

Changing Faces of CSU Faculty and Students: Vol. III

March 2010

CFA Equity Conference
Los Angeles, CA

2010 CFA Equity Conference



Affirmative Action in a Time of Economic Crisis

An updated summary of data on the racial/ethnic and gender diversity
in the California State University.

Previous volumes available at www.calfac.org/research.html

Aimee Shreck

CFA Research Specialist
CFA Government Relations Office
980 9th Street, Suite 2250
Sacramento, CA 95814

Phone: 916-441-4848
Web: www.calfac.org
E-mail: ashreck@calfac.org

Changing Faces of CSU Faculty and Students: Vol. III

March 2010

Prepared for the 2010 CFA Equity Conference

Table of Contents

Section 1: CSU Faculty – Bargaining Unit 3

Number of CSU Faculty by Rank, per Campus (Headcount), Fall 2009	1
Distribution of CSU Faculty by Rank (Headcount), Fall 2009 [Chart]	2
Percent of CSU Faculty by Rank, per Campus (Headcount), Fall 2009	3
Number of Full-Time Equivalent Faculty by Rank, per Campus, Fall 2009	4
Distribution of CSU Faculty by Rank (FTEF), Fall 2009 [Chart]	5
Percent of Full-Time Equivalent Faculty by Rank, per Campus	6

Section 2: CSU Faculty – Race & Ethnicity

Number of Faculty by Race/Ethnicity, per Campus (Headcount), Fall 2009 ..	7
Race/Ethnicity of CSU Faculty—All Ranks (Headcount) Fall 2009 [Chart] ...	8
Percent of Faculty by Race/Ethnicity, per Campus (Headcount) Fall 2009 ...	9
Race/Ethnicity of Faculty, by Rank, Fall 2009 [Charts]	10-11

Section 3: CSU Faculty – Gender

Number of CSU Faculty by Sex, per Campus, Fall 2009	12
Percent of Faculty who are Female, by Campus, Fall 2009 [Chart]	13
Percent of Faculty who are Female, by Rank, Fall 2009 [Charts]	14-15

Section 4: CSU Faculty – Longitudinal Trends [#s of faculty of color & women]

CSU Instructional Faculty, by Race/Ethnicity, 1985 to 2009 [Chart]	16
CSU Instructional Faculty, by Race/Ethnicity, 1985 to 2009	17
CSU Instructional Faculty, By Gender, 1985 to 2009 [Chart]	18
Distribution of CSU Instructional Faculty, by Gender, 1985 to 2009.....	19

Section 5: CSU Students and Faculty – Short Term Trends [impact of cuts]

Percent of CSU Faculty, by Race/Ethnicity: 2007-2009 [Chart]	20
Pct Change in Number of Faculty, by Ethnic Group, 2007 to 2009 [Chart] ...	21
Pct of CSU Enrollment, by Race/Ethnic Group: 2007-2009 [Chart]	22
Pct Chg in Numbers of CSU Students, by Ethnic Group, 2007-09 [Chart] ...	23
CSU Enrollment by Ethnicity, Fall 2007 to Fall 2009	24
CSU Faculty by Ethnicity, Fall 2007 to Fall 2009	24

About the data:

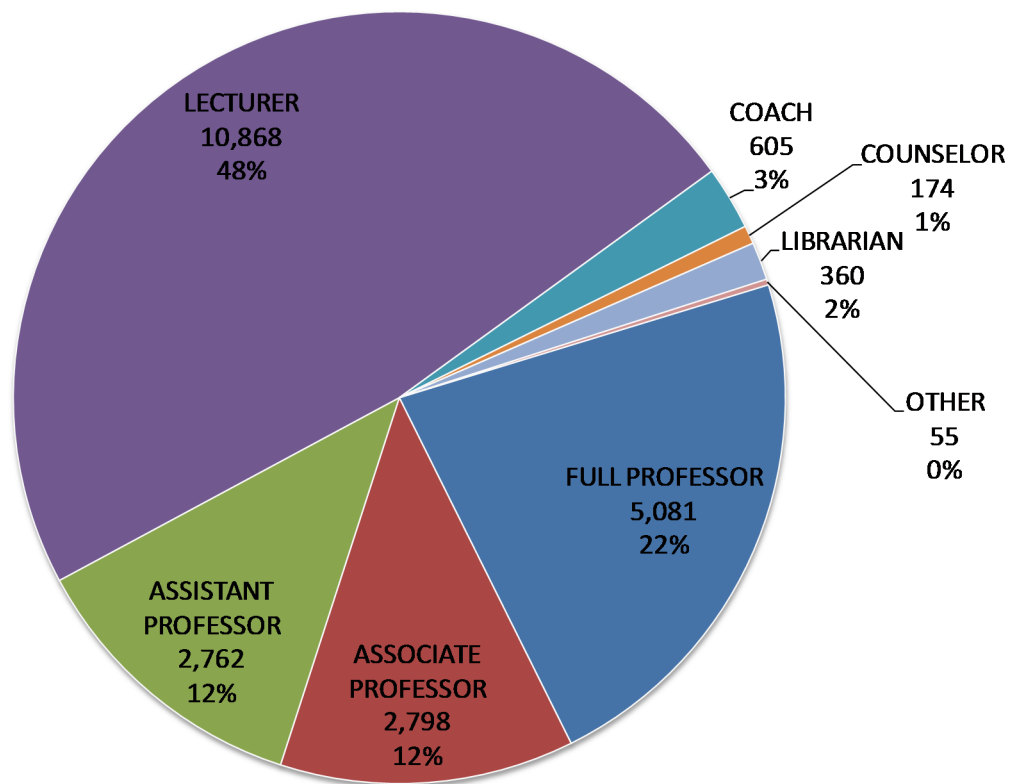
All data about CSU faculty presented in these charts and tables come from data submitted by the CSU Chancellor's Office to CFA each month. CFA processes and summarizes these data regularly and makes aggregate data available to chapters and activists to assist in their work. Charts and tables regarding 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 much more.

