

San Francisco State University

**Faculty and Student Trends at
San Francisco State University**

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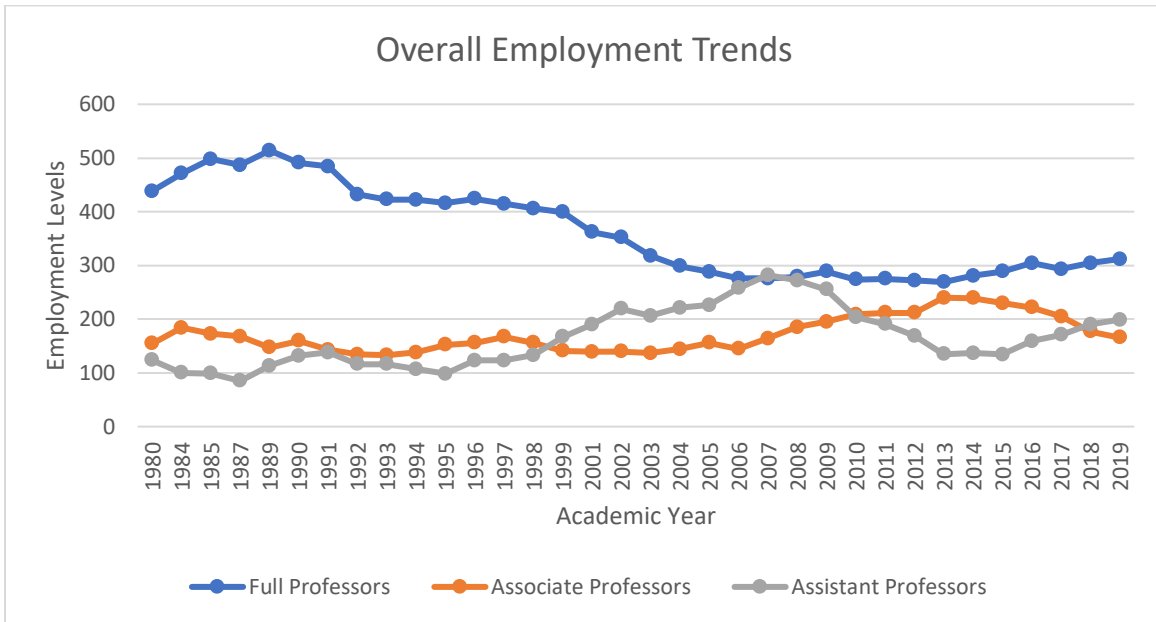
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Section 1: Overall Trends (1980 - 2019)

Highlights:

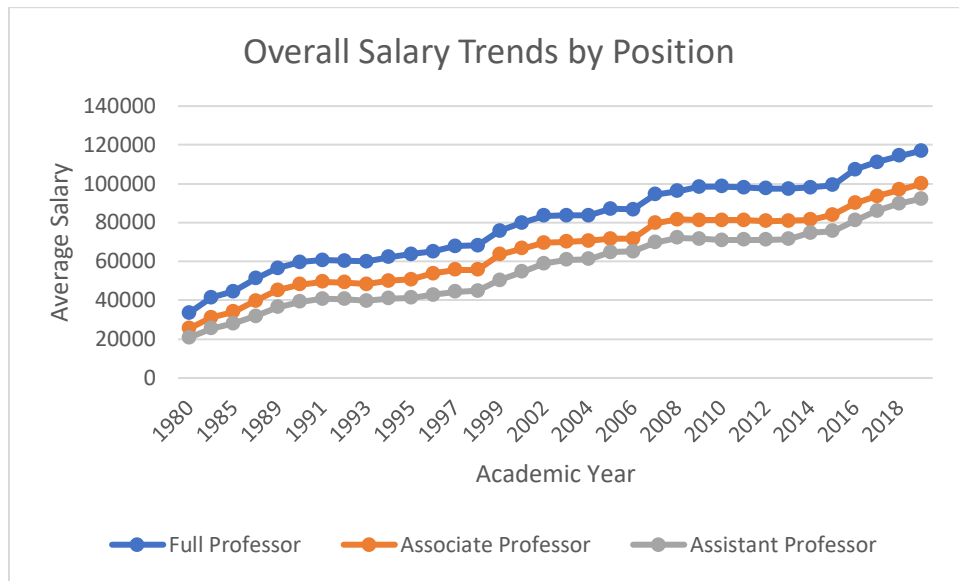
- Since 1980, the number of tenure track faculty has declined by 5.57%.
- The earnings difference between a full professor and an associate or assistant professor has shrunk over the past 20 years:
 - As of 2019, full-professors make \$117,011/year on average, associate professors make \$100,036/year on average, and assistant professors make \$92,260/year on average.
- Student enrollment has increased by 7%.
- As of 2019, San Francisco State University was slightly above the average CSU student-to-faculty ratio at 22 students per 1 faculty.

