoted, or become chairs or deans, as a result of pregnancy, parenting, or being a caretaker. And don't even get me started on what it does professionally for female lecturers. As a result of our contingent employment, becoming a mother is an intense obstacle for women off the tenure track (and there is a far greater percentage of women off the tenure track than men).

**Q: Given the continued improvement of the ratio of female to male faculty, have you noticed a change in the campus climate at Monterey Bay?**
**A:** I do believe we're starting to see a shift in power dynamics as it relates to gender, at least at Monterey Bay. We are seeing more women in positions of authority, and that impacts the culture of our campus a lot. But we still have serious work to do on that front. Women are still are harassed, talked down to, disrespected, and marginalized in all sorts of ways, regardless of the fact that we have a female provost, or that we have more female deans and chairs than ever before. It is sometimes shocking to see just how regressive our male colleagues attitudes are. That will not change until the broader culture of our society becomes truly committed to gender and racial equity.

**Q: What kind of support mechanisms — from colleagues/administration/CFA — have you found most helpful as a female lecturer?**
**A:** I think having diverse representation on our Executive Board, both in terms of gender and race. helps center the concerns that women have, particularly those that relate to our racial and gender intersections, and as it relates to our precarity in employment. We know our issues won't be ignored or sidelined. I have also started to see a shift in how our male CFA colleagues respond to concerns around gender inequality and mistreatment, as a result of our Anti-Racism and Social Justice training. But outside of CFA, there is not a lot of support (and even within CFA we still have work that needs to be done). Title IX offices are so overworked and understaffed, it can take more than a semester to get a resolution to a harassment or discrimination claim. There is little institutional support for women's needs and we do not have adequate facilities for mothers or parents for breast feeding or chest feeding. We need more access to gender-neutral bathrooms and gender neutral spaces, so our trans sisters feel safe, supported, and included on our campuses. So yes, we need much more in terms of support mechanisms. We're really falling short right now across the CSU.

### 4.2 CSU Faculty by Gender & Campus (Headcount & FTEs)

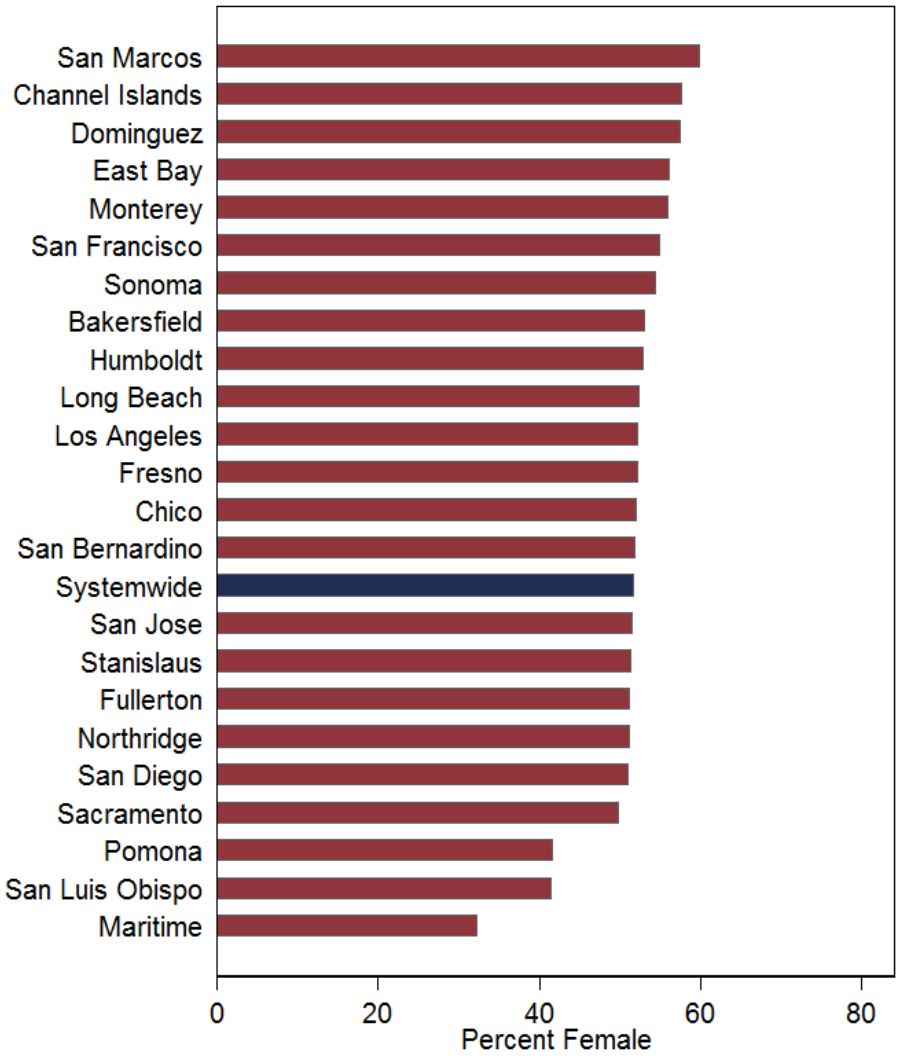
**Table 12:** CSU Faculty by Gender & Campus (Headcount & FTE), Fall 2017

| | Headcount | | | | Full-Time Equivalent | | | |
|---|---|---|---|---|---|---|---|---|
| | **Female** | **Male** | **Total** | **% Female** | **Female** | **Male** | **Total** | **% Female** |
| Bakersfield | 347 | 304 | 652 | 53.2% | 229.0 | 217.3 | 446.8 | 51.3% |
| Channel Islands | 264 | 192 | 456 | 57.9% | 193.4 | 153.3 | 346.7 | 55.8% |
| Chico | 559 | 513 | 1,072 | 52.1% | 408.0 | 396.0 | 804.0 | 50.7% |
| Dominguez | 540 | 397 | 937 | 57.6% | 332.4 | 267.1 | 599.6 | 55.4% |
| East Bay | 520 | 403 | 923 | 56.3% | 344.4 | 291.5 | 636.0 | 54.2% |
| Fresno | 803 | 733 | 1,536 | 52.3% | 571.3 | 563.6 | 1,134.9 | 50.3% |
| Fullerton | 1,146 | 1,083 | 2,229 | 51.4% | 816.1 | 771.4 | 1,587.4 | 51.4% |
| Humboldt | 332 | 293 | 625 | 53.1% | 241.0 | 232.4 | 473.4 | 50.9% |
| Long Beach | 1,181 | 1,065 | 2,246 | 52.6% | 837.4 | 771.7 | 1,609.1 | 52.0% |
| Los Angeles | 917 | 834 | 1,751 | 52.4% | 614.9 | 580.4 | 1,195.3 | 51.4% |
| Maritime | 36 | 75 | 111 | 32.4% | 27.6 | 62.5 | 90.1 | 30.6% |
| Monterey | 274 | 215 | 489 | 56.0% | 189.6 | 158.9 | 348.5 | 54.4% |
| Northridge | 1,157 | 1,100 | 2,257 | 51.3% | 789.3 | 776.8 | 1,566.1 | 50.4% |
| Pomona | 531 | 742 | 1,273 | 41.7% | 419.6 | 566.3 | 985.8 | 42.6% |
| Sacramento | 860 | 862 | 1,722 | 49.9% | 605.0 | 609.0 | 1,214.0 | 49.8% |
| San Bernardino | 546 | 503 | 1,049 | 52.0% | 380.1 | 365.0 | 745.1 | 51.0% |
| San Diego | 934 | 893 | 1,827 | 51.1% | 632.5 | 663.2 | 1,295.7 | 48.8% |
| San Francisco | 973 | 792 | 1,765 | 55.1% | 670.4 | 574.4 | 1,244.8 | 53.9% |
| San Jose | 1,045 | 979 | 2,024 | 51.6% | 721.4 | 668.6 | 1,390.0 | 51.9% |
| San Luis Obispo | 576 | 806 | 1,382 | 41.7% | 448.2 | 691.5 | 1,139.6 | 39.3% |
| San Marcos | 531 | 354 | 885 | 60.0% | 367.8 | 258.6 | 626.4 | 58.7% |
| Sonoma | 329 | 274 | 603 | 54.6% | 232.4 | 196.1 | 428.5 | 54.2% |
| Stanislaus | 350 | 330 | 680 | 51.5% | 228.7 | 237.8 | 466.5 | 49.0% |
| Systemwide | 14,751 | 13,742 | 28,494 | 51.8% | 10,300.5 | 10,073.4 | 20,374.3 | 50.6% |

- The percentage of female faculty to male faculty continues to increase. In both headcount and FTE it is up about 1% from Fall 2015, equating to more than 1,000 net new female faculty.

### 4.2.1 *Percentage Female by Campus*

**Figure 5:** CSU Faculty by Percentage Female (Headcount), Fall 2017




- The percentage of female faculty varies siginificantly by campus, from 32.4% at Maritime to 60% of faculty by headcount at San Marcos. The range has decreased though, with Maritime increasing from 24.5% female faculty in 2015.

## 4.3 CSU Faculty by Gender & Rank (Headcount)

### 4.3.1 *Faculty Spotlight - Nancy Armstrong*

**Nancy Armstrong** is a Lecturer in the English and Anthropology Departments at CSU Dominguez Hills, where she began teaching in the Fall of 2001. Armstrong serves as Co-Chair of CFA's Disabilities Caucus.

**Q: What are some of the biggest obstacles for faculty with disabilities teaching in the CSU?**
**A:** I cannot speak specifically about obstacles facing faculty with disabilities teaching in the CSU as I have not done that research. However, generally speaking, both research and personal anecdotes of faculty in Higher Education demonstrate patterns of lack of accessibility, accommodation, and inclusion. Further, many disabled faculty report feeling that they have to continually prove their "worthiness." Negative perceptions of disability and/or chronic illness abound and function to create assumptions about capacity for teaching, research, service, etc. As such, one of the greatest obstacles is being seen as a credible and positively contributing colleague.

**Q: Why do many faculty with disabilities feel that they are not visible/included?**
**A:** Societally, disability and/or chronic illness still carry a heavy stigma; as such, many disabled folks in higher education choose not to disclose about their disability (in the case of many invisible disabilities and/or chronic illness) and/or they may choose not to seek out needed accommodations. This can create a climate where the lived experiences of disabled faculty, and more broadly the disability community, are erased. Further, this can lead to feelings of isolation and, for some, may serve to cultivate and/or reinforce internalized ableism. The Invisible Disabilities category is wide and includes multiple forms of neurodivergence (autism, anxiety, bipolar, dyslexia, etc.), chronic illness (autoimmune disorders, fibromyalgia, etc.) and chronic pain (back injury, etc.).

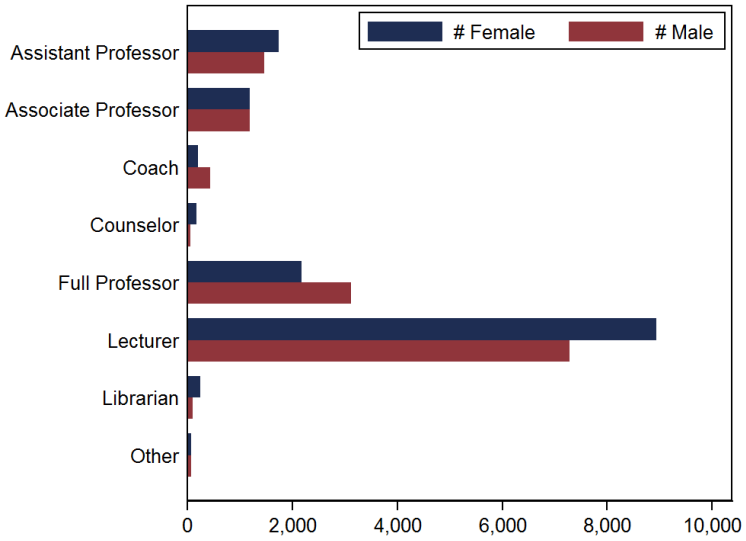
**Q: What kind of support on your campus is most helpful for female faculty with disabilities?**
**A:** Speaking for myself, the camaraderie and support of my colleagues has been invaluable. I am quite vocal about the disability community and my commitment to the broader theme of disability & social justice, and I am in a space where I feel comfortable to share my own experiences, as they relate to academia and beyond, and organize for inclusion. With this, I have experienced much support in my endeavors to bring visibility to the disability community. Further, my experiences highlight the value of an interdependence framework, an understanding that productivity can take many shapes and is, more often than not, enhanced by working in concert with one another.

**Table 13:** CSU Faculty by Gender & Rank (Headcount), Fall 2017

| | Female | Male | Total | Percent Female |
|---|---|---|---|---|
| **Assistant Professor** | 1,738 | 1,468 | 3,206 | 54.2% |
| **Associate Professor** | 1,186 | 1,192 | 2,378 | 49.9% |
| **Coach** | 205 | 436 | 641 | 32.0% |
| **Counselor** | 182 | 63 | 245 | 74.3% |
| **Full Professor** | 2,177 | 3,124 | 5,301 | 41.1% |
| **Lecturer** | 8,931 | 7,283 | 16,215 | 55.1% |
| **Librarian** | 251 | 102 | 353 | 71.1% |
| **Other** | 81 | 74 | 155 | 52.3% |
| **Systemwide** | 14,751 | 13,742 | 28,494 | 51.8% |

- Female faculty are the least represented among the Coaching ranks, at just 32%. Female faculty make up more than 70% of both Counselors and Librarians at the CSU.