NUMBER OF CSU FACULTY BY RANK, PER CAMPUS (HEADCOUNT) Fall 2009

CAMPUS	FULL PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	LECTURER	COACH	COUNSELOR	LIBRARIAN	OTHER	TOTAL
Bakersfield	100	60	41	168	33	3	11		416
Channel Islands	22	39	21	188		2	8		280
Chico	273	100	129	406	21	7	15	2	953
Dominguez	110	71	76	347	19	7	9		639
East Bay	142	93	120	370	32	6	16		779
Fresno	252	137	179	569	31	5	19	3	1,195
Fullerton	284	202	255	865	32	14	24		1,676
Humboldt	138	66	51	249	21	4	9	1	539
Long Beach	403	208	234	1,060	29	10	17	7	1,968
Los Angeles	300	130	121	473	17	5	15	1	1,062
Maritime	15	12	14	36	8		2	2	89
Monterey	44	27	39	156	18	3	8	2	297
Northridge	338	234	162	1,037	37	12	29	2	1,851
Pomona	310	112	115	464	18	7	12	2	1,040
Sacramento	335	227	169	665	45	15	24	3	1,483
San Bernardino	238	81	86	429	27	6	12	2	881
San Diego	385	244	162	722	53	23	28	14	1,631
San Francisco	354	200	245	590	21	11	23	4	1,448
San Jose	365	164	176	1,011	41	15	35	6	1,813
San Luis Obispo	325	167	190	390	42	6	10	4	1,134
San Marcos	85	83	51	297	11	4	14		545
Sonoma	136	71	63	240	28	6	11		555
Stanislaus	127	70	63	136	21	3	9		429
SYSTEMWIDE	5,081	2,798	2,762	10,868	605	174	360	55	22,703

➡ The California Faculty Association represents faculty at all 23 CSU campuses [Bargaining Unit 3]. Faculty include tenured and tenure-track Professors, Lecturers, Counselors, Librarians, and Coaches. CFA tracks the headcount (number of individuals) and number of full-time equivalent (FTE) faculty. In Fall 2009, there were 22,703 individual faculty members employed across the CSU system.

DISTRIBUTION OF CSU FACULTY BY RANK (HEADCOUNT), FALL 2009



➡ In terms of headcount, approximately half of the faculty members are Lecturers (systemwide). Together, Counselors, Coaches and Librarians comprise about 6 percent of the faculty. In addition to Lecturers and Coaches, who all have temporary appointments, an increasing number of Librarians and Counselors are being hired into temporary appointments.

PERCENT OF CSU FACULTY BY RANK, PER CAMPUS (HEADCOUNT) Fall 2009

CAMPUS	FULL PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	LECTURER	COACH	COUNSELOR	LIBRARIAN	OTHER	TOTAL
Bakersfield	24%	14%	10%	40%	8%	1%	3%	0%	100%
Channel Islands	8%	14%	8%	67%	0%	1%	3%	0%	100%
Chico	29%	10%	14%	43%	2%	1%	2%	0%	100%
Dominguez	17%	11%	12%	54%	3%	1%	1%	0%	100%
East Bay	18%	12%	15%	47%	4%	1%	2%	0%	100%
Fresno	21%	11%	15%	48%	3%	0%	2%	0%	100%
Fullerton	17%	12%	15%	52%	2%	1%	1%	0%	100%
Humboldt	26%	12%	9%	46%	4%	1%	2%	0%	100%
Long Beach	20%	11%	12%	54%	1%	1%	1%	0%	100%
Los Angeles	28%	12%	11%	45%	2%	0%	1%	0%	100%
Maritime	17%	13%	16%	40%	9%	0%	2%	2%	100%
Monterey	15%	9%	13%	53%	6%	1%	3%	1%	100%
Northridge	18%	13%	9%	56%	2%	1%	2%	0%	100%
Pomona	30%	11%	11%	45%	2%	1%	1%	0%	100%
Sacramento	23%	15%	11%	45%	3%	1%	2%	0%	100%
San Bernardino	27%	9%	10%	49%	3%	1%	1%	0%	100%
San Diego	24%	15%	10%	44%	3%	1%	2%	1%	100%
San Francisco	24%	14%	17%	41%	1%	1%	2%	0%	100%
San Jose	20%	9%	10%	56%	2%	1%	2%	0%	100%
San Luis Obispo	29%	15%	17%	34%	4%	1%	1%	0%	100%
San Marcos	16%	15%	9%	54%	2%	1%	3%	0%	100%
Sonoma	25%	13%	11%	43%	5%	1%	2%	0%	100%
Stanislaus	30%	16%	15%	32%	5%	1%	2%	0%	100%
SYSTEMWIDE	22%	12%	12%	48%	3%	1%	2%	0%	100%