Figure 1
Overall Employment Trends (1980 - 2019)



- The total number of tenure track faculty has declined over this time period.
- Overall, there are fewer tenure track faculty employed in 2019 compared to the 1980s.
- Total employment has declined by 5.57%.
- During this time period, full-professors had a net loss of 126 full-professors.
- As of 2019, San Francisco State University is above the average CSU quantity of full professors, associate professors, and assistant professors in comparison to the other California State Universities.

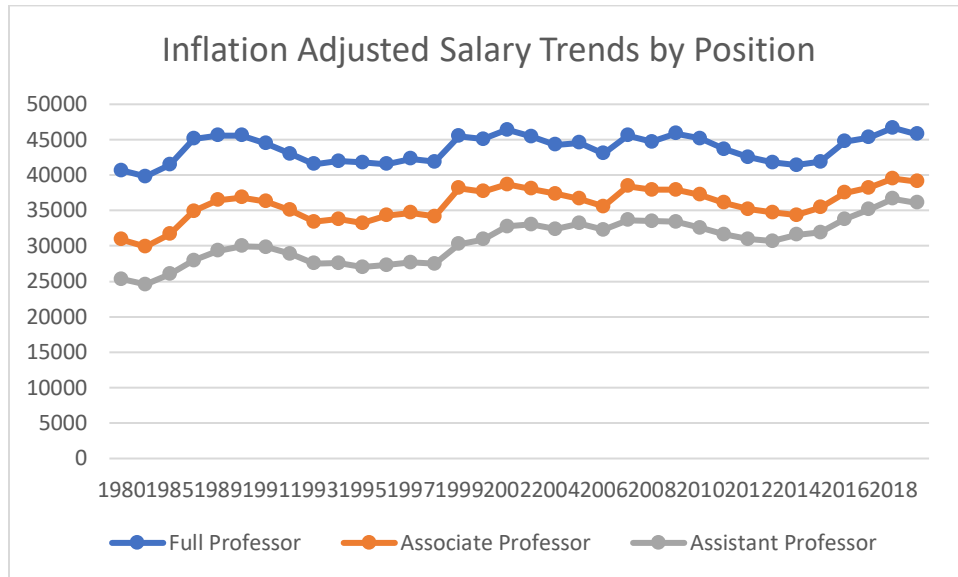
Figure 2
Overall Salary Trends by Position (1980 - 2019)



- As of 2019:
 - Full-professors earn \$117,011/year on average
 - Associate professors earn \$100,036/year on average
 - Assistant professors earn \$92,260/year on average.