**Figure 6:** CSU Faculty by Gender and Rank, Fall 2017




### 4.3.2 *Lecturer Ranges*

**Table 14:** CSU Lecturer Ranges by Gender (Headcount), Fall 2017

| | Female | Male | Total | Percent Female |
|---|---|---|---|---|
| **Lecturer A** | 4,849 | 3,575 | 8,424 | 57.6% |
| **Lecturer B** | 3,584 | 3,139 | 6,723 | 53.3% |
| **Lecturer C** | 398 | 423 | 821 | 48.5% |
| **Lecturer D** | 40 | 119 | 159 | 25.2% |
| **All Ranges** | 8,871 | 7,256 | 16,215 | 54.7% |

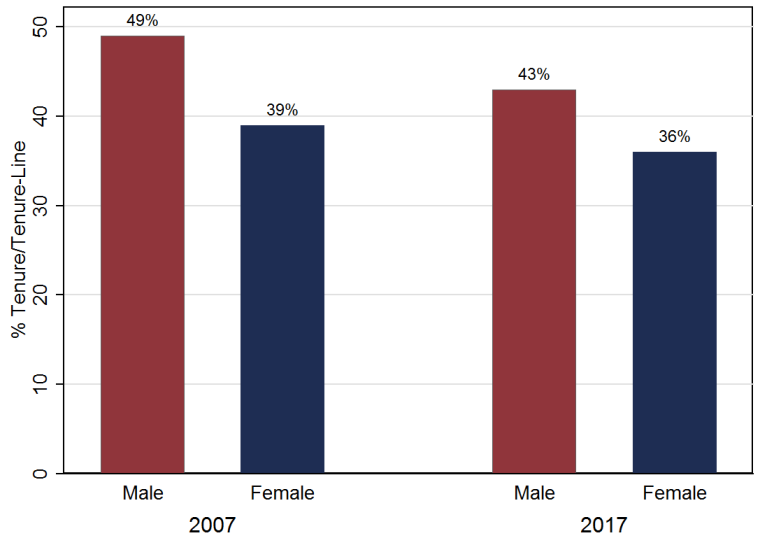
- A majority of both Lecturer A and Lecturer B faculty are women, while only 25% of Lecturer Ds.

### 4.3.3 *Tenure Status*

**Table 15:** CSU Faculty by Gender & Tenure Status (Headcount), 2007 and 2017

| | 2007 | | 2017 | |
|---|---|---|---|---|
| | **% Female** | **% Male** | **% Female** | **% Male** |
| Temporary | 52% | 48% | 55% | 45% |
| Tenured | 39% | 61% | 44% | 56% |
| Tenure-Track | 49% | 51% | 55% | 45% |
| % Tenure/Tenure-Track | 39% | 49% | 36% | 43% |

**Figure 7:** Tenure Density (Headcount) by Gender, Fall 2007 and 2017




- Tenure density refers to the percentage of faculty that are either tenured or on the tenure-line.
- Tenure density continues to decrease in the system, over the last 10 years it has gone down for both male and female faculty. Tenure density is higher among male faculty (they make up a majority of the full professor rank), though it has dropped by a larger amount as well. Tenure density has gone down 6% for male faculty and 3% for female faculty since 2007.

# 5 CSU FACULTY – LONGITUDINAL TRENDS IN RACE, ETHNICITY, AND GENDER

## 5.1 CSU Faculty by Gender (Headcount), 1985 to 2017

**Table 16:** CSU Faculty by Gender (Headcount), 1985 to 2017

| | Female | Male | Total | Percent Female | Percent Male |
|---|---|---|---|---|---|
| 1985 | 5,834 | 13,154 | 18,988 | 31.0% | 69.0% |
| 1986 | 5,639 | 12,514 | 18,153 | 31.0% | 69.0% |
| 1987 | 6,346 | 13,283 | 19,629 | 32.0% | 68.0% |
| 1988 | 6,875 | 13,553 | 20,428 | 34.0% | 66.0% |
| 1989 | 7,299 | 13,837 | 21,136 | 35.0% | 65.0% |
| 1990 | 7,533 | 13,611 | 21,144 | 36.0% | 64.0% |
| 1991 | 6,119 | 11,405 | 17,524 | 35.0% | 65.0% |
| 1992 | 5,912 | 10,518 | 16,430 | 36.0% | 64.0% |
| 1993 | 5,993 | 10,406 | 16,399 | 37.0% | 63.0% |
| 1994 | 6,490 | 10,545 | 17,035 | 38.0% | 62.0% |
| 1995 | 6,885 | 10,767 | 17,652 | 39.0% | 61.0% |
| 1996 | 7,367 | 10,969 | 18,336 | 40.0% | 60.0% |
| 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 | 44.0% | 56.0% |
| 2001 | 9,949 | 12,643 | 22,592 | 44.0% | 56.0% |
| 2002 | 10,397 | 12,738 | 23,135 | 45.0% | 55.0% |
| 2003 | 10,047 | 12,066 | 22,113 | 45.0% | 55.0% |
| 2004 | 9,732 | 11,484 | 21,216 | 46.0% | 54.0% |
| 2005 | 10,570 | 12,079 | 22,649 | 47.0% | 53.0% |
| 2006 | 11,066 | 12,274 | 23,340 | 47.0% | 53.0% |
| 2007 | 11,511 | 12,643 | 24,154 | 48.0% | 52.0% |
| 2008 | 11,503 | 12,206 | 23,709 | 49.0% | 51.0% |
| 2009 | 10,404 | 11,105 | 21,509 | 48.0% | 52.0% |
| 2010 | 10,231 | 10,797 | 21,028 | 49.0% | 51.0% |
| 2011 | 10,810 | 11,211 | 22,021 | 49.0% | 51.0% |
| 2012 | 11,656 | 11,851 | 23,507 | 49.6% | 50.4% |
| 2013 | 11,626 | 11,592 | 23,218 | 50.1% | 49.9% |
| 2014 | 12,315 | 12,140 | 24,455 | 50.4% | 49.6% |
| 2015 | 12,850 | 12,539 | 25,389 | 50.6% | 49.4% |
| 2016 | 14,226 | 13,669 | 27,898 | 51.0% | 49.0% |
| 2017 | 14,751 | 13,742 | 28,494 | 51.8% | 48.2% |
| Change from 1985 | *8,917* | *588* | *9,506* | *20.8%* | *−20.8%* |
| % Change from 1985 | *152.8%* | *4.5%* | *50.1%* | *67.0%* | *−30.1%* |

- The percentage of female faculty continues to grow, up 0.8% from last year and more than a percent from the previous Equity Report.

## 5.2 CSU Instructional Faculty by Race/Ethnicity (Headcount), 1985 to 2017

**Table 17:** CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| 1985 | 1,348 | 532 | 769 | 96 | 4 | – | 16,239 | 18,988 |
| 1986 | 1,326 | 517 | 718 | 88 | 6 | – | 15,499 | 18,154 |
| 1987 | 1,500 | 576 | 832 | 95 | 13 | – | 16,614 | 19,630 |
| 1988 | 1,626 | 604 | 910 | 86 | 6 | – | 17,196 | 20,428 |
| 1989 | 1,709 | 689 | 974 | 98 | 11 | – | 17,656 | 21,137 |
| 1990 | 1,763 | 737 | 1,062 | 113 | 9 | – | 17,463 | 21,147 |
| 1991 | 1,477 | 666 | 877 | 90 | 5 | – | 14,409 | 17,524 |
| 1992 | 1,469 | 626 | 864 | 92 | 2 | – | 13,377 | 16,430 |
| 1993 | 1,485 | 652 | 827 | 103 | 105 | – | 13,229 | 16,401 |
| 1994 | 1,555 | 662 | 893 | 99 | 116 | – | 13,711 | 17,036 |
| 1995 | 1,693 | 690 | 996 | 115 | 158 | – | 14,004 | 17,656 |
| 1996 | 1,770 | 725 | 1,044 | 116 | 160 | – | 14,524 | 18,339 |
| 1997 | 1,858 | 721 | 1,096 | 133 | 182 | – | 14,897 | 18,887 |
| 1998 | 2,007 | 754 | 1,207 | 155 | 209 | – | 15,583 | 19,915 |
| 1999 | 2,199 | 808 | 1,327 | 155 | 222 | – | 16,157 | 20,868 |
| 2000 | 2,374 | 858 | 1,395 | 155 | 233 | – | 16,536 | 21,551 |
| 2001 | 2,590 | 908 | 1,508 | 168 | 257 | – | 17,167 | 22,598 |
| 2002 | 2,303 | 922 | 1,746 | 157 | 579 | – | 17,428 | 23,135 |
| 2003 | 2,698 | 876 | 1,557 | 143 | 269 | – | 16,570 | 22,113 |
| 2004 | 2,363 | 817 | 1,576 | 149 | 556 | – | 15,755 | 21,216 |
| 2005 | 2,586 | 880 | 1,697 | 160 | 971 | – | 16,360 | 22,654 |
| 2006 | 2,735 | 944 | 1,811 | 172 | 924 | – | 16,812 | 23,398 |
| 2007 | 2,923 | 963 | 1,887 | 169 | 1,074 | – | 17,138 | 24,154 |
| 2008 | 2,929 | 964 | 1,928 | 165 | 1,114 | – | 16,612 | 23,712 |
| 2009 | 2,721 | 830 | 1,696 | 142 | 1,039 | – | 15,081 | 21,509 |
| 2010 | 2,688 | 821 | 1,700 | 142 | 1,116 | 19 | 14,542 | 21,028 |
| 2011 | 2,908 | 841 | 1,822 | 160 | 1,322 | 37 | 14,932 | 22,022 |
| 2012 | 2,939 | 873 | 1,897 | 150 | 1,441 | 49 | 14,976 | 22,325 |
| 2013 | 3,089 | 886 | 2,046 | 174 | 1,614 | 70 | 15,339 | 23,218 |
| 2014 | 3,296 | 945 | 2,235 | 180 | 1,810 | 123 | 15,857 | 24,446 |
| 2015 | 3,502 | 986 | 2,437 | 184 | 1,968 | 160 | 16,134 | 25,371 |
| 2016 | 3,889 | 1,193 | 2,777 | 192 | 2,220 | 214 | 17,326 | 27,898 |
| 2017 | 4,073 | 1,238 | 2,967 | 203 | 2,342 | 265 | 17,338 | 28,494 |
| Change From 1985 | *2,725* | *706* | *2,198* | *107* | *2,338* | – | *1,099* | *9,506* |

- The number of faculty in the CSU has increased by 9,506 since 1985, the majority of this growth coming from increases in the number of faculty of color. Only 11.4% of this is due to increases to the number of white faculty.

## 5.3 Percent Change in CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2017

**Table 18:** Yearly % Change in CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| 1985 | – | – | – | – | – | – | – | – |
| 1986 | −2% | −3% | −7% | −8% | – | – | −5% | −4% |
| 1987 | 13% | 11% | 16% | 8% | – | – | 7% | 8% |
| 1988 | 8% | 5% | 9% | −9% | – | – | 4% | 4% |
| 1989 | 5% | 14% | 7% | 14% | – | – | 3% | 3% |
| 1990 | 3% | 7% | 9% | 15% | – | – | −1% | 0% |
| 1991 | −16% | −10% | −17% | −20% | – | – | −17% | −17% |
| 1992 | −1% | −6% | −1% | 2% | – | – | −7% | −6% |
| 1993 | 1% | 4% | −4% | 12% | – | – | −1% | 0% |
| 1994 | 5% | 2% | 8% | −4% | 10% | – | 4% | 4% |
| 1995 | 9% | 4% | 12% | 16% | 36% | – | 2% | 4% |
| 1996 | 5% | 5% | 5% | 1% | 1% | – | 4% | 4% |
| 1997 | 5% | −1% | 5% | 15% | 14% | – | 3% | 3% |
| 1998 | 8% | 5% | 10% | 17% | 15% | – | 5% | 5% |
| 1999 | 10% | 7% | 10% | 0% | 6% | – | 4% | 5% |
| 2000 | 8% | 6% | 5% | 0% | 5% | – | 2% | 3% |
| 2001 | 9% | 6% | 8% | 8% | 10% | – | 4% | 5% |
| 2002 | −11% | 2% | 16% | −7% | 125% | – | 2% | 2% |
| 2003 | 17% | −5% | −11% | −9% | −54% | – | −5% | −4% |
| 2004 | −12% | −7% | 1% | 4% | 107% | – | −5% | −4% |
| 2005 | 9% | 8% | 8% | 7% | 75% | – | 4% | 7% |
| 2006 | 6% | 7% | 7% | 8% | −5% | – | 3% | 3% |
| 2007 | 7% | 2% | 4% | −2% | 16% | – | 2% | 3% |
| 2008 | 0% | 0% | 2% | −2% | 4% | – | −3% | −2% |
| 2009 | −7% | −14% | −12% | −14% | −7% | – | −9% | −9% |
| 2010 | −1% | −1% | 0% | 0% | 7% | – | −4% | −2% |
| 2011 | 8% | 2% | 7% | 13% | 18% | 95% | 3% | 5% |
| 2012 | 1% | 4% | 4% | −6% | 9% | 32% | 0% | 1% |
| 2013 | 5% | 1% | 8% | 16% | 12% | 43% | 2% | 4% |
| 2014 | 7% | 7% | 9% | 3% | 12% | 76% | 3% | 5% |
| 2015 | 6% | 4% | 9% | 2% | 9% | 30% | 2% | 4% |
| 2016 | 11% | 21% | 14% | 4% | 13% | 34% | 7% | 10% |
| 2017 | 5% | 4% | 7% | 6% | 5% | 24% | 0% | 2% |
| Average Yearly Change | *4%* | *3%* | *5%* | *3%* | *19%* | *48%* | *0%* | *1%* |

- The table shows the percentage change from the previous year for the number of faculty, by race and ethnicity. Data for other, unkown, and two or more ethnicities did not begin collection until later.
- Among groups for whome we have data, the largest average yearly growth since 1985 has been among Latino/a faculty.