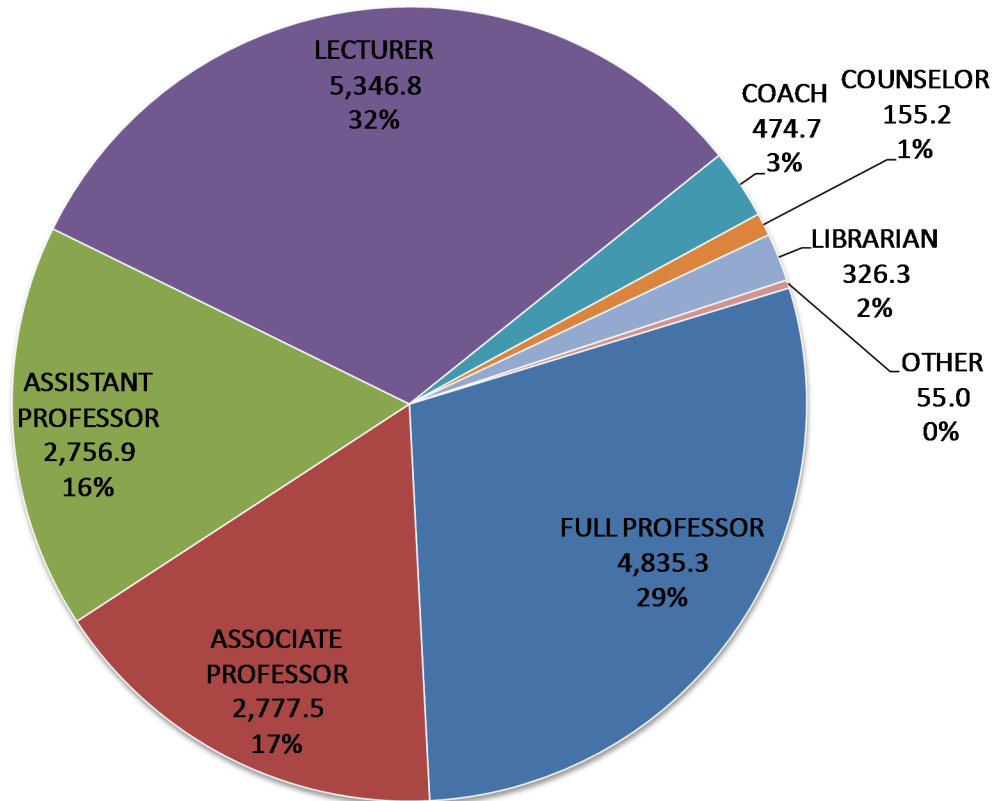
➡ The distribution of faculty by rank varies widely from campus to campus. While 48 percent of the faculty are lecturers, systemwide, on one campus 2 in 3 faculty members are lecturers (Channel Islands). At the other extreme, at Cal Poly SLO, only 1 in 3 faculty are lecturers. This year the CSU Stanislaus administration cut close to half of its lecturer jobs; as a result the distribution of faculty by rank at that campus is atypical compared to prior years. In 2007, for example, 47 percent of the faculty at Stanislaus were lecturers.

NUMBER OF FULL-TIME EQUIVALENT (FTEF) FACULTY BY RANK, PER CAMPUS Fall 2009

CAMPUS	FULL PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	LECTURER	COACH	COUNSELOR	LIBRARIAN	OTHER	TOTAL
Bakersfield	94.9	59.9	41.4	101.4	26.7	3.0	7.6		334.8
Channel Islands	21.0	39.0	21.0	105.2		2.0	7.9		196.1
Chico	257.3	99.5	128.5	203.7	16.8	7.0	10.6	2.0	725.5
Dominguez	98.8	69.8	75.5	171.4	10.6	5.9	9.0		441.0
East Bay	130.5	90.7	120.0	177.9	19.1	4.9	13.5		556.6
Fresno	239.7	136.2	178.5	276.4	31.0	4.8	18.0	3.0	887.5
Fullerton	273.1	201.5	255.0	440.4	30.0	12.5	20.5		1,232.9
Humboldt	129.1	65.4	51.0	112.6	15.6	3.5	9.0	1.0	387.1
Long Beach	384.8	207.5	233.5	531.7	27.9	10.2	16.0	7.0	1,418.6
Los Angeles	290.0	129.2	121.0	219.2	13.8	5.0	15.0	1.0	794.2
Maritime	13.7	12.0	14.0	22.6	3.9		2.0	2.0	70.3
Monterey	43.1	27.0	39.0	95.2	9.9	2.5	7.3	2.0	226.1
Northridge	322.7	232.8	162.0	485.4	31.7	11.8	25.2	2.0	1,273.5
Pomona	292.7	111.8	115.0	252.4	13.8	7.0	11.5	2.0	806.1
Sacramento	315.4	225.2	167.7	303.8	35.6	12.4	24.0	3.0	1,087.1
San Bernardino	228.6	80.7	86.0	208.8	14.9	5.2	10.4	2.0	636.6
San Diego	370.8	240.4	160.6	360.1	50.5	20.7	27.3	14.0	1,244.4
San Francisco	335.7	198.5	244.2	274.5	16.9	8.4	21.1	4.0	1,103.2
San Jose	349.1	161.9	176.0	456.6	33.0	12.6	28.8	6.0	1,224.0
San Luis Obispo	311.4	165.8	190.0	239.4	34.1	6.0	9.5	4.0	960.3
San Marcos	83.6	82.4	51.0	132.0	6.9	3.1	13.1		372.1
Sonoma	128.5	70.4	63.0	100.9	17.4	3.8	10.1		394.0
Stanislaus	120.8	70.0	63.0	75.0	14.6	3.0	9.0		355.4
Systemwide	4,835.3	2,777.5	2,756.9	5,346.8	474.7	155.2	326.3	55.0	16,727.6

➡ Full-Time Equivalent positions are calculated as the sum of all part-time appointments. Consistent with patterns across the country, the CSU administration increasingly chooses to favor part-time, temporary appointments. In Fall 2009, there were 16,728 full-time equivalent faculty positions across the CSU system. Find more detailed information about these trends in presentations to the Lecturers' Council, posted at www.calfac.org/lecturers.html

DISTRIBUTION OF CSU FACULTY BY RANK (FTEF), FALL 2009



➡ In terms of Full-Time Equivalent positions, only about a third are Lecturer positions (compared with half when measuring by headcount). Almost all tenure-line positions are full-time positions so the headcount and FTE numbers are very similar for these classifications.