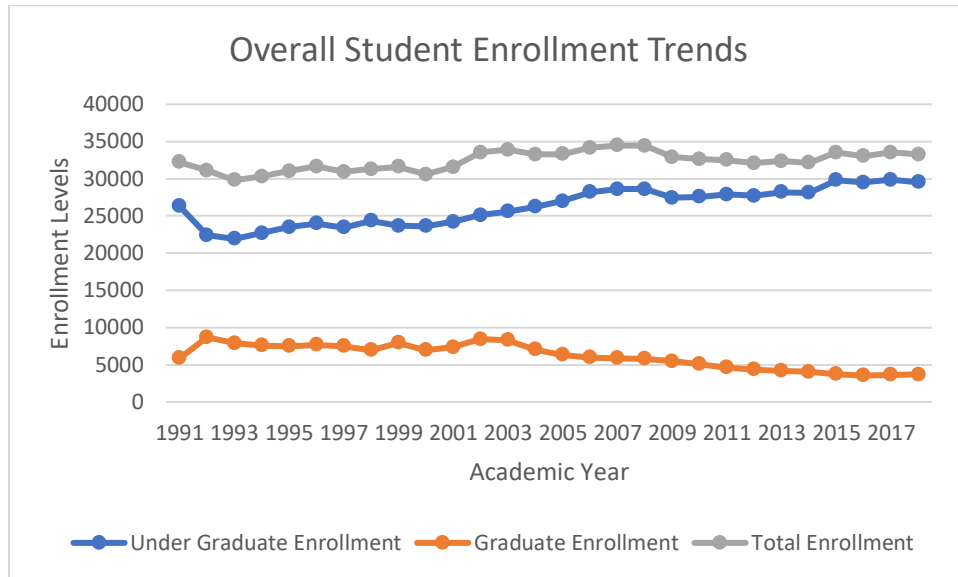
- As of 2019, there is less of a difference between assistant and associate salaries compared to earlier years:
 - An associate professor's salary is equal to 85.5% of a full-professor's salary.
 - An assistant professor's salary is equal to 92.2% of an associate professor's salary.

Figure 3
Inflation Adjusted Salary Trend (1980-2019)



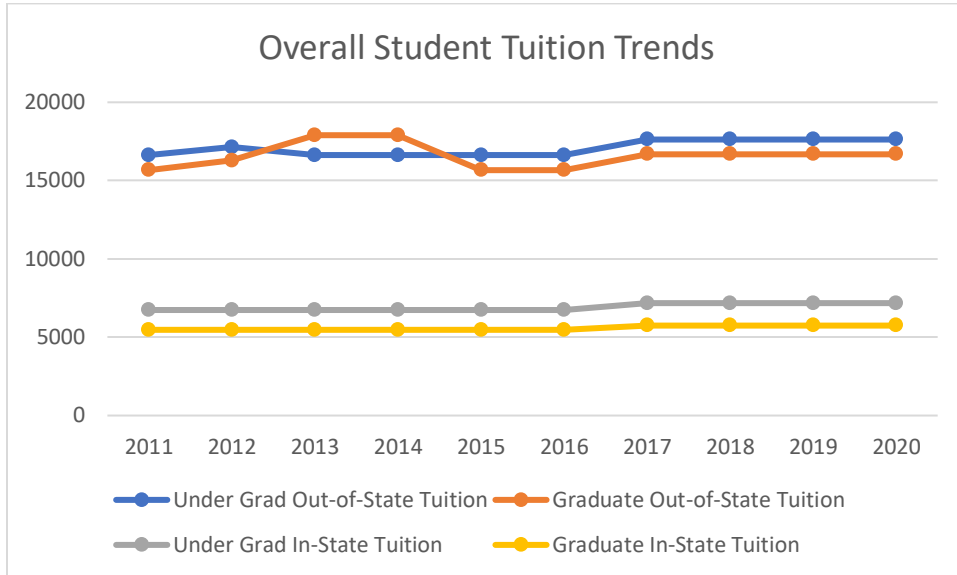
- All salaries in this figure are adjusted for inflation and reported in 1980 US dollars for consistency purposes.
- Average salary for tenured faculty has barely kept up with inflation over the last 20 years:
 - Full professor salaries increased by 1.48%.
 - Associate professor salaries increased by 3.82%.
 - Assistant professor salaries increased by 16.77%.
- Assistant professors are now starting at a higher salary as seen in the steep incline in recent years.

Figure 4
Overall Student Enrollment Trends (1991-2018)