## 5.4 Distribution of CSU Faculty by Race and Ethnicity, 1985 to 2017

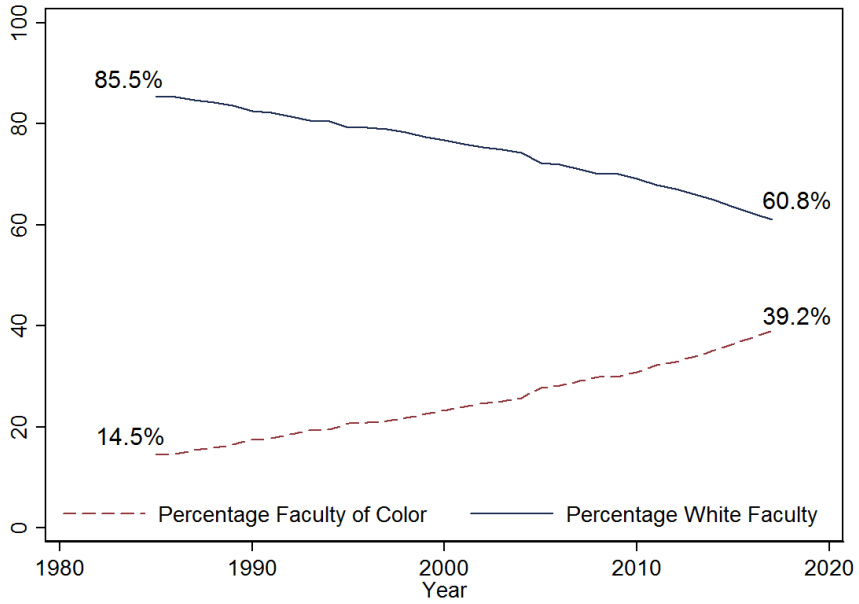
**Table 19:** Distribution of CSU Faculty by Race/Ethnicity & Year (Headcount), 1985-2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| 1985 | 7.1% | 2.8% | 4.0% | 0.5% | 0.0% | – | 85.5% | 100% |
| 1986 | 7.3% | 2.8% | 4.0% | 0.5% | 0.0% | – | 85.4% | 100% |
| 1987 | 7.6% | 2.9% | 4.2% | 0.5% | 0.1% | – | 84.6% | 100% |
| 1988 | 8.0% | 3.0% | 4.5% | 0.4% | 0.0% | – | 84.2% | 100% |
| 1989 | 8.1% | 3.3% | 4.6% | 0.5% | 0.1% | – | 83.5% | 100% |
| 1990 | 8.3% | 3.5% | 5.0% | 0.5% | 0.0% | – | 82.6% | 100% |
| 1991 | 8.4% | 3.8% | 5.0% | 0.5% | 0.0% | – | 82.2% | 100% |
| 1992 | 8.9% | 3.8% | 5.3% | 0.6% | 0.0% | – | 81.4% | 100% |
| 1993 | 9.1% | 4.0% | 5.0% | 0.6% | 0.6% | – | 80.7% | 100% |
| 1994 | 9.1% | 3.9% | 5.2% | 0.6% | 0.7% | – | 80.5% | 100% |
| 1995 | 9.6% | 3.9% | 5.6% | 0.7% | 0.9% | – | 79.3% | 100% |
| 1996 | 9.7% | 4.0% | 5.7% | 0.6% | 0.9% | – | 79.2% | 100% |
| 1997 | 9.8% | 3.8% | 5.8% | 0.7% | 1.0% | – | 78.9% | 100% |
| 1998 | 10.1% | 3.8% | 6.1% | 0.8% | 1.0% | – | 78.2% | 100% |
| 1999 | 10.5% | 3.9% | 6.4% | 0.7% | 1.1% | – | 77.4% | 100% |
| 2000 | 11.0% | 4.0% | 6.5% | 0.7% | 1.1% | – | 76.7% | 100% |
| 2001 | 11.5% | 4.0% | 6.7% | 0.7% | 1.1% | – | 76.0% | 100% |
| 2002 | 10.0% | 4.0% | 7.5% | 0.7% | 2.5% | – | 75.3% | 100% |
| 2003 | 12.2% | 4.0% | 7.0% | 0.6% | 1.2% | – | 74.9% | 100% |
| 2004 | 11.1% | 3.9% | 7.4% | 0.7% | 2.6% | – | 74.3% | 100% |
| 2005 | 11.4% | 3.9% | 7.5% | 0.7% | 4.3% | – | 72.2% | 100% |
| 2006 | 11.7% | 4.0% | 7.7% | 0.7% | 3.9% | – | 71.9% | 100% |
| 2007 | 12.1% | 4.0% | 7.8% | 0.7% | 4.4% | – | 71.0% | 100% |
| 2008 | 12.4% | 4.1% | 8.1% | 0.7% | 4.7% | – | 70.1% | 100% |
| 2009 | 12.7% | 3.9% | 7.9% | 0.7% | 4.8% | – | 70.1% | 100% |
| 2010 | 12.8% | 3.9% | 8.1% | 0.7% | 5.3% | 0.1% | 69.2% | 100% |
| 2011 | 13.2% | 3.8% | 8.3% | 0.7% | 6.0% | 0.2% | 67.8% | 100% |
| 2012 | 13.2% | 3.9% | 8.5% | 0.7% | 6.5% | 0.2% | 67.1% | 100% |
| 2013 | 13.3% | 3.8% | 8.8% | 0.7% | 7.0% | 0.3% | 66.1% | 100% |
| 2014 | 13.5% | 3.9% | 9.1% | 0.7% | 7.4% | 0.5% | 64.9% | 100% |
| 2015 | 13.8% | 3.9% | 9.6% | 0.7% | 7.8% | 0.6% | 63.6% | 100% |
| 2016 | 13.9% | 4.3% | 10.0% | 0.7% | 8.0% | 0.8% | 62.1% | 100% |
| 2017 | 14.3% | 4.3% | 10.4% | 0.7% | 8.2% | 0.9% | 60.8% | 100% |
| *Change From 1985* | *+7.2%* | *+1.5%* | *+6.4%* | *+0.2%* | *+8.2%* | *+0.9%* | *−24.7%* | |

- This table shows the yearly distribution of faculty, by race and ethnicity, for the system. Since 1985 white faculty have continued to comprise a smaller portion of faculty with the share of faculty they make up dropping almost 25%. The largest growth as been among Asian and Pacific Islander faculty, who in 1985 made up 7.1% of the CSU and today are 14.3% of faculty.

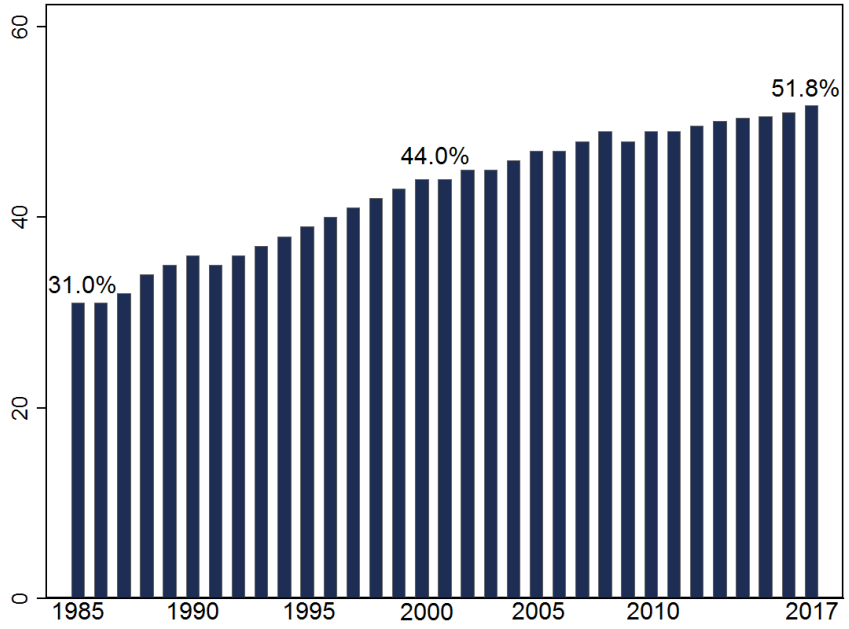
## 5.5 Percentage Faculty of Color and White Faculty, 1985 to 2017

**Figure 8:** Percentage of Faculty of Color and White Faculty in the CSU, Fall 1985 to 2017




## 5.6 Percentage Female (Headcount), 1985 to 2017

**Figure 9:** Percent of Female Faculty, Fall 1985 to 2017



# 6 CSU STUDENTS

## 6.1 Faculty Spotlight - Ellie Galvez-Hard

**Ellie Galvez-Hard** is a lecturer teaching in the School of Education at Sonoma State University and serves as the recruiter for bilingual candidates entering the school's Dual Language Program for elementary teachers. Galvez-Hard is a Lecturers Representative for the CFA Sonoma Chapter.

**Q: Do you think the CSU is making a more concerted effort to hire Latina/o/x faculty members as a way to help support the changing demographic of the student body?**

**A:** I would lie if I said yes. As an active part of CFA, as member of Alianza for Equity, and part of the President's Diversity Committee, I know firsthand that this is not happening effectively. I see hiring of many new faculty, especially in my school, that do not reflect the new demographics we serve in this area, or the students our future teachers will serve. Fortunately, we have a new Multiple Subject Teaching Credential with a Bilingual- Spanish-Authorization and the effort is definitely changing some. We have also contributed to become an Hispanic Serving Institution, for which I hope all our students in need will benefit from.

**Q: Latina/o/x students comprise about 40% of students across the system, yet only 10% of faculty are Latina/o/x. How does that impact your workload?**

**A:** The CSU has 72% of its students as what politically is labeled as "students of color," which is a term that bothers me as we have same colors all across cultural backgrounds. My workload is visibly impacted by the way the Student Evaluation of Teaching Effectiveness (SETEs) reflect students' biased feedback on the way "we" are perceived because of gender, ethnicity, age or accents. SETEs are discriminatory in all these areas and research has proven this. Recently, I was evaluated and only the negative comments from each year being reviewed were used to highlight "performance." So, yes, being a woman, a Latina, and one who speaks with an accent, it has impacted my career and workload in many areas.

**Q: How have you experienced the DACA fight on campus leading up to the Dream Act and now that it has been abolished?**

**A:** One thing that DACA has done for this nation, is to highlight even more the discriminatory practices we face in our institutionalized system of education. Parents who are part of this movement have sacrificed absolutely everything to bring their young children to a safer place to live and grow up healthy. I do not see evidence of social justice being done towards a generation of children who have worked hard to overcome poverty by becoming educated. I was blessed to have received help by coming to the USA, and becoming a citizen because I married a citizen. It was the opportunity to become educated. Most families under DACA are those who came because of their own struggles to survive. Wealthy people do think twice before wanting to come to this country. Once the immigrant children are given the opportunity to move forward, the country can only benefit from its educated people. That is true democracy and genuine social justice. To give opportunity to those who have earned citizenship is only fair. We have always been a great continent, and borders only create hateful divisions. We must stop this wave of hate and embrace our pluralistic continent and society. Educate the poor and make this nation great again!