PERCENT OF FULL-TIME EQUIVALENT (FTEF) FACULTY BY RANK, PER CAMPUS Fall 2009

CAMPUS	FULL PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	LECTURER	COACH	COUNSELOR	LIBRARIAN	OTHER	TOTAL
Bakersfield	28%	18%	12%	30%	8%	1%	2%	0%	100%
Channel Islands	11%	20%	11%	54%	0%	1%	4%	0%	100%
Chico	35%	14%	18%	28%	2%	1%	1%	0%	100%
Dominguez	22%	16%	17%	39%	2%	1%	2%	0%	100%
East Bay	23%	16%	22%	32%	3%	1%	2%	0%	100%
Fresno	27%	15%	20%	31%	3%	1%	2%	0%	100%
Fullerton	22%	16%	21%	36%	2%	1%	2%	0%	100%
Humboldt	33%	17%	13%	29%	4%	1%	2%	0%	100%
Long Beach	27%	15%	16%	37%	2%	1%	1%	0%	100%
Los Angeles	37%	16%	15%	28%	2%	1%	2%	0%	100%
Maritime	20%	17%	20%	32%	6%	0%	3%	3%	100%
Monterey	19%	12%	17%	42%	4%	1%	3%	1%	100%
Northridge	25%	18%	13%	38%	2%	1%	2%	0%	100%
Pomona	36%	14%	14%	31%	2%	1%	1%	0%	100%
Sacramento	29%	21%	15%	28%	3%	1%	2%	0%	100%
San Bernardino	36%	13%	14%	33%	2%	1%	2%	0%	100%
San Diego	30%	19%	13%	29%	4%	2%	2%	1%	100%
San Francisco	30%	18%	22%	25%	2%	1%	2%	0%	100%
San Jose	29%	13%	14%	37%	3%	1%	2%	0%	100%
San Luis Obispo	32%	17%	20%	25%	4%	1%	1%	0%	100%
San Marcos	22%	22%	14%	35%	2%	1%	4%	0%	100%
Sonoma	33%	18%	16%	26%	4%	1%	3%	0%	100%
Stanislaus	34%	20%	18%	21%	4%	1%	3%	0%	100%
Systemwide	29%	17%	16%	32%	3%	1%	2%	0%	100%

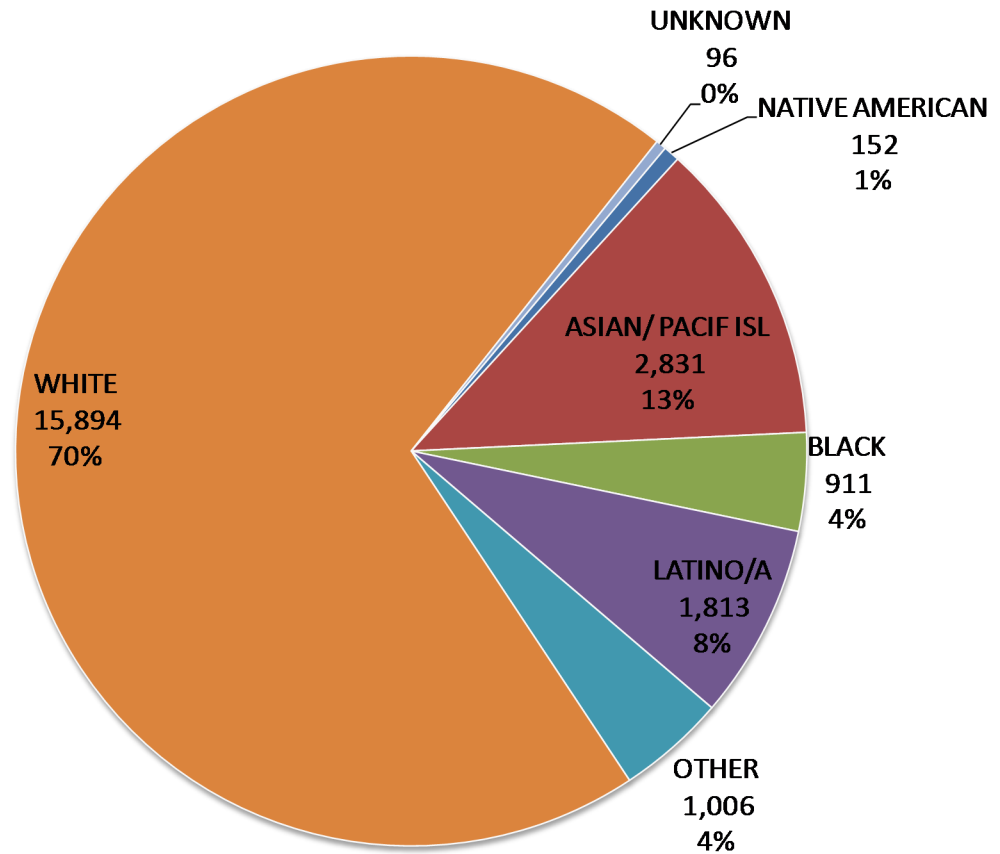
➡ There is also variation from campus to campus in the way FTE positions are distributed by rank. Systemwide, about three of every five FTE positions is a professor classification.

NUMBER OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT) Fall 2009

CAMPUS	NATIVE AMERICAN	ASIAN/ PACIF ISL	BLACK	LATINO/A	OTHER	WHITE	UNKNOWN	TOTAL
Bakersfield	1	42	21	42	3	301	6	416
Channel Islands	1	27	2	30	22	197	1	280
Chico	5	62	11	48	28	799	-	953
Dominguez	5	72	77	66	24	392	3	639
East Bay	4	110	54	51	60	496	4	779
Fresno	6	152	46	99	50	832	10	1,195
Fullerton	8	241	48	115	82	1,179	3	1,676
Humboldt	16	26	9	15	17	456	-	539
Long Beach	13	299	92	160	42	1,358	4	1,968
Los Angeles	6	217	52	141	80	557	9	1,062
Maritime	1	8	2	1	2	74	1	89
Monterey	3	36	14	47	26	169	2	297
Northridge	11	183	103	192	45	1,317	-	1,851
Pomona	4	205	37	94	58	642	-	1,040
Sacramento	16	162	71	96	47	1,085	6	1,483
San Bernardino	7	76	52	69	57	607	13	881
San Diego	7	149	50	153	27	1,234	11	1,631
San Francisco	12	249	66	88	94	930	9	1,448
San Jose	10	303	54	123	130	1,188	5	1,813
San Luis Obispo	4	87	15	61	38	927	2	1,134
San Marcos	3	49	12	54	35	388	4	545
Sonoma	5	35	7	37	21	449	1	555
Stanislaus	4	41	16	31	18	317	2	429
Systemwide	152	2,831	911	1,813	1,006	15,894	96	22,703