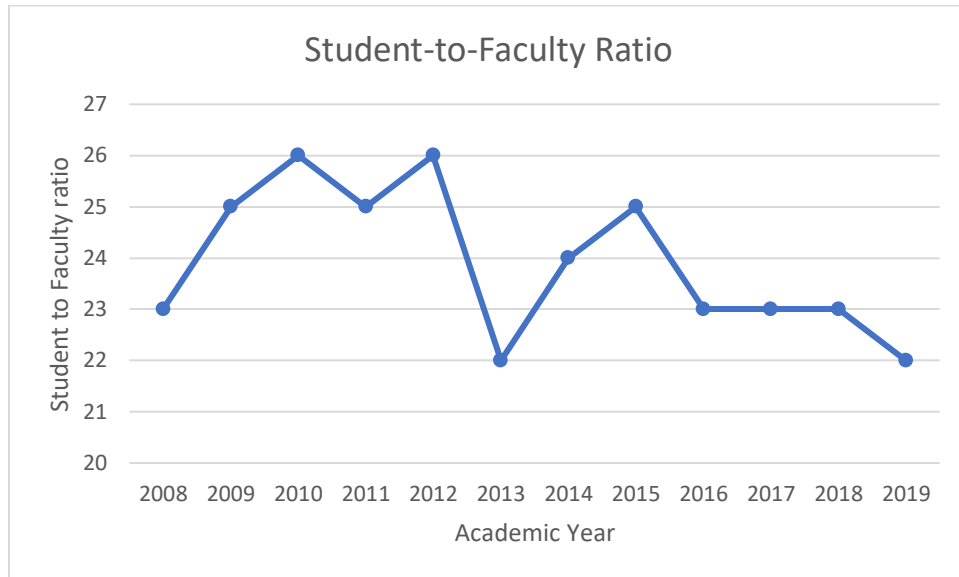
- Overall enrollment growth has been modest, and is primarily drive by undergraduate enrollment:
 - In 1991, there were 26,325 undergraduate students.
 - In 2018, there were 29,527 undergraduate students
 - This corresponds to a 7% increase in undergraduate enrollment.
- The majority of students are at the undergraduate level:
 - In 2018, 88.84% of students were undergraduates
- Graduate enrollment has slowly been decreasing over this time period:
 - Over this time period, graduate enrollment fell by 7%.

Figure 5
Overall Student Tuition Trends (2011-2020)



- As 2020, in-state tuition is \$5,742 for undergraduates and \$7,176 for graduate students.
- Undergraduate tuition has gone up slightly over time:
 - In 2011, undergraduate in-state tuition was \$5,472
 - In 2020, undergraduate in-state tuition was \$5,742.
- Over this time period, in-state tuition rose by 4.93% for undergraduate and 6.5% for graduate students.

Figure 6
Student-to-Faculty Ratio (2008-2019)



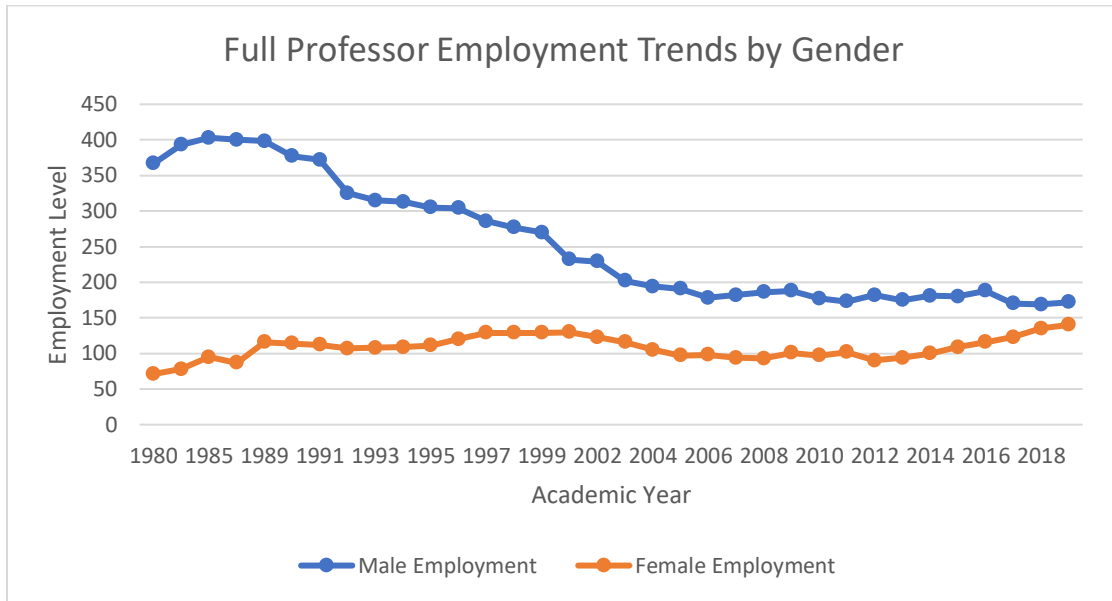
- As of 2019, the student-to-faculty ratio at San Francisco State University was slightly higher compared to CSU average:
 - SFSU: 22 students per 1 faculty
 - CSU Average: 20 students to 1 faculty.
- Between 2008 and 2019 the student-to-faculty ratio has decreased by 4.34%.
- The highest student-to-faculty ratio was in 2010 and 2012, at 26 students to 1 faculty.
- Student to faculty ratio does not include graduate students or programs.