## 6.2 CSU Students by Campus (Headcount & FTEs)

**Table 20:** Headcount, Full-Time Equivalent, and Student-to-Faculty Ratio of CSU Students by Campus, Fall 2017

| | Student Headcount | Full-Time Equivalent Students | Student-to-Faculty Ratio* |
|---|---|---|---|
| Bakersfield | 9,863 | 8,612.90 | 19.3 |
| Channel Islands | 7,053 | 6,186.10 | 17.8 |
| Chico | 17,789 | 16,647.20 | 20.7 |
| Dominguez | 15,179 | 12,168.40 | 20.3 |
| East Bay | 15,435 | 13,730.80 | 21.6 |
| Fresno | 25,168 | 22,349.80 | 19.7 |
| Fullerton | 40,439 | 33,066.60 | 20.8 |
| Humboldt | 8,347 | 7,934.40 | 16.8 |
| Long Beach | 37,065 | 31,729.10 | 19.7 |
| Los Angeles | 28,253 | 23,742.70 | 19.9 |
| Maritime | 1,050 | 1,133.00 | 12.6 |
| Monterey | 7,131 | 6,796.80 | 19.5 |
| Northridge | 39,816 | 32,801.30 | 20.9 |
| Pomona | 25,894 | 22,975.90 | 23.3 |
| Sacramento | 30,661 | 26,413.80 | 21.8 |
| San Bernardino | 20,461 | 17,966.60 | 24.1 |
| San Diego | 34,828 | 31,811.90 | 24.6 |
| San Francisco | 29,607 | 24,887.70 | 20.0 |
| San Jose | 33,409 | 28,196.10 | 20.3 |
| San Luis Obispo | 22,188 | 21,527.60 | 18.9 |
| San Marcos | 13,893 | 11,671.70 | 18.6 |
| Sonoma | 9,223 | 8,646.20 | 20.2 |
| Stanislaus | 10,003 | 8,521.00 | 18.3 |
| **System Total** | **482,755** | **419,518.10** | **20.6** |

**Student-to-faculty ratio compares full-time equivalent students to full-time equivalent faculty*

Table 21: CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 704 | 557 | 5,463 | 61 | 873 | 299 | 1,906 | 9,863 |
| **Channel Islands** | 392 | 172 | 3,517 | 26 | 607 | 320 | 2,019 | 7,053 |
| **Chico** | 966 | 443 | 5,632 | 96 | 2,028 | 967 | 7,657 | 17,789 |
| **Dominguez** | 1,472 | 1,873 | 8,983 | 17 | 1,209 | 432 | 1,193 | 15,179 |
| **East Bay** | 3,601 | 1,507 | 4,805 | 32 | 2,230 | 852 | 2,408 | 15,435 |
| **Fresno** | 3,444 | 747 | 12,399 | 101 | 2,834 | 714 | 4,929 | 25,168 |
| **Fullerton** | 8,356 | 800 | 16,492 | 48 | 4,818 | 1,689 | 8,236 | 40,439 |
| **Humboldt** | 265 | 282 | 2,814 | 97 | 740 | 580 | 3,569 | 8,347 |
| **Long Beach** | 7,947 | 1,440 | 15,034 | 54 | 3,948 | 1,756 | 6,886 | 37,065 |
| **Los Angeles** | 3,827 | 1,063 | 17,835 | 31 | 2,984 | 509 | 2,004 | 28,253 |
| **Maritime** | 102 | 25 | 213 | 3 | 75 | 123 | 509 | 1,050 |
| **Monterey** | 389 | 292 | 3,318 | 23 | 864 | 421 | 1,824 | 7,131 |
| **Northridge** | 4,156 | 1,841 | 18,279 | 45 | 5,196 | 1,339 | 8,960 | 39,816 |
| **Pomona** | 5,705 | 866 | 11,073 | 50 | 2,728 | 1,006 | 4,466 | 25,894 |
| **Sacramento** | 6,401 | 1,770 | 9,224 | 86 | 3,020 | 1,906 | 8,254 | 30,661 |
| **San Bernardino** | 1,144 | 1,088 | 12,553 | 42 | 2,445 | 541 | 2,648 | 20,461 |
| **San Diego** | 4,511 | 1,334 | 10,442 | 127 | 4,358 | 2,232 | 11,824 | 34,828 |
| **San Francisco** | 7,517 | 1,585 | 9,229 | 53 | 3,528 | 1,819 | 5,876 | 29,607 |
| **San Jose** | 10,951 | 1,061 | 8,583 | 35 | 5,462 | 1,570 | 5,747 | 33,409 |
| **San Luis Obispo** | 2,848 | 166 | 3,712 | 31 | 1,609 | 1,654 | 12,168 | 22,188 |
| **San Marcos** | 1,329 | 410 | 6,136 | 44 | 1,443 | 757 | 3,774 | 13,893 |
| **Sonoma** | 503 | 211 | 2,908 | 41 | 843 | 602 | 4,115 | 9,223 |
| **Stanislaus** | 999 | 230 | 5,140 | 36 | 882 | 361 | 2,355 | 10,003 |
| **Systemwide** | 77,529 | 19,763 | 193,784 | 1,179 | 54,724 | 22,449 | 113,327 | 482,755 |

- Latino/a students make up the largest number of students in the CSU, with more than 190,000 students identifying as Latino/a.

### 6.2.1 *Percentages*

Table 22: Distribution of CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| **Bakersfield** | 7.1% | 5.6% | 55.4% | 0.6% | 8.9% | 3.0% | 19.3% | 100.0% |
| **Channel Islands** | 5.6% | 2.4% | 49.9% | 0.4% | 8.6% | 4.5% | 28.6% | 100.0% |
| **Chico** | 5.4% | 2.5% | 31.7% | 0.5% | 11.4% | 5.4% | 43.0% | 100.0% |
| **Dominguez** | 9.7% | 12.3% | 59.2% | 0.1% | 8.0% | 2.8% | 7.9% | 100.0% |
| **East Bay** | 23.3% | 9.8% | 31.1% | 0.2% | 14.4% | 5.5% | 15.6% | 100.0% |
| **Fresno** | 13.7% | 3.0% | 49.3% | 0.4% | 11.3% | 2.8% | 19.6% | 100.0% |
| **Fullerton** | 20.7% | 2.0% | 40.8% | 0.1% | 11.9% | 4.2% | 20.4% | 100.0% |
| **Humboldt** | 3.2% | 3.4% | 33.7% | 1.2% | 8.9% | 6.9% | 42.8% | 100.0% |
| **Long Beach** | 21.4% | 3.9% | 40.6% | 0.1% | 10.7% | 4.7% | 18.6% | 100.0% |
| **Los Angeles** | 13.5% | 3.8% | 63.1% | 0.1% | 10.6% | 1.8% | 7.1% | 100.0% |
| **Maritime** | 9.7% | 2.4% | 20.3% | 0.3% | 7.1% | 11.7% | 48.5% | 100.0% |
| **Monterey** | 5.5% | 4.1% | 46.5% | 0.3% | 12.1% | 5.9% | 25.6% | 100.0% |
| **Northridge** | 10.4% | 4.6% | 45.9% | 0.1% | 13.1% | 3.4% | 22.5% | 100.0% |
| **Pomona** | 22.0% | 3.3% | 42.8% | 0.2% | 10.5% | 3.9% | 17.2% | 100.0% |
| **Sacramento** | 20.9% | 5.8% | 30.1% | 0.3% | 9.8% | 6.2% | 26.9% | 100.0% |
| **San Bernardino** | 5.6% | 5.3% | 61.4% | 0.2% | 11.9% | 2.6% | 12.9% | 100.0% |
| **San Diego** | 13.0% | 3.8% | 30.0% | 0.4% | 12.5% | 6.4% | 33.9% | 100.0% |
| **San Francisco** | 25.4% | 5.4% | 31.2% | 0.2% | 11.9% | 6.1% | 19.8% | 100.0% |
| **San Jose** | 32.8% | 3.2% | 25.7% | 0.1% | 16.3% | 4.7% | 17.2% | 100.0% |
| **San Luis Obispo** | 12.8% | 0.7% | 16.7% | 0.1% | 7.3% | 7.5% | 54.8% | 100.0% |
| **San Marcos** | 9.6% | 3.0% | 44.2% | 0.3% | 10.4% | 5.4% | 27.2% | 100.0% |
| **Sonoma** | 5.5% | 2.3% | 31.5% | 0.4% | 9.1% | 6.5% | 44.6% | 100.0% |
| **Stanislaus** | 10.0% | 2.3% | 51.4% | 0.4% | 8.8% | 3.6% | 23.5% | 100.0% |
| **Systemwide** | 16.1% | 4.1% | 40.1% | 0.2% | 11.3% | 4.7% | 23.5% | 100.0% |

- Only one campus in the CSU has a majority white student body: San Luis Obispo. On the other hand, several campuses are majority (or near-majority) Latino/a.

## 6.3 CSU Students by Race/Ethnicity (Headcount), 1985-2017

**Table 23:** CSU Students by Race/Ethnicity (Headcount), 1985-2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Total |
|---|---|---|---|---|---|---|---|---|
| 1985 | 38,345 | 16,900 | 28,130 | 3,617 | 32,459 | – | 205,175 | 324,626 |
| 1986 | 41,344 | 16,781 | 29,325 | 3,378 | 32,913 | – | 209,683 | 333,424 |
| 1987 | 44,017 | 17,161 | 31,837 | 3,351 | 33,831 | – | 212,579 | 342,776 |
| 1988 | 47,120 | 17,739 | 34,587 | 3,280 | 36,776 | – | 215,604 | 355,106 |
| 1989 | 49,797 | 18,507 | 37,268 | 3,202 | 38,501 | – | 213,563 | 360,838 |
| 1990 | 53,368 | 19,648 | 41,372 | 3,312 | 40,820 | – | 210,533 | 369,053 |
| 1991 | 54,572 | 19,719 | 43,996 | 3,250 | 42,174 | – | 198,193 | 361,904 |
| 1992 | 54,601 | 19,647 | 45,931 | 3,263 | 42,613 | – | 181,638 | 347,693 |
| 1993 | 53,961 | 18,861 | 47,843 | 3,091 | 41,483 | – | 160,400 | 325,639 |
| 1994 | 55,466 | 19,307 | 51,421 | 3,082 | 42,137 | – | 147,955 | 319,368 |
| 1995 | 58,261 | 20,661 | 56,998 | 3,353 | 43,121 | – | 143,210 | 325,604 |
| 1996 | 60,150 | 21,824 | 61,551 | 3,520 | 47,389 | – | 142,369 | 336,803 |
| 1997 | 61,504 | 22,005 | 65,079 | 3,583 | 50,793 | – | 140,815 | 343,779 |
| 1998 | 62,428 | 21,524 | 67,387 | 3,501 | 54,130 | – | 140,834 | 349,804 |
| 1999 | 63,333 | 21,602 | 70,232 | 3,342 | 58,502 | – | 142,708 | 359,719 |
| 2000 | 64,077 | 21,549 | 73,097 | 3,149 | 62,126 | – | 144,471 | 368,469 |
| 2001 | 66,723 | 22,500 | 78,497 | 3,110 | 68,177 | – | 149,598 | 388,605 |
| 2002 | 69,728 | 23,138 | 82,125 | 3,123 | 74,858 | – | 154,116 | 407,088 |
| 2003 | 67,529 | 22,942 | 83,111 | 3,064 | 78,917 | – | 153,383 | 408,946 |
| 2004 | 69,843 | 22,585 | 84,150 | 2,904 | 68,999 | – | 148,554 | 397,035 |
| 2005 | 71,041 | 23,765 | 88,445 | 2,859 | 68,059 | – | 151,113 | 405,282 |
| 2006 | 73,043 | 25,106 | 94,094 | 2,905 | 67,554 | – | 154,410 | 417,112 |
| 2007 | 75,567 | 26,019 | 99,807 | 2,986 | 70,573 | – | 158,065 | 433,017 |
| 2008 | 76,180 | 26,193 | 104,202 | 2,956 | 69,729 | – | 157,748 | 437,008 |
| 2009 | 73,474 | 24,614 | 109,193 | 2,373 | 70,781 | – | 152,619 | 433,054 |
| 2010 | 68,660 | 21,330 | 112,572 | 2,005 | 57,221 | 11,592 | 138,992 | 412,372 |
| 2011 | 71,753 | 21,462 | 125,219 | 1,821 | 52,584 | 15,708 | 137,987 | 426,534 |
| 2012 | 73,920 | 20,824 | 136,652 | 1,635 | 49,777 | 17,819 | 134,871 | 435,498 |
| 2013 | 75,631 | 20,450 | 148,884 | 1,479 | 50,358 | 19,282 | 129,281 | 445,365 |
| 2014 | 76,747 | 19,926 | 159,654 | 1,416 | 55,274 | 20,543 | 125,337 | 458,897 |
| 2015 | 78,096 | 20,098 | 174,971 | 1,199 | 55,641 | 21,551 | 121,682 | 473,238 |
| 2016 | 77,774 | 19,957 | 184,260 | 1,179 | 55,028 | 21,966 | 116,999 | 477,163 |
| 2017 | 77,529 | 19,763 | 193,784 | 1,179 | 54,724 | 22,449 | 113,327 | 482,755 |
| Change from 1985 | 39,184 | 2,863 | 165,654 | −2,438 | 22,265 | – | −91,848 | 158,129 |
| % Change from 1985 | 102.2% | 16.9% | 588.9% | 32.6% | 68.6% | – | −44.8% | 48.7% |

- Table 20 shows how the CSU student body has changed since 1985. The largest change is among Latino/a students, growing by 688% in that time span. Both Native American students and white students decreased, the only racial/ethnic groups to do so. There are now only 32% the amount of Native American students as there were in 1985.