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

**RACE/ETHNICITY OF CSU FACULTY - ALL RANKS (HEADCOUNT)
FALL 2009**



➡ This graph illustrates the breakdown of all CSU faculty by race/ethnicity, as of November 2009. Data for prior years are reported in volumes I and II of this report. View or download the previous reports at www.calfac.org/research.html

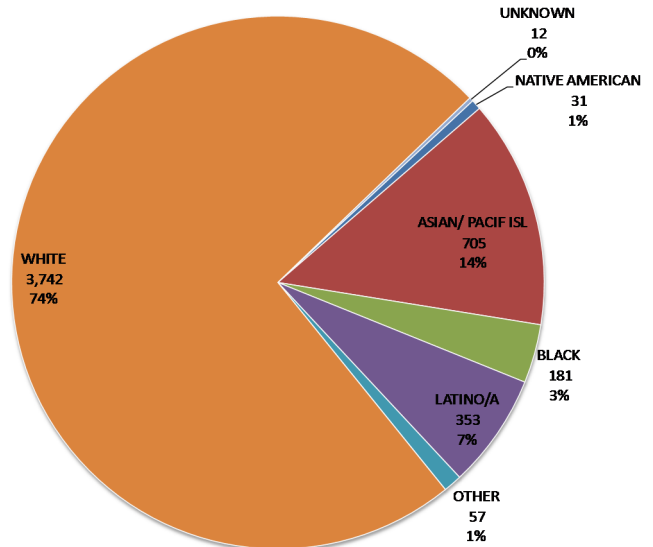
PERCENT OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT)

Fall 2009

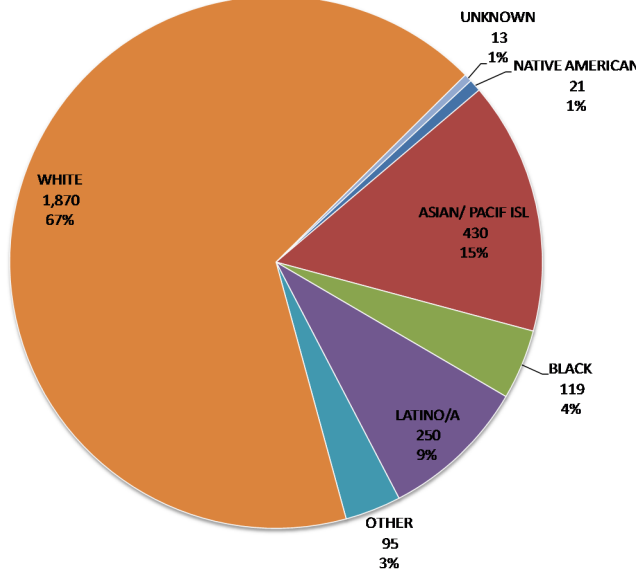
CAMPUS	NATIVE AMERICAN	ASIAN/ PACIF ISL	BLACK	LATINO/A	OTHER	WHITE	UNKNOWN	TOTAL
Bakersfield	0%	10%	5%	10%	1%	72%	1%	100%
Channel Islands	0%	10%	1%	11%	8%	70%	0%	100%
Chico	1%	7%	1%	5%	3%	84%	0%	100%
Dominguez	1%	11%	12%	10%	4%	61%	0%	100%
East Bay	1%	14%	7%	7%	8%	64%	1%	100%
Fresno	1%	13%	4%	8%	4%	70%	1%	100%
Fullerton	0%	14%	3%	7%	5%	70%	0%	100%
Humboldt	3%	5%	2%	3%	3%	85%	0%	100%
Long Beach	1%	15%	5%	8%	2%	69%	0%	100%
Los Angeles	1%	20%	5%	13%	8%	52%	1%	100%
Maritime	1%	9%	2%	1%	2%	83%	1%	100%
Monterey	1%	12%	5%	16%	9%	57%	1%	100%
Northridge	1%	10%	6%	10%	2%	71%	0%	100%
Pomona	0%	20%	4%	9%	6%	62%	0%	100%
Sacramento	1%	11%	5%	6%	3%	73%	0%	100%
San Bernardino	1%	9%	6%	8%	6%	69%	1%	100%
San Diego	0%	9%	3%	9%	2%	76%	1%	100%
San Francisco	1%	17%	5%	6%	6%	64%	1%	100%
San Jose	1%	17%	3%	7%	7%	66%	0%	100%
San Luis Obispo	0%	8%	1%	5%	3%	82%	0%	100%
San Marcos	1%	9%	2%	10%	6%	71%	1%	100%
Sonoma	1%	6%	1%	7%	4%	81%	0%	100%
Stanislaus	1%	10%	4%	7%	4%	74%	0%	100%
Systemwide	1%	12%	4%	8%	4%	70%	0%	100%

➡ Use this table to compare the racial/ethnic diversity of the faculty at different campuses. Once again, the systemwide statistics may not reflect the situation at an individual campus. Campus-specific pie graphs like the one for the CSU system as a whole can be created for chapters, caucuses, or the Council — contact CFA (see cover page of report)