Section 2. Employment Trends by Gender and Position

Highlights:

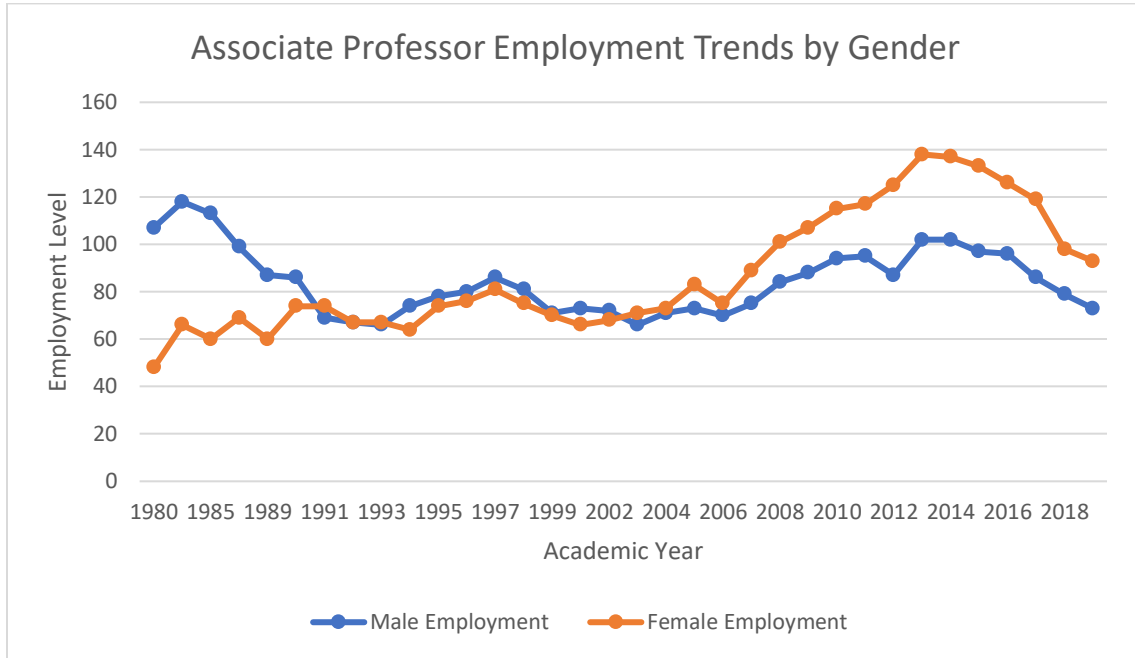
- As of 2019, 311 professors are men and 366 professors are women across all positions.
- Between 1980 and 2019, the number of women faculty has increased by 211 and the number of men faculty has decreased by 251.
- The gender employment gap has declined due to two reasons:
 - There is a net decline in men who are full-professors due to retirement.
 - In recent years, more professors who are women have been hired relative to men