## 6.4 CSU Students by Gender & Campus (Headcount)

Table 24: CSU Students by Gender & Campus, Fall 2017

| | Female | Male | Total | % Female |
|---|---|---|---|---|
| **Bakersfield** | 6,102 | 3,761 | 9,863 | 61.9% |
| **Channel Islands** | 4,519 | 2,534 | 7,053 | 64.1% |
| **Chico** | 9,590 | 8,199 | 17,789 | 53.9% |
| **Dominguez** | 9,720 | 5,459 | 15,179 | 64.0% |
| **East Bay** | 9,544 | 5,891 | 15,435 | 61.8% |
| **Fresno** | 14,846 | 10,322 | 25,168 | 59.0% |
| **Fullerton** | 23,034 | 17,405 | 40,439 | 57.0% |
| **Humboldt** | 4,753 | 3,594 | 8,347 | 56.9% |
| **Long Beach** | 21,462 | 15,603 | 37,065 | 57.9% |
| **Los Angeles** | 16,375 | 11,878 | 28,253 | 58.0% |
| **Maritime** | 190 | 860 | 1,050 | 18.1% |
| **Monterey** | 4,556 | 2,575 | 7,131 | 63.9% |
| **Northridge** | 21,982 | 17,834 | 39,816 | 55.2% |
| **Pomona** | 12,012 | 13,882 | 25,894 | 46.4% |
| **Sacramento** | 17,291 | 13,370 | 30,661 | 56.4% |
| **San Bernardino** | 12,410 | 8,051 | 20,461 | 60.7% |
| **San Diego** | 19,200 | 15,628 | 34,828 | 55.1% |
| **San Francisco** | 16,812 | 12,795 | 29,607 | 56.8% |
| **San Jose** | 16,386 | 17,023 | 33,409 | 49.0% |
| **San Luis Obispo** | 10,629 | 11,559 | 22,188 | 47.9% |
| **San Marcos** | 8,494 | 5,399 | 13,893 | 61.1% |
| **Sonoma** | 5,813 | 3,410 | 9,223 | 63.0% |
| **Stanislaus** | 6,646 | 3,357 | 10,003 | 66.4% |
| **Systemwide** | 272,366 | 210,389 | 482,755 | 56.4% |

- Only four campuses in the CSU have a student body that is less than 50% female. These are Maritime (18.1%), Pomona (46.4%), San Luis Obispo (47.9%), and San Jose (49.0%).

## 6.5 CSU Students by Gender (Headcount), 1985-2017

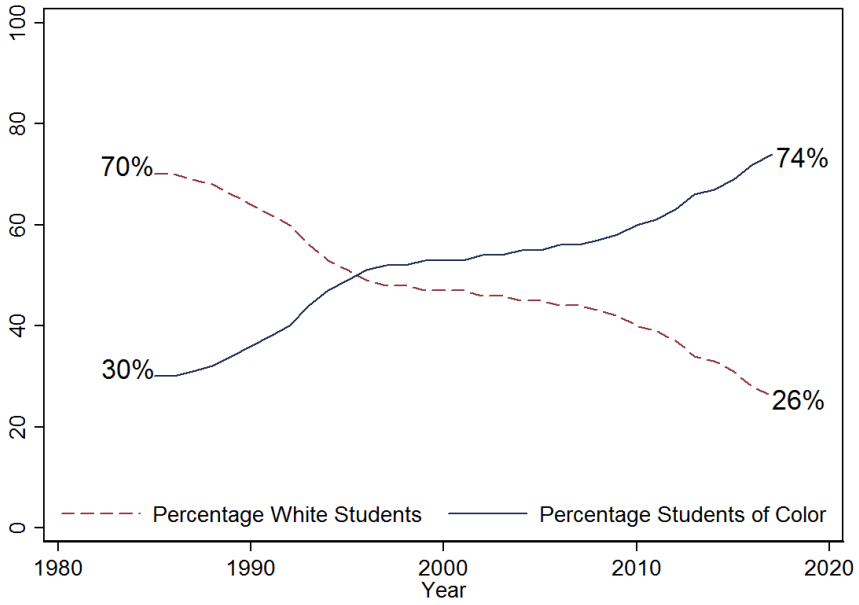
**Table 25:** CSU Students by Gender & Campus, Fall 1985 - Fall 2017

| | Female | Male | Total | Percent Female | Percent Male |
|---|---|---|---|---|---|
| 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 | 196,278 | 164,560 | 360,838 | 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 | 181,056 | 144,548 | 325,604 | 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 | 237,121 | 166,873 | 403,994 | 58.7% | 41.3% |
| 2006 | 243,760 | 172,056 | 415,816 | 58.6% | 41.4% |
| 2007 | 250,879 | 180,753 | 431,632 | 58.1% | 41.9% |
| 2008 | 252,685 | 182,978 | 435,663 | 58.0% | 42.0% |
| 2009 | 249,391 | 182,364 | 431,755 | 57.8% | 42.2% |
| 2010 | 235,909 | 175,230 | 411,139 | 57.4% | 42.6% |
| 2011 | 242,042 | 183,295 | 425,337 | 56.9% | 43.1% |
| 2012 | 246,684 | 188,814 | 435,498 | 56.6% | 43.4% |
| 2013 | 250,678 | 194,687 | 445,365 | 56.3% | 43.7% |
| 2014 | 257,330 | 201,567 | 458,897 | 56.1% | 43.9% |
| 2015 | 265,105 | 208,133 | 473,238 | 56.0% | 44.0% |
| 2016 | 269,237 | 209,401 | 478,638 | 56.3% | 43.7% |
| 2017 | 272,366 | 210,389 | 482,755 | 56.4% | 43.6% |
| Change from 1985 | 101,172 | 56,957 | 158,129 | 3.7% | −3.7% |
| % Change from 1985 | 59.1% | 37.1% | 48.7% | | |

- The CSU student body, since 1985, has grown by more than 100,000 female students and more than 56,000 male students.

### 6.5.1 *Change in Percentage of Students of Color, 1985-2017*

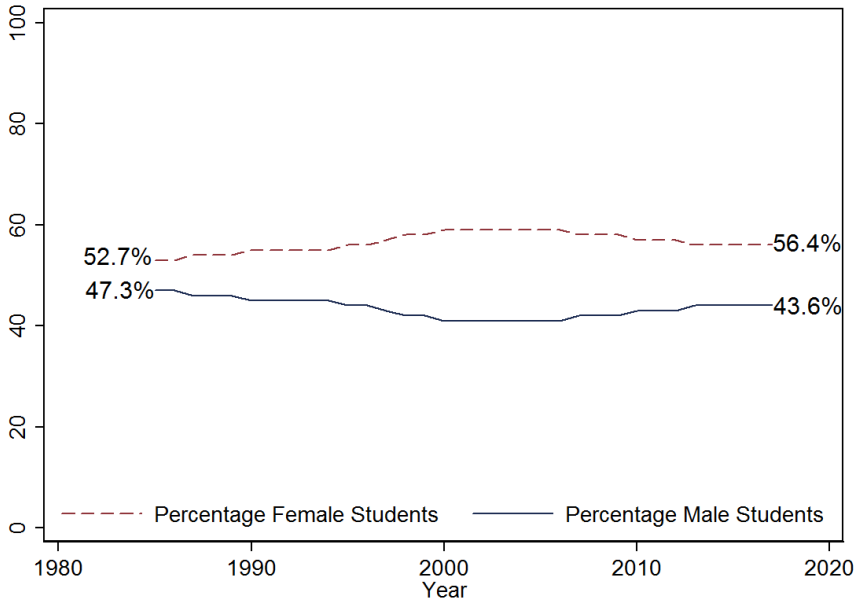
**Figure 10:** Percentage of Students of Color and White Students in the CSU, Fall 1985 to 2017




- As the figure shows, almost three-fourths of CSU students are students of color.

### 6.5.2 *Change in Percentage of Female Students, 1985-2015*

**Figure 11:** Percentage of Female and Male Students in the CSU, Fall 1985 to 2017




- The amount of female students on CSU campuses has increased, though by a relatively small amount.

# 7 SPECIAL – CSU FACULTY AND THE INTERSECTION OF RACE & GENDER

## 7.1 Faculty Spotlight - Regina Brandon

**Regina Brandon**, an Associate Professor in the Department of Special Education at San Diego State, has been teaching in the CSU for 12 years. Brandon serves as the Affirmative Action Representative for the CFA San Diego Chapter.

**Q: What does the CSU need to do to better attract and retain African American faculty?**
**A:** CSU must first acknowledge that there are problems related to attracting and retaining African American faculty. This should be followed by developing a strategic plan that identifies both problems and goals related to attracting and retaining African American faculty. Special efforts must also be made in order to train Search Committees about unconscious bias. We must also address issues related to the culture and climate of the Institution.

**Q: What does the CSU need to do to better serve African-American students? As a teacher of teachers, what are some recommendations you have regarding the future educational access for African American students?**
**A:** It has been over 60 years since the Brown v. The Board of Education of Topeka, Kansas, decision. Yet, many African American students are still struggling for equal educational opportunities. The future of African American students depends on how soon the educational system can end the educational inequalities that continue to exist for African American students. This includes the over-representation/disproportionate numbers of African American students in Special Education. Teacher education programs must ensure that their pre-service teachers are prepared to effectively facilitate learning for every individual student, no matter how culturally similar or different from her- or himself. Educational systems must understand the importance of culturally relevant pedagogy.

**Q: Is there an impact on your workload/teaching/connectivity with students given that you are one of 37 African American female faculty members at San Diego State?**
**A:** As one of 37 African American female faculty members (which includes Lecturers) on campus, I find myself extremely busy with service. Although I do understand and respect the importance of my service, I find myself over burdened with service time. Currently, I'm the CAA Representative, a University Senator and serve on Undergraduate Curriculum Committee. In addition, I'm a member of the SDSU African American Mentor Program. As a result, the amount time I spend on service has definitely impacted the time needed for my research.

**Table 26:** Faculty Race, Ethnicity, & Gender by Campus, Fall 2017

| **Bakersfield** | **Female** | **Male** | **Total**[a] |
|---|---|---|---|
| Asian & Pacific Islander | 35 | 42 | 77 |
| Black | 17 | 16 | 33 |
| Latino/a | 49 | 47 | 96 |
| Native American | 2 | – | 2 |
| Other | 1 | – | 1 |
| Two or More | 4 | 2 | 6 |
| Unknown | 14 | 13 | 27 |
| White | 223 | 181 | 404 |
| Total | 347 | 304 | 651 |

| **Northridge** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 144 | 133 | 277 |
| Black | 60 | 48 | 108 |
| Latino/a | 130 | 128 | 258 |
| Native American | 9 | 8 | 17 |
| Other | 14 | 14 | 28 |
| Two or More | 14 | 8 | 22 |
| Unknown | 60 | 67 | 127 |
| White | 726 | 694 | 1,420 |
| Total | 1,157 | 1,100 | 2,257 |

| **Channel Islands** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 23 | 18 | 41 |
| Black | 7 | 3 | 10 |
| Latino/a | 38 | 22 | 60 |
| Native American | 1 | 3 | 4 |
| Other | 9 | 7 | 16 |
| Two or More | 3 | 3 | 6 |
| Unknown | 12 | 7 | 19 |
| White | 171 | 129 | 300 |
| Total | 264 | 192 | 456 |

| **Pomona** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 126 | 152 | 278 |
| Black | 19 | 26 | 45 |
| Latino/a | 56 | 89 | 145 |
| Native American | 2 | 3 | 5 |
| Other | 10 | 29 | 39 |
| Two or More | 3 | 4 | 7 |
| Unknown | 11 | 34 | 45 |
| White | 304 | 405 | 709 |
| Total | 531 | 742 | 1,273 |

| **Chico** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 40 | 40 | 80 |
| Black | 7 | 7 | 14 |
| Latino/a | 32 | 25 | 57 |
| Native American | 2 | 5 | 7 |
| Other | 10 | 10 | 20 |
| Two or More | 6 | 2 | 8 |
| Unknown | 50 | 31 | 81 |
| White | 412 | 393 | 805 |
| Total | 559 | 513 | 1,072 |

| **Sacramento** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 91 | 104 | 195 |
| Black | 37 | 40 | 77 |
| Latino/a | 49 | 62 | 111 |
| Native American | 10 | 8 | 18 |
| Other | 15 | 17 | 32 |
| Two or More | 5 | 6 | 11 |
| Unknown | 78 | 87 | 165 |
| White | 573 | 537 | 1,110 |
| Total | 860 | 862 | 1,722 |

| **Dominguez Hills** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 79 | 47 | 126 |
| Black | 75 | 48 | 123 |
| Latino/a | 85 | 59 | 144 |
| Native American | 5 | 4 | 9 |
| Other | 4 | 8 | 12 |
| Two or More | 11 | 7 | 18 |
| Unknown | 35 | 29 | 64 |
| White | 245 | 194 | 439 |
| Total | 540 | 397 | 937 |

| **San Bernardino** | **Female** | **Male** | **Total** |
|---|---|---|---|
| Asian & Pacific Islander | 66 | 59 | 125 |
| Black | 40 | 28 | 68 |
| Latino/a | 67 | 67 | 134 |
| Native American | 2 | 2 | 4 |
| Other | 11 | 12 | 23 |
| Two or More | 3 | 5 | 8 |
| Unknown | 33 | 33 | 66 |
| White | 320 | 293 | 613 |
| Total | 546 | 503 | 1,049 |

[a] Totals includes missing values.