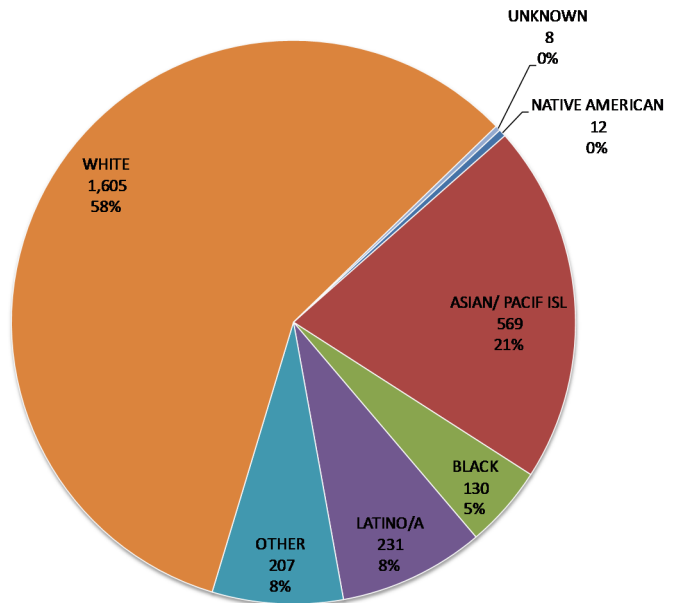
RACE/ETHNICITY OF CSU FULL PROFESSORS, FALL 2009



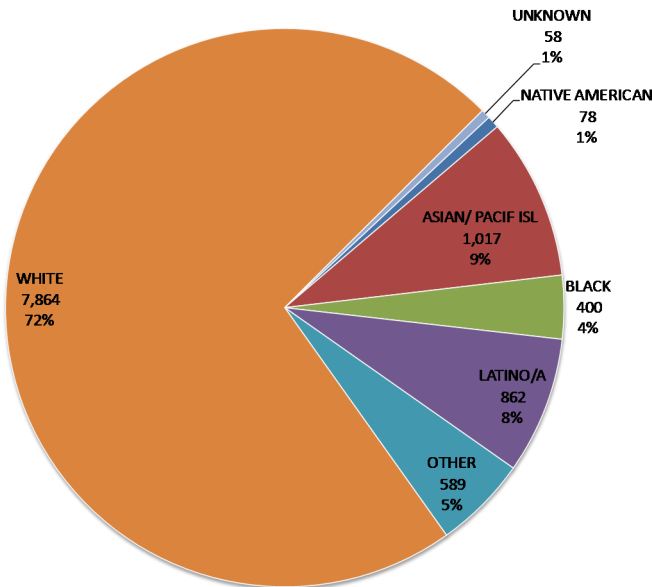
RACE/ETHNICITY OF CSU ASSOCIATE PROFESSORS, FALL 2009



RACE/ETHNICITY OF CSU ASSISTANT PROFESSORS, FALL 2009

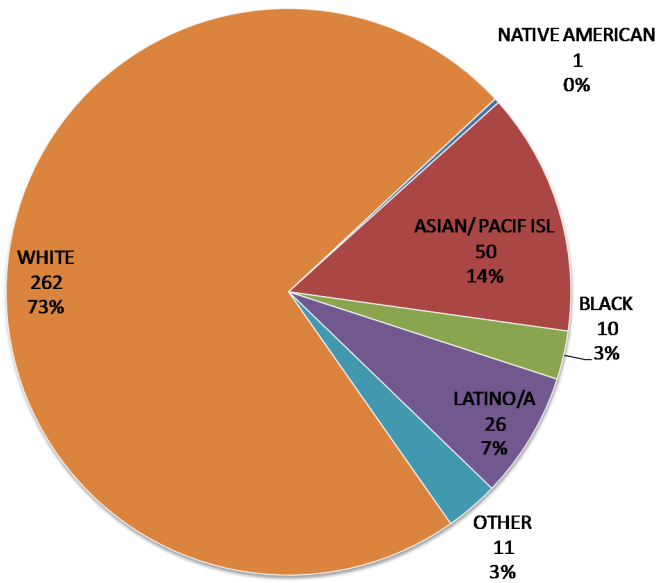


RACE/ETHNICITY OF CSU LECTURERS, FALL 2009

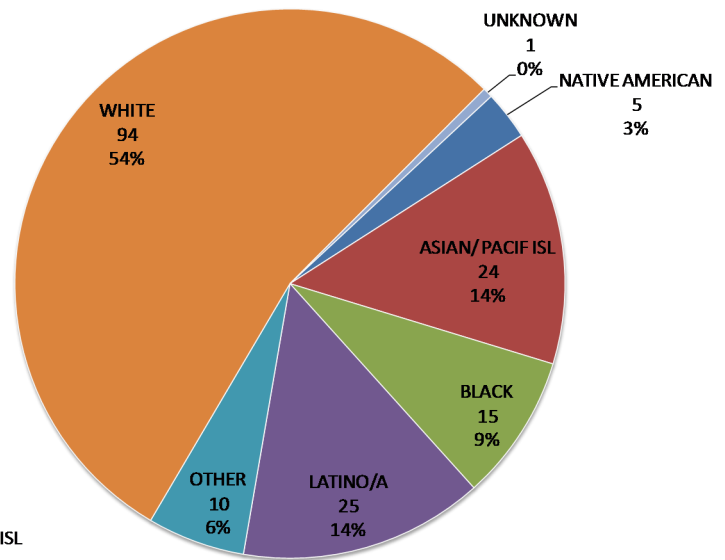


➡ Some of the results of efforts to diversify the faculty can be seen in this series of charts, which show the race/ethnicity of faculty according to rank. For instance, almost three-quarters of Full Professors identify as White while only 58 percent of Assistant professors do. Note the differences between the tenure line ranks and the Lecturers.

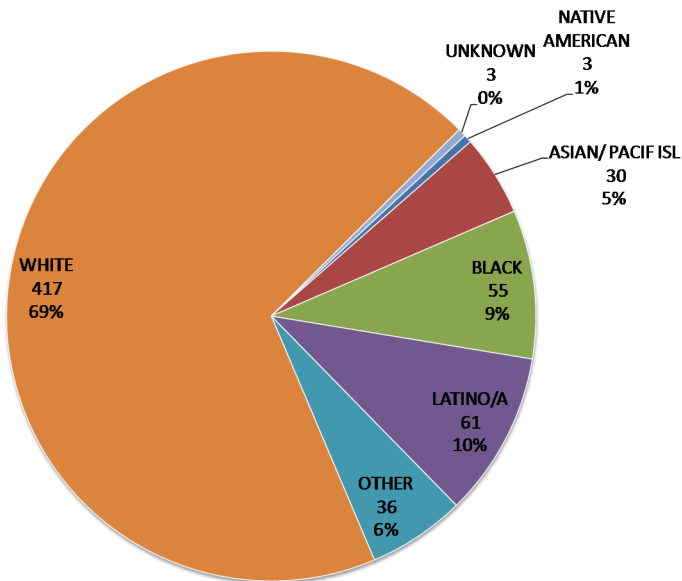
RACE/ETHNICITY OF CSU LIBRARIANS, FALL 2009



RACE/ETHNICITY OF CSU COUNSELORS, FALL 2009



RACE/ETHNICITY OF CSU COACHES, FALL 2009



➡ These charts show the same information for faculty who are Counselors, Librarians, and Coaches.