Figure 7
Full Professor Employment Trends by Gender



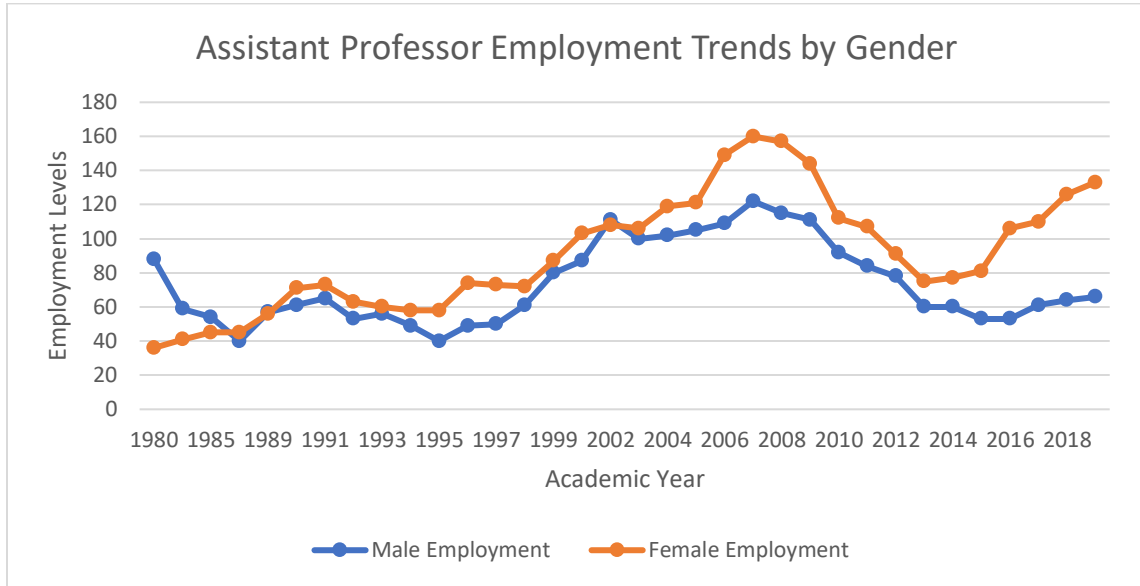
- Although the gender gap for full professors has been decreasing over time, it is due to the increase in men who have retired as opposed to an increase in new hires/promotions who are women.
- Women who are full-professors have had a net increase of 69 while men who are full-professors had a net loss of 195 over the last 40 years.
- As of 2019, there are 140 women who are full-professors and 172 men who are full-professors.
- In comparison to other California state universities, San Francisco State is above the average for women who are full professors.

Figure 8
Associate Professor Employment Trends by Gender



- Over the last 40 years, women associate professors have had a net increase of 45 while men associate professors had a net loss of 34.
- As of 2019, there 93 associate professors are women and 73 associate professors are men.
- By 2003, there were more women associate professors than men associate professors.
- As of 2019, 56.02% of associate professors were women.

Figure 9
Assistant Professor Employment Trends by Gender



- Over the last 40 years, women assistant professors have had a net increase of 97 while men assistant professors had a net loss of 22.
- As of 2019, there are 133 women assistant professors and 66 men assistant professors.
- By 2003 there were more women assistant professors than men assistant professors.
- In 2019, 66.83% of assistant professors were women.

Section 3. Employment Trends by Race and Position (2012-2019)

- Compared to the other California State Universities, San Francisco State University has an above average share of underrepresented minority (URM) faculty.
- As of 2019, URM faculty make up 12% of full-professors, 9% of associate professors and 14% of assistant professors.
- However, there is evidence of “leaks” in the tenure pipeline for faculty who identify as underrepresented minorities. Between 2012 and 2019:
 - There was a net loss of 23 URM assistant professors
 - There was a net loss of 22 URM associate professors
 - There was a net loss of 24 URM full professors
- San Francisco State University has an above average share of Asian faculty in comparison to the other California State Universities.
- Between 2012 and 2019, faculty who identify as Asian have experienced the largest relative increase in employment:
 - The share of Asian faculty increased by 6% amongst full professors.
 - The share of Asian faculty increased by 8% amongst associate professors.