Continued on Next Page...

| East Bay | Female | Male | Total[a] |
|---|---|---|---|
| Asian & Pacific Islander | 87 | 65 | 152 |
| Black | 47 | 22 | 69 |
| Latino/a | 34 | 29 | 63 |
| Native American | 1 | 2 | 3 |
| Other | 22 | 16 | 38 |
| Two or More | 3 | 3 | 6 |
| Unknown | 25 | 24 | 49 |
| White | 301 | 238 | 539 |
| Total | 520 | 403 | 923 |

| Fresno | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 89 | 114 | 203 |
| Black | 34 | 31 | 65 |
| Latino/a | 93 | 88 | 181 |
| Native American | 6 | 5 | 11 |
| Other | 18 | 14 | 32 |
| Two or More | 9 | 7 | 16 |
| Unknown | 47 | 43 | 90 |
| White | 504 | 425 | 929 |
| Total | 803 | 733 | 1,536 |

| Fullerton | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 201 | 201 | 402 |
| Black | 38 | 29 | 67 |
| Latino/a | 127 | 96 | 223 |
| Native American | 10 | 4 | 14 |
| Other | 34 | 24 | 58 |
| Two or More | 11 | 6 | 17 |
| Unknown | 81 | 86 | 167 |
| White | 641 | 636 | 1,277 |
| Total | 1,146 | 1,083 | 2,229 |

| Humbodlt | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 14 | 11 | 25 |
| Black | 5 | 5 | 10 |
| Latino/a | 17 | 12 | 29 |
| Native American | 10 | 5 | 15 |
| Other | 5 | 3 | 8 |
| Two or More | 4 | 4 | 8 |
| Unknown | 48 | 40 | 88 |
| White | 229 | 213 | 442 |
| Total | 332 | 293 | 625 |

| San Diego | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 111 | 81 | 192 |
| Black | 37 | 25 | 62 |
| Latino/a | 113 | 111 | 224 |
| Native American | 2 | 6 | 8 |
| Other | 7 | 7 | 14 |
| Two or More | 11 | 9 | 20 |
| Unknown | 46 | 41 | 87 |
| White | 605 | 609 | 1,214 |
| Total | 934 | 893 | 1,827 |

| San Francisco | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 207 | 148 | 355 |
| Black | 57 | 34 | 91 |
| Latino/a | 68 | 64 | 132 |
| Native American | 8 | 8 | 16 |
| Other | 22 | 29 | 51 |
| Two or More | 8 | 2 | 10 |
| Unknown | 49 | 40 | 89 |
| White | 548 | 466 | 1,014 |
| Total | 973 | 792 | 1,765 |

| San Jose | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 205 | 211 | 416 |
| Black | 41 | 28 | 69 |
| Latino/a | 83 | 75 | 158 |
| Native American | 6 | 6 | 12 |
| Other | 36 | 39 | 75 |
| Two or More | 17 | 12 | 29 |
| Unknown | 50 | 62 | 112 |
| White | 605 | 544 | 1,149 |
| Total | 1,045 | 979 | 2,024 |

| San Luis Obispo | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 39 | 55 | 94 |
| Black | 7 | 12 | 19 |
| Latino/a | 28 | 35 | 63 |
| Native American | 3 | 3 | 6 |
| Other | 11 | 18 | 29 |
| Two or More | 2 | 1 | 3 |
| Unknown | 18 | 35 | 53 |
| White | 468 | 647 | 1,115 |
| Total | 576 | 806 | 1,382 |

[a] Totals includes missing values.

Continued on Next Page...

| Long Beach | Female | Male | Total[a] |
|---|---|---|---|
| Asian & Pacific Islander | 212 | 179 | 391 |
| Black | 57 | 47 | 104 |
| Latino/a | 137 | 113 | 250 |
| Native American | 9 | 5 | 14 |
| Other | 18 | 20 | 38 |
| Two or More | 11 | 11 | 22 |
| Unknown | 34 | 33 | 67 |
| White | 701 | 655 | 1,356 |
| Total | 1,181 | 1,065 | 2,246 |

| San Marcos | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 48 | 44 | 92 |
| Black | 12 | 16 | 28 |
| Latino/a | 70 | 51 | 121 |
| Native American | 8 | 5 | 13 |
| Other | 5 | 13 | 18 |
| Two or More | 9 | 6 | 15 |
| Unknown | 8 | 9 | 17 |
| White | 370 | 209 | 579 |
| Total | 531 | 354 | 885 |

| Los Angeles | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 197 | 177 | 374 |
| Black | 62 | 58 | 120 |
| Latino/a | 183 | 151 | 334 |
| Native American | 9 | 4 | 13 |
| Other | 26 | 22 | 48 |
| Two or More | 12 | 6 | 18 |
| Unknown | 64 | 53 | 117 |
| White | 363 | 358 | 721 |
| Total | 917 | 834 | 1,751 |

| Sonoma | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 16 | 20 | 36 |
| Black | 5 | 5 | 10 |
| Latino/a | 21 | 16 | 37 |
| Native American | 3 | 2 | 5 |
| Other | 7 | 7 | 14 |
| Two or More | 3 | – | 3 |
| Unknown | 50 | 47 | 97 |
| White | 223 | 175 | 398 |
| Total | 329 | 274 | 603 |

| Maritime Academy | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 4 | 6 | 10 |
| Black | – | 5 | 5 |
| Latino/a | 1 | 1 | 2 |
| Native American | 1 | – | 1 |
| Other | – | 1 | 1 |
| Two or More | – | – | – |
| Unknown | 1 | 2 | 3 |
| White | 29 | 60 | 89 |
| Total | 36 | 75 | 111 |

| Stanislaus | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 43 | 36 | 79 |
| Black | 15 | 13 | 28 |
| Latino/a | 46 | 23 | 69 |
| Native American | 1 | – | 1 |
| Other | 5 | 6 | 11 |
| Two or More | 6 | 1 | 7 |
| Unknown | 18 | 16 | 34 |
| White | 216 | 235 | 451 |
| Total | 350 | 330 | 680 |

| Monterey Bay | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 31 | 22 | 53 |
| Black | 6 | 7 | 13 |
| Latino/a | 39 | 37 | 76 |
| Native American | 1 | 4 | 5 |
| Other | 7 | 5 | 12 |
| Two or More | 2 | 3 | 5 |
| Unknown | 27 | 33 | 60 |
| White | 161 | 104 | 265 |
| Total | 274 | 215 | 489 |

| Systemwide | Female | Male | Total |
|---|---|---|---|
| Asian & Pacific Islander | 2,108 | 1,965 | 4,073 |
| Black | 685 | 553 | 1,238 |
| Latino/a | 1,566 | 1,401 | 2,967 |
| Native American | 111 | 92 | 203 |
| Other | 297 | 321 | 618 |
| Two or More | 157 | 108 | 265 |
| Unknown | 859 | 865 | 1,724 |
| White | 8,938 | 8,400 | 17,338 |
| Total | 14,751 | 13,742 | 28,494 |

[a] Totals includes missing values.

# 8 SPECIAL – A QUANTITATIVE LOOK AT THE SCOPE OF CULTURAL TAXATION ON CAMPUSES

## 8.1 Faculty Spotlight - Cindi Alvitre

**Cindi Alvitre** is a Lecturer and teaches American Indian Museum Studies, California Indians, Native North Americans, and American Indian Philosophy & Sustainability in the CSU Long Beach American Indian Studies Program and Anthropology

**Q: What has been your experience as a Native American faculty in the CSU?**

**A:** I have always felt supported in our AIS Program. It is much more work, simply because we are always lobbying to remain relevant! This requires furthered action on the part of the Department Chair and faculty that includes significant creativity and collaboration to assure our enrollment numbers are up.

**Q: Given that there are so few Indigenous students and faculty, and that you're serving a broader student base, does that change the lens or frame from which you teach?**

**A:** Yes, absolutely! "Teaching to" and "teaching about" indigenous topics require two different approaches and with two different outcomes. With most indigenous students, there is a foundation of knowledge and experience situated in indigenous sensibilities. Bottom line, you don't have to provide the obligatory preface to every lesson.

**Q: As a faculty member of color/native faculty member, in what ways do you experience cultural taxation on your campus or in your work?**

**A:** Cultural taxation, frequently called upon to do celebratory openings, which become a gestural act, with an expectation of the genuine & authentic native being present. In our collaborative relationships, there is an expectation that you WILL represent the native perspective (impossible!).

### 8.2 How to Define Cultural Taxation and Measure its Scope

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

From this I attempt to operationalize a piece of the discussion to allow for their consideration and context on CSU campuses. Dr. Canton refers to two major areas that faculty experience this disproprotionate work or criticism, that being related to students and related to scholarship. In his words, on students, "Faculty of color, more often than not, have to play the role of advocate, counselor and therapist for these students; a role most other faculty don't have to assume." A lack of data on faculty scholarship makes this area difficult to speak to, but faculty relationships and expectations with students can receive context through an exploration of data. It is important to note that increases to workload related to student engagement directly impacts scholarship. These two pieces are intimately tied. The more time a faculty member spends with students, the less they have to devote to scholarship. I begin with the assumption that cultural taxation, as a concept, exists at the CSU. From this assumption I use several measures to quantify how big an issue this is.

Data availability means that directly measuring/estimating a concept as complex as cultural taxation is near impossible. But, using multiple measures I attempt to approximate how a campus is dealing with cultural taxation and how much of a burden a faculty member may experience as being an advocate, counselor, and therapist for students. I attempt to proxy faculty representation and faculty workload. The first, the representation proxy, is measured as the difference in a campuses proportion of each racial/ethnic group between students and faculty. That is, for example, faculty at CSU Los Angeles are 41% white but only 7% of students are white. The difference, then, is 34%, meaning white faculty are far overrepresented at CSU LA compared to the student body. Workload is proxied as the student-to-faculty ratio for each ethnic group (i.e., the ratio of Latino/a students to Latino/a faculty on a campus). I use student headcount and FTE faculty in this calculation. This accounts for the reality that each student, regardless of the number of courses they may take, requires the same amount of mentoring and advocacy.

First, I present the distributional differences between faculty and students. These numbers are also included for white faculty as a point of comparison. Following this, in table 28, are the values normalized to range from zero to one. This changes the interpretation of these values slightly, to being about how a campus is relative to another within each ethnic group. Table 29 and 30 does the same for the workload proxy of student headcount to FTE faculty ratio. It is presented in table 29, and normalized in the same way in table 30. Neither measure necessarily tells a full story, and in fact may be misleading independent other information.

**Table 27:** Difference in Representation between Students and Faculty, Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White |
|---|---|---|---|---|---|---|---|
| Bakersfield | −5% | 1% | 41% | 0% | 5% | 2% | −43% |
| Channel Islands | −3% | 0% | 37% | −1% | 1% | 3% | −37% |
| Chico | −2% | 1% | 26% | 0% | 2% | 5% | −32% |
| Dominguez | −4% | −1% | 44% | −1% | 0% | 1% | −39% |
| East Bay | 7% | 2% | 24% | 0% | 5% | 5% | −43% |
| Fresno | 0% | −1% | 37% | 0% | 3% | 2% | −41% |
| Fullerton | 3% | −1% | 31% | −1% | 2% | 3% | −37% |
| Humboldt | −1% | 2% | 29% | −1% | −6% | 6% | −28% |
| Long Beach | 4% | −1% | 29% | 0% | 6% | 4% | −42% |
| Los Angeles | −8% | −3% | 44% | −1% | 1% | 1% | −34% |
| Maritime | 1% | −2% | 18% | −1% | 4% | 12% | −32% |
| Monterey | −5% | 1% | 31% | −1% | −3% | 5% | −29% |
| Northridge | −2% | 0% | 34% | −1% | 6% | 2% | −40% |
| Pomona | 0% | 0% | 31% | 0% | 4% | 3% | −38% |
| Sacramento | 10% | 1% | 24% | −1% | −2% | 6% | −38% |
| San Bernardino | −6% | −1% | 49% | 0% | 3% | 2% | −45% |
| San Diego | 2% | 0% | 18% | 0% | 7% | 5% | −32% |
| San Francisco | 5% | 0% | 24% | −1% | 4% | 6% | −38% |
| San Jose | 12% | 0% | 18% | 0% | 7% | 3% | −40% |
| San Luis Obispo | 6% | −1% | 12% | 0% | 1% | 7% | −26% |
| San Marcos | −1% | 0% | 30% | −1% | 6% | 4% | −38% |
| Sonoma | −1% | 1% | 25% | 0% | −9% | 6% | −21% |
| Stanislaus | −2% | −2% | 41% | 0% | 2% | 3% | −43% |
| Systemwide | 2% | 0% | 30% | 0% | 3% | 4% | −37% |

- This graph shows the extent to which faculty resemble the students that they serve. We see from this that faculty are much more white than the student body in the CSU, across all campuses.
- For racial and ethnic groups that make up smaller percentages of CSU campuses, the differences are fairly small as well. This is to be expected, if a group is a relative small number of faculty and a relative small number of students, any differences in representation will be small.