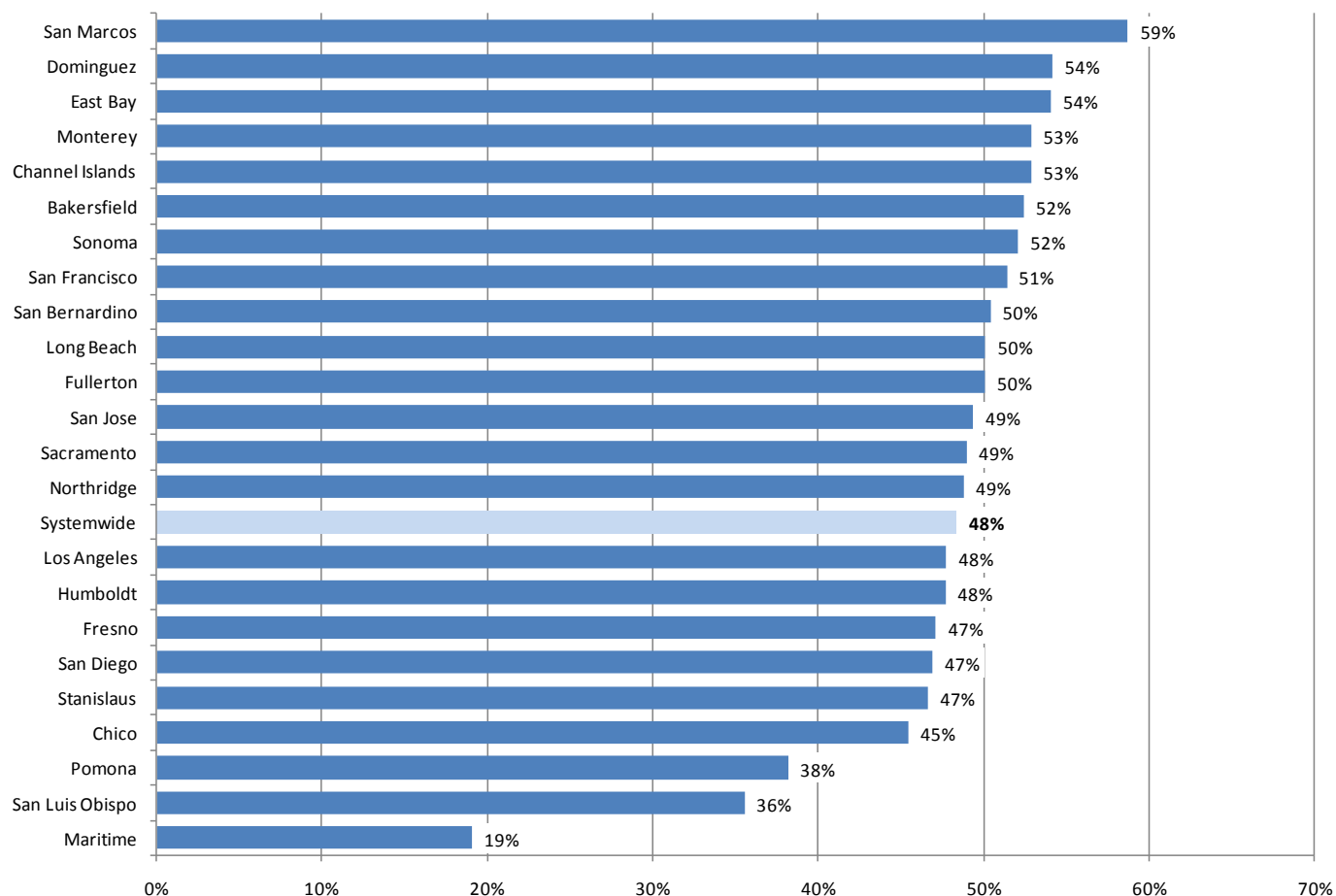
NUMBER OF CSU FACULTY BY SEX, PER CAMPUS Fall 2009

HEADCOUNT				
CampusName	FEMALE	MALE	TOTAL	% FEMALE
Bakersfield	218	198	416	52%
Channel Islands	148	132	280	53%
Chico	433	520	953	45%
Dominguez	346	293	639	54%
East Bay	421	358	779	54%
Fresno	563	632	1,195	47%
Fullerton	839	837	1,676	50%
Humboldt	257	282	539	48%
Long Beach	986	982	1,968	50%
Los Angeles	507	555	1,062	48%
Maritime	17	72	89	19%
Monterey	157	140	297	53%
Northridge	903	948	1,851	49%
Pomona	397	643	1,040	38%
Sacramento	726	757	1,483	49%
San Bernardino	444	437	881	50%
San Diego	765	866	1,631	47%
San Francisco	744	704	1,448	51%
San Jose	895	918	1,813	49%
San Luis Obispo	403	731	1,134	36%
San Marcos	320	225	545	59%
Sonoma	289	266	555	52%
Stanislaus	200	229	429	47%
Systemwide	10,978	11,725	22,703	48%