Table 1
Employment Trends by Race and Position, 2012 to 2019

Position	Year	Asian	White	Under Represented Minorities	Two or More	Unknown	Nonresident alien	Total
Full Professor	2012	65	187	38	2	11	0	303
	2013	65	181	38	2	12	0	296
	2014	66	196	20	3	12	0	311
	2015	71	197	12	3	14	0	323
	2016	77	203	36	3	14	0	339
	2017	78	191	39	6	16	0	331
	2018	85	189	14	6	17	0	339
	2019	92	188	14	6	18	1	348
Change between 2012 & 2019	--	+27	+1	-24	+4	+7	+1	+45
Associate Professor	2012	46	116	34	7	11	1	219
	2013	56	130	40	8	14	2	249
	2014	62	122	14	7	15	3	249
	2015	61	115	17	7	13	3	235
	2016	55	114	38	7	14	3	226
	2017	56	108	36	4	10	2	207
	2018	47	98	11	5	8	4	181
	2019	48	90	12	5	7	4	169
Change between 2012 & 2019	--	+2	-26	-22	-2	-4	+3	-50
Assistant Professor	2012	42	87	42	1	15	4	169
	2013	28	73	33	0	17	3	135
	2014	29	72	20	0	17	5	137
	2015	29	68	15	0	20	6	134
	2016	34	77	40	0	20	8	159
	2017	39	80	27	1	17	13	171
	2018	42	91	21	1	11	20	190
	2019	42	96	19	1	8	25	199
Change between 2012 & 2019	--	+0	+9	-23	+0	-7	+21	+30

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Appendix Tables.

Table A1
Full Professor Employment Trends by Gender, from 1980 to 2019

Year	Female	Male	Total	% Female	% Male
1980	71	367	438	16.21%	83.78%
1984	78	393	471	16.56%	83.43%
1985	95	403	498	19.07%	80.92%
1987	87	400	487	17.86%	82.13%
1989	116	398	514	22.56%	77.43%
1990	114	377	491	23.21%	76.78%
1991	112	372	484	23.21%	76.85%
1992	107	325	432	24.76%	75.23%
1993	108	315	423	25.53%	74.46%
1994	109	313	422	25.82%	74.17%
1995	111	305	416	26.68%	73.31%
1996	120	304	424	28.30%	71.69%
1997	129	286	415	31.08%	68.91%
1998	129	277	406	31.77%	68.22%
1999	129	270	399	32.33%	67.66%
2001	130	232	362	35.91%	64.08%
2002	123	229	352	34.94%	65.05%
2003	116	202	318	36.47%	63.52%
2004	105	194	299	35.11%	64.88%
2005	97	191	288	33.68%	66.31%
2006	98	178	276	35.50%	64.49%
2007	94	182	276	34.05%	65.94%
2008	93	186	279	33.33%	66.66%
2009	101	188	289	34.94%	65.05%
2010	97	177	274	35.40%	64.59%
2011	102	173	275	37.09%	62.90%
2012	90	182	272	33.08%	66.91%
2013	94	175	269	34.94%	65.05%
2014	100	181	281	35.58%	64.41%
2015	109	180	289	37.71%	62.28%
2016	116	188	304	38.15%	61.84%
2017	123	170	293	41.97%	58.02%
2018	135	169	304	44.40%	55.59%
2019	140	172	312	44.87%	55.12%

Table A2
Associate Professor Employment Trends by Gender, 1980 to 2019

Year	Female	Male	Total	% Female	% Male
1980	48	107	155	30.96%	69.03%
1984	66	118	184	35.86%	64.13%
1985	60	113	173	34.68%	65.31%
1987	69	99	168	41.07%	58.92%
1989	60	87	147	40.81%	59.18%
1990	74	86	160	46.25%	53.75%
1991	74	69	143	51.74%	48.25%
1992	67	67	134	50%	50%
1993	67	66	133	50.37%	49.62%
1994	64	74	138	46.37%	53.62%
1995	74	78	152	48.68%	51.31%
1996	76	80	156	48.71%	51.28%
1997	81	86	167	48.50%	51.49%
1998	75	81	156	48.07%	51.92%
1999	70	71	141	49.64%	50.35%
2001	66	73	139	47.48%	52.51%
2002	68	72	140	48.57%	51.42%
2003	71	66	137	51.82%	48.17%
2004	73	71	144	50.69%	49.30%
2005	83	73	156	53.20%	46.79%
2006	75	70	145	51.72%	48.27%
2007	89	75	164	54.26%	45.73%
2008	101	84	185	54.59%	45.40%
2009	107	88	195	54.87%	45.12%
2010	115	94	209	55.02%	44.97%
2011	117	95	212	55.18%	44.81%
2012	125	87	212	58.96%	41.03%
2013	138	102	240	57.50%	42.50%
2014	137	102	239	57.32%	42.67%
2015	133	97	230	57.82%	42.17%
2016	126	96	222	56.75%	43.24%
2017	119	86	205	58.04%	41.95%
2018	98	79	177	55.36%	44.63%
2019	93	73	166	56.02%	43.97%