**Table 28:** Normalized Difference in Representation between Students and Faculty, Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White |
|---|---|---|---|---|---|---|---|
| Bakersfield | 0.16 | 0.68 | 0.78 | 1.00 | 0.84 | 0.12 | 0.12 |
| Channel Islands | 0.22 | 0.62 | 0.67 | 0.47 | 0.62 | 0.22 | 0.35 |
| Chico | 0.29 | 0.79 | 0.39 | 0.73 | 0.69 | 0.36 | 0.56 |
| Dominguez | 0.20 | 0.43 | 0.87 | 0.25 | 0.56 | 0.01 | 0.27 |
| East Bay | 0.73 | 1.00 | 0.33 | 0.72 | 0.87 | 0.37 | 0.11 |
| Fresno | 0.41 | 0.34 | 0.70 | 0.60 | 0.77 | 0.09 | 0.19 |
| Fullerton | 0.52 | 0.38 | 0.51 | 0.47 | 0.68 | 0.24 | 0.36 |
| Humboldt | 0.35 | 0.91 | 0.46 | 0.00 | 0.17 | 0.45 | 0.73 |
| Long Beach | 0.59 | 0.44 | 0.47 | 0.49 | 0.93 | 0.27 | 0.15 |
| Los Angeles | 0.00 | 0.00 | 0.88 | 0.39 | 0.64 | 0.00 | 0.47 |
| Maritime | 0.43 | 0.18 | 0.17 | 0.40 | 0.78 | 1.00 | 0.57 |
| Monterey | 0.12 | 0.84 | 0.52 | 0.35 | 0.41 | 0.38 | 0.70 |
| Northridge | 0.30 | 0.54 | 0.61 | 0.39 | 0.94 | 0.15 | 0.21 |
| Pomona | 0.40 | 0.54 | 0.53 | 0.67 | 0.81 | 0.23 | 0.29 |
| Sacramento | 0.87 | 0.82 | 0.31 | 0.31 | 0.47 | 0.44 | 0.33 |
| San Bernardino | 0.07 | 0.36 | 1.00 | 0.69 | 0.78 | 0.10 | 0.00 |
| San Diego | 0.51 | 0.66 | 0.15 | 0.75 | 0.99 | 0.41 | 0.54 |
| San Francisco | 0.65 | 0.61 | 0.32 | 0.33 | 0.81 | 0.44 | 0.33 |
| San Jose | 1.00 | 0.53 | 0.16 | 0.48 | 1.00 | 0.23 | 0.25 |
| San Luis Obispo | 0.69 | 0.46 | 0.00 | 0.61 | 0.65 | 0.59 | 0.82 |
| San Marcos | 0.35 | 0.54 | 0.50 | 0.06 | 0.96 | 0.27 | 0.30 |
| Sonoma | 0.36 | 0.69 | 0.36 | 0.55 | 0.00 | 0.48 | 1.00 |
| Stanislaus | 0.31 | 0.24 | 0.80 | 0.94 | 0.70 | 0.17 | 0.11 |

- Normalized values range from zero to one, and are normalized across campus. This means that the relative distance between values from table 27 are maintained.
- A higher value means that the campus has a larger difference in representation between students an faculty, relative to other campuses.

**Table 29:** Student-to-Faculty Ratio by Race/Ethnicity, Fall 2017

| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White | Campus Total |
|---|---|---|---|---|---|---|---|---|
| Bakersfield | 11.52 | 23.67 | 89.87 | 101.67 | 45.12 | 122.88 | 6.95 | 22.08 |
| Channel Islands | 12.42 | 23.48 | 76.30 | 9.16 | 23.11 | 82.76 | 8.83 | 20.34 |
| Chico | 13.92 | 40.38 | 142.37 | 37.60 | 28.81 | 144.18 | 12.67 | 22.13 |
| Dominguez | 15.99 | 25.89 | 105.18 | 2.90 | 27.85 | 44.08 | 4.12 | 25.32 |
| East Bay | 30.30 | 35.17 | 109.52 | 13.71 | 39.47 | 182.57 | 6.62 | 24.27 |
| Fresno | 20.72 | 14.42 | 93.41 | 13.92 | 36.18 | 77.89 | 7.21 | 22.18 |
| Fullerton | 26.89 | 15.51 | 112.18 | 4.75 | 33.69 | 184.54 | 9.03 | 25.47 |
| Humboldt | 12.72 | 40.28 | 119.19 | 8.26 | 11.40 | 137.19 | 10.46 | 17.63 |
| Long Beach | 26.06 | 20.11 | 87.85 | 5.34 | 54.58 | 128.11 | 7.15 | 23.04 |
| Los Angeles | 13.83 | 14.22 | 85.82 | 3.80 | 27.41 | 37.83 | 4.01 | 23.64 |
| Maritime | 11.46 | 7.37 | 106.50 | 3.00 | 30.41 | – | 7.04 | 11.65 |
| Monterey | 9.14 | 26.71 | 58.65 | 5.66 | 17.85 | 173.01 | 9.94 | 20.46 |
| Northridge | 19.02 | 24.80 | 103.60 | 3.71 | 54.06 | 94.57 | 9.19 | 25.42 |
| Pomona | 24.72 | 25.74 | 100.95 | 13.39 | 45.58 | 237.64 | 8.21 | 26.27 |
| Sacramento | 43.21 | 32.70 | 120.43 | 7.61 | 21.37 | 307.32 | 10.66 | 25.26 |
| San Bernardino | 11.09 | 24.30 | 142.15 | 12.86 | 45.11 | 172.90 | 5.99 | 27.46 |
| San Diego | 28.11 | 33.09 | 75.94 | 21.90 | 74.88 | 153.58 | 13.49 | 26.88 |
| San Francisco | 28.11 | 27.70 | 106.69 | 3.94 | 36.79 | 468.41 | 8.22 | 23.79 |
| San Jose | 38.12 | 24.02 | 82.91 | 3.58 | 41.78 | 86.82 | 7.23 | 24.04 |
| San Luis Obispo | 32.76 | 9.11 | 71.18 | 6.16 | 23.12 | 918.89 | 13.43 | 19.47 |
| San Marcos | 18.12 | 20.48 | 71.96 | 5.74 | 48.97 | 79.96 | 9.43 | 22.18 |
| Sonoma | 16.74 | 39.08 | 101.83 | 14.47 | 14.25 | 225.75 | 13.79 | 21.52 |
| Stanislaus | 15.60 | 13.05 | 111.58 | 36.00 | 32.16 | 108.48 | 7.67 | 21.44 |
| Systemwide | 24.43 | 23.59 | 96.54 | 8.27 | 35.16 | 139.35 | 9.10 | 23.69 |

- Student-to-faculty ratio (SFR) is calculated using student headcount and FTE faculty. Each student requires the same amount of time spent counseling and advocating for, regardless of whether they are part-time. Each student is a full person in a class for a faculty member. FTE faculty is used, on the other hand, as this accounts for how much time a faculty member is being paid for the work they do.

- The lowest value for a group overall is Native American, this being due to their relative small numbers overall in the system. Native American SFR varies siginificantly by campus due to this, going as high as 101.67 students per FTE faculty at Bakersfield.

**Table 30:** Normalized Student-to-Faculty Ratio by Race/Ethnicity, Fall 2017

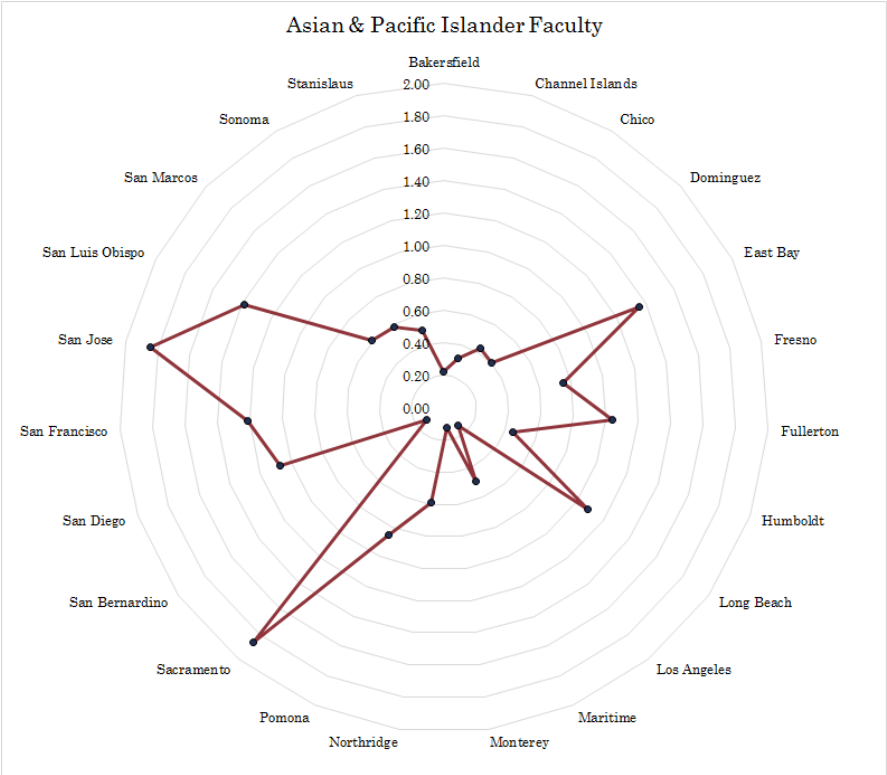
| | Asian & Pacific Islander | Black | Latino/a | Native American | Other & Unknown | Two or More | White |
|---|---|---|---|---|---|---|---|
| Bakersfield | 0.07 | 0.49 | 0.37 | 1.00 | 0.53 | 0.10 | 0.30 |
| Channel Islands | 0.10 | 0.49 | 0.21 | 0.06 | 0.18 | 0.05 | 0.49 |
| Chico | 0.14 | 1.00 | 1.00 | 0.35 | 0.27 | 0.12 | 0.89 |
| Dominguez | 0.20 | 0.56 | 0.56 | 0.00 | 0.26 | 0.01 | 0.01 |
| East Bay | 0.62 | 0.84 | 0.61 | 0.11 | 0.44 | 0.16 | 0.27 |
| Fresno | 0.34 | 0.21 | 0.42 | 0.11 | 0.39 | 0.05 | 0.33 |
| Fullerton | 0.52 | 0.25 | 0.64 | 0.02 | 0.35 | 0.17 | 0.51 |
| Humboldt | 0.11 | 1.00 | 0.72 | 0.05 | 0.00 | 0.11 | 0.66 |
| Long Beach | 0.50 | 0.39 | 0.35 | 0.02 | 0.68 | 0.10 | 0.32 |
| Los Angeles | 0.14 | 0.21 | 0.32 | 0.01 | 0.25 | 0.00 | 0.00 |
| Maritime | 0.07 | 0.00 | 0.57 | 0.00 | 0.30 | −0.04 | 0.31 |
| Monterey | 0.00 | 0.59 | 0.00 | 0.03 | 0.10 | 0.15 | 0.61 |
| Northridge | 0.29 | 0.53 | 0.54 | 0.01 | 0.67 | 0.06 | 0.53 |
| Pomona | 0.46 | 0.56 | 0.51 | 0.11 | 0.54 | 0.23 | 0.43 |
| Sacramento | 1.00 | 0.77 | 0.74 | 0.05 | 0.16 | 0.31 | 0.68 |
| San Bernardino | 0.06 | 0.51 | 1.00 | 0.10 | 0.53 | 0.15 | 0.20 |
| San Diego | 0.56 | 0.78 | 0.21 | 0.19 | 1.00 | 0.13 | 0.97 |
| San Francisco | 0.56 | 0.62 | 0.57 | 0.01 | 0.40 | 0.49 | 0.43 |
| San Jose | 0.85 | 0.50 | 0.29 | 0.01 | 0.48 | 0.06 | 0.33 |
| San Luis Obispo | 0.69 | 0.05 | 0.15 | 0.03 | 0.18 | 1.00 | 0.96 |
| San Marcos | 0.26 | 0.40 | 0.16 | 0.03 | 0.59 | 0.05 | 0.55 |
| Sonoma | 0.22 | 0.96 | 0.52 | 0.12 | 0.05 | 0.21 | 1.00 |
| Stanislaus | 0.19 | 0.17 | 0.63 | 0.34 | 0.33 | 0.08 | 0.37 |

- Normalized values range from zero to one, and are normalized across campus. This means that the relative distance between values from table 29 are maintained.
- A higher value means that the campus has a larger student-to-faculty ratio, relative to other campuses.