Table A3
Assistant Professor Employment Trends by Gender, 1980 to 2019

Year	Female	Male	Total	% Female	% Male
1980	36	88	124	29.03%	70.96%
1984	41	59	100	41%	59%
1985	45	54	99	45.45%	54.54%
1987	45	40	85	52.94%	47.05%
1989	56	57	113	49.55%	50.44%
1990	71	61	132	53.78%	46.21%
1991	73	65	138	52.89%	47.10%
1992	63	53	116	54.31%	45.68%
1993	60	56	116	51.72%	48.27%
1994	58	49	107	54.20%	45.79%
1995	58	40	98	59.18%	40.81%
1996	74	49	123	60.16%	39.83%
1997	73	50	123	59.34%	40.65%
1998	72	61	133	54.13%	43.86%
1999	87	80	167	52.09%	47.90%
2001	103	87	190	54.21%	45.78%
2002	108	111	219	49.31%	50.68%
2003	106	100	206	51.45%	48.54%
2004	119	102	221	53.84%	46.15%
2005	121	105	226	53.53%	46.46%
2006	149	109	258	57.75%	42.24%
2007	160	122	282	56.73%	43.26%
2008	157	115	272	57.72%	42.27%
2009	144	111	255	56.47%	43.52%
2010	112	92	204	54.90%	45.09%
2011	107	84	191	56.02%	43.97%
2012	91	78	169	53.84%	46.15%
2013	75	60	135	55.55%	44.44%
2014	77	60	137	56.20%	43.79%
2015	81	53	134	60.44%	39.55%
2016	106	53	159	66.60%	33.33%
2017	110	61	171	64.32%	35.67%
2018	126	64	190	66.31%	33.68%
2019	133	66	199	66.83%	33.16%

Table A4
Percentage of Employment Trends by Race and Position, 2012 to 2019

	Year	Asian	White	Under Represented Minorities	Two or More	Unknown	Nonresident alien	Total
Full Professor	2012	21%	62%	12%	1%	4%	0%	100%
	2013	22%	61%	12%	1%	4%	0%	100%
	2014	21%	63%	11%	1%	4%	0%	100%
	2015	22%	61%	12%	1%	4%	0%	100%
	2016	23%	60%	12%	1%	4%	0%	100%
	2017	23%	58%	12%	2%	5%	0%	100%
	2018	25%	56%	12%	2%	5%	0%	100%
	2019	27%	54%	12%	2%	5%	0%	100%
Change between 2012 & 2019	--	+6%	-8%	+0%	+1%	+1%	+0%	+8%
Associate Professor	2012	21%	53%	17%	3%	5%	1%	100%
	2013	22%	52%	16%	3%	6%	1%	100%
	2014	25%	49%	16%	3%	6%	1%	100%
	2015	26%	49%	15%	3%	6%	1%	100%
	2016	24%	51%	15%	3%	6%	1%	100%
	2017	27%	52%	13%	2%	5%	1%	100%
	2018	26%	54%	11%	3%	4%	2%	100%
	2019	29%	53%	9%	3%	4%	2%	100%
Change between 2012 & 2019	--	+8%	+0%	-8%	+0%	-1%	+1%	+9%
Assistant Professor	2012	25%	51%	12%	1%	9%	2%	100%
	2013	21%	54%	10%	0%	13%	2%	100%
	2014	21%	53%	10%	0%	12%	4%	100%
	2015	22%	51%	8%	0%	15%	4%	100%
	2016	21%	48%	13%	0%	13%	5%	100%
	2017	23%	47%	12%	0%	10%	8%	100%
	2018	22%	48%	13%	0%	6%	11%	100%
	2019	21%	48%	14%	0%	4%	13%	100%
Change between 2012 & 2019	--	-4%	-3%	+2%	-1%	-5%	+11%	+13%