### 8.3 Charting the Scope of Cultural Taxation

The following figures, called radar charts, show the summed two values for each campus and race/ethnicity. In each chart, each campus has a value from 0 to 2. The closer a campus is to 2, the *worse* they are relative to other campus, for these two measures. It is important to note that these values do not imply a campus is "good" on the issue of cultural taxation generally, rather on these measures they are less bad relative to other campuses on the potential workload and representation issues associated with cultural taxation.

**Figure 12:** Scope of Cultural Taxation, Asian and Pacific Islander Faculty




- In this chart both San Jose and Sacramento are approaching two. This means that on both the normalized measures of representation and student-to-faculty ratio they were bad. So, relative to the other 23 campuses, these two were the worst on these cultural taxation measures related to Asian & Pacific Islander faculty.
- For a campus like Bakersfield, which is near zero on the radar chart, it shows they had a low value on both measures. This does not necessarily mean Bakersfield is "good" on the issue for cultural taxation for Asian and Pacific Islander faculty. It simply means that, relative to the other 22 campuses, it was less bad or not as bad.

**Figure 13**: Scope of Cultural Taxation, Black Faculty

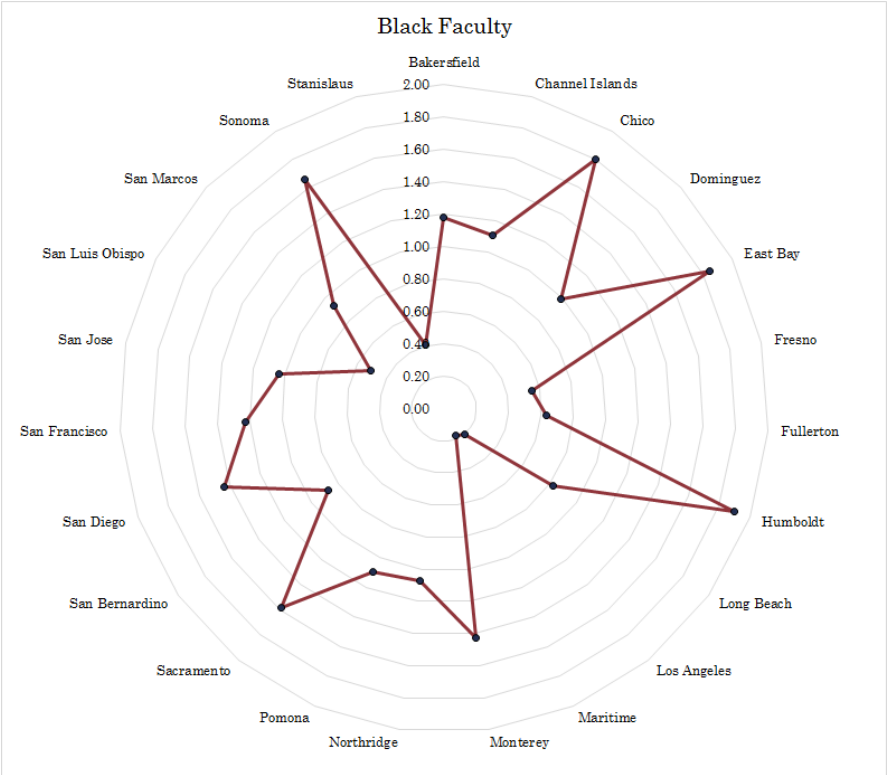



**Figure 14**: Scope of Cultural Taxation, Latino/a Faculty

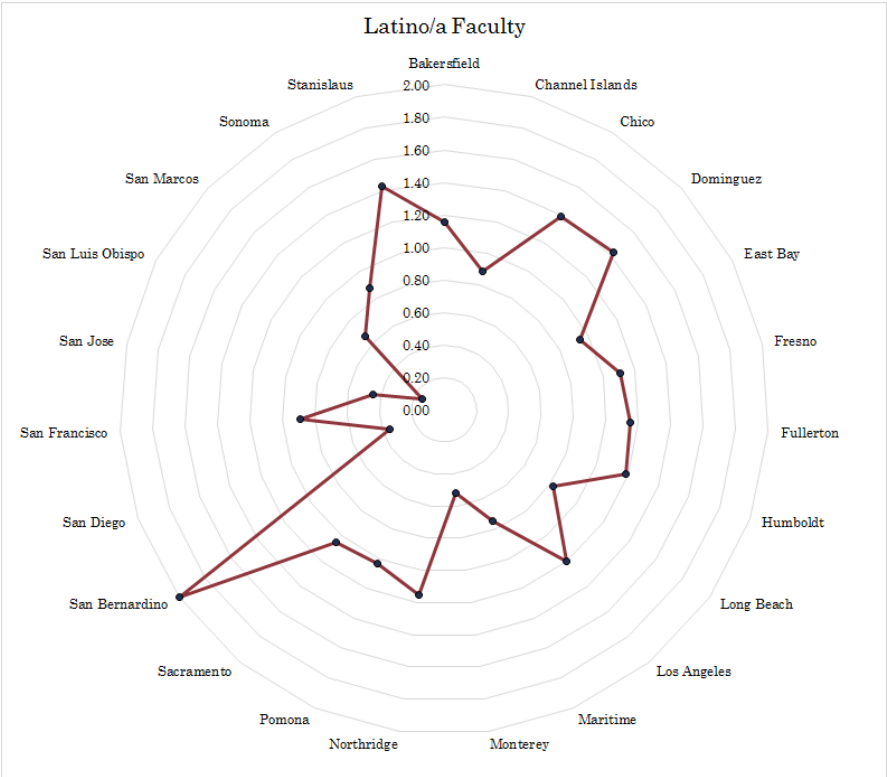


**Figure 15:** Scope of Cultural Taxation, Native American Faculty

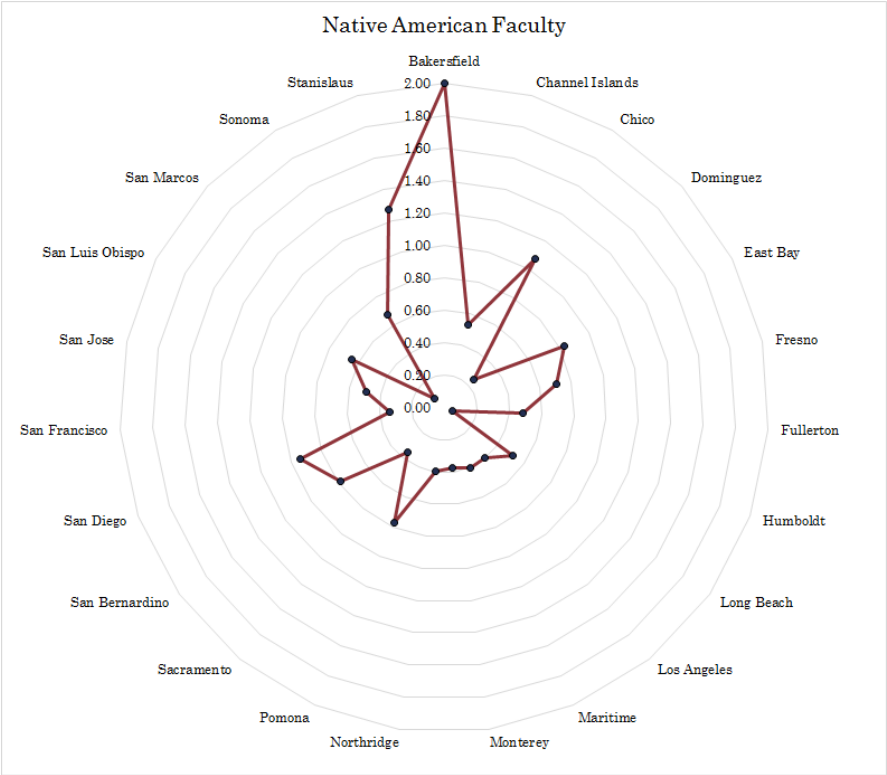



**Figure 16:** Scope of Cultural Taxation, Other & Unknown Ethnicity Faculty

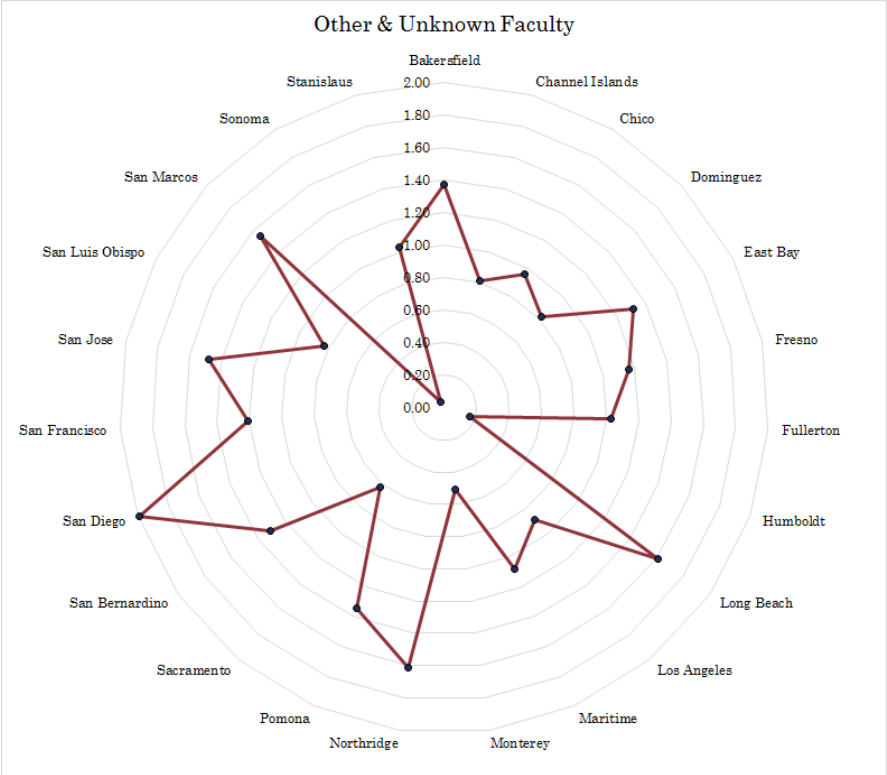
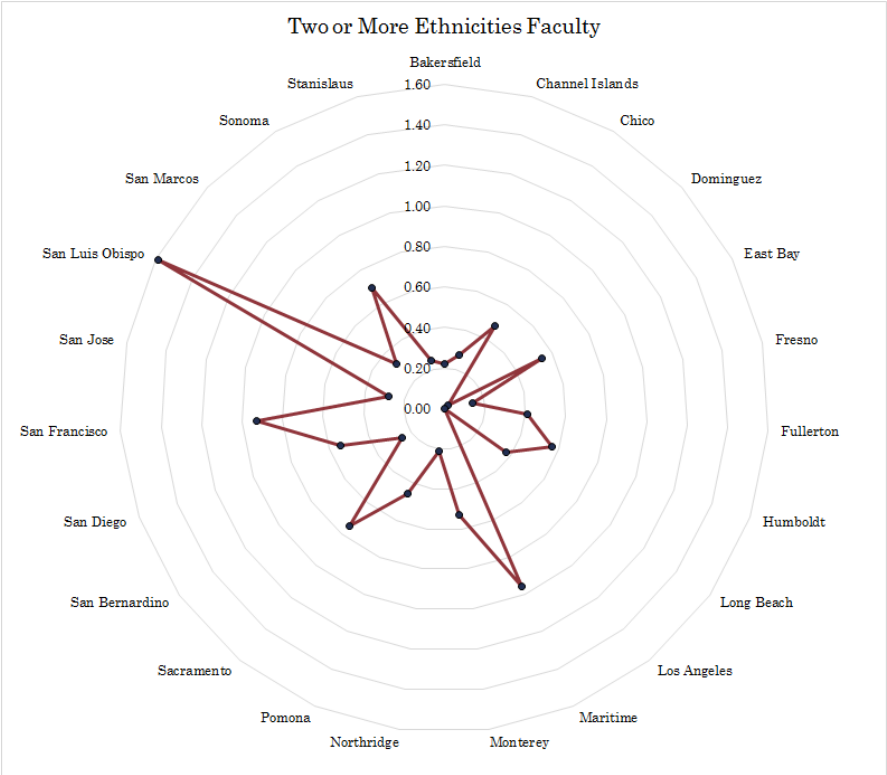


**Figure 17:** Scope of Cultural Taxation, Two or More Race/Ethnicity Faculty




For any questions or details concerning these data or figures please contact CFA Research Specialist Vincent Cevasco at 916-441-4848 or vcevasco@calfac.org