FTEF				
CampusName	FEMALE	MALE	TOTAL	% FEMALE
Bakersfield	169.9	164.9	334.8	51%
Channel Islands	98.3	97.8	196.1	50%
Chico	310.9	414.6	725.5	43%
Dominguez	231.2	209.8	441.0	52%
East Bay	285.6	271.0	556.6	51%
Fresno	398.1	489.4	887.5	45%
Fullerton	601.9	631.1	1,232.9	49%
Humboldt	170.2	216.9	387.1	44%
Long Beach	697.7	720.9	1,418.6	49%
Los Angeles	381.7	412.5	794.2	48%
Maritime	12.2	58.1	70.3	17%
Monterey	122.1	104.1	226.1	54%
Northridge	610.7	662.8	1,273.5	48%
Pomona	319.4	486.7	806.1	40%
Sacramento	526.4	560.7	1,087.1	48%
San Bernardino	311.2	325.4	636.6	49%
San Diego	566.8	677.6	1,244.4	46%
San Francisco	554.7	548.5	1,103.2	50%
San Jose	596.9	627.1	1,224.0	49%
San Luis Obispo	324.6	635.7	960.3	34%
San Marcos	211.8	160.4	372.1	57%
Sonoma	197.9	196.2	394.0	50%
Stanislaus	166.7	188.7	355.4	47%
Systemwide	7,866.8	8,860.9	16,727.6	47%

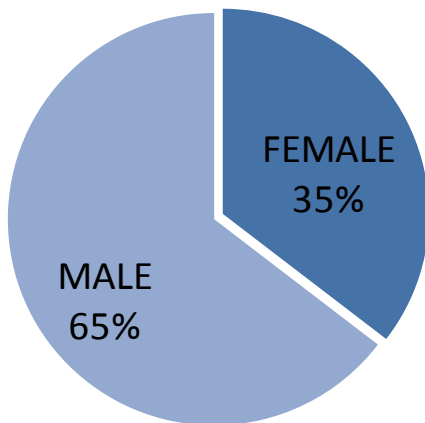
➡ In terms of both headcount and FTE, just under half of the faculty in the CSU are female this year. As indicated in this table and shown in the charts that follow, there is also variation on this statistic from campus to campus and by rank. The difference in proportion of women and men does not change dramatically between headcount and FTE.

PERCENT OF FACULTY WHO ARE FEMALE, BY CAMPUS - FALL 2009

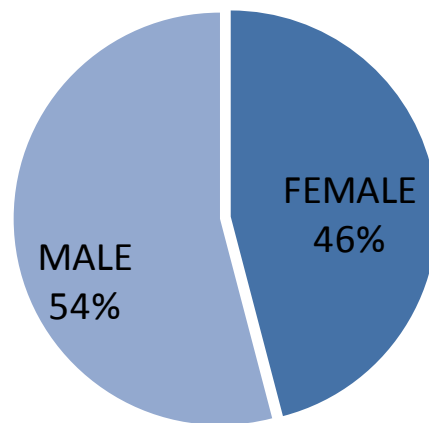


➡ The campuses that vary most from the average in terms of gender diversity are the specialized campuses, the Cal Maritime Academy, Cal Poly San Luis Obispo, and Cal Poly Pomona. CSU San Marcos is also notable, with women comprising almost 60 percent of the faculty there .

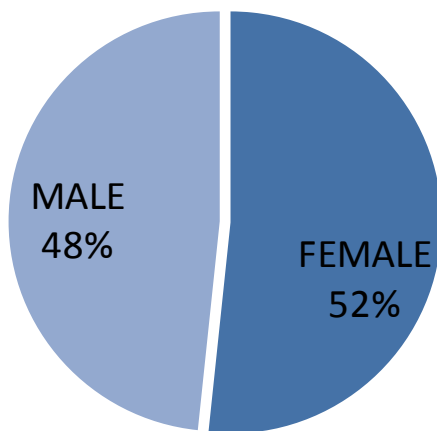
Full Professors, 2009



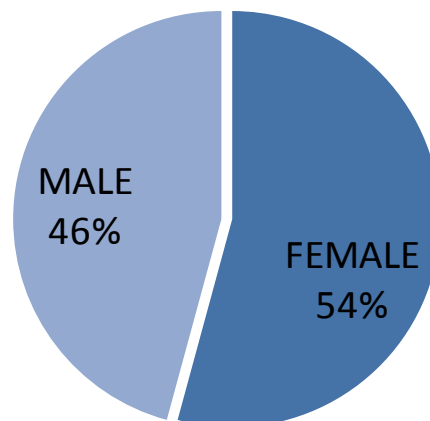
Associate Professors, 2009



Assistant Professors, 2009

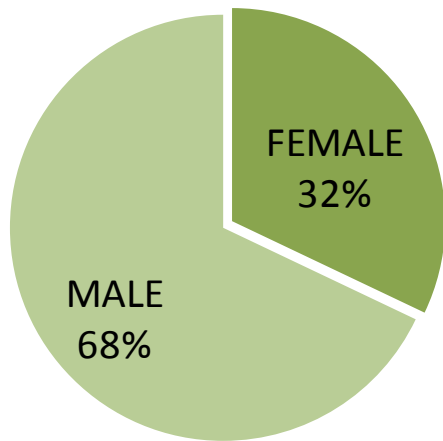


Lecturers, 2009

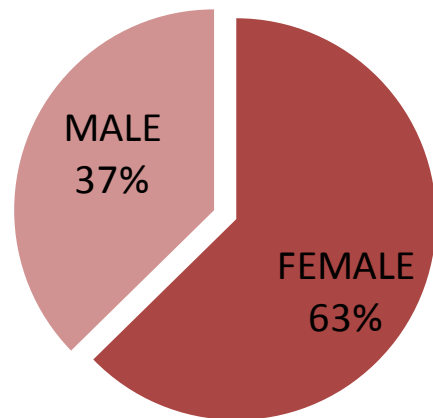


➡ About 2/3 of CSU Full Professors are men and just over half of Associate Professors are men. However, slightly more than half of the Assistant Professors are women. Women are also slightly overrepresented among Lecturers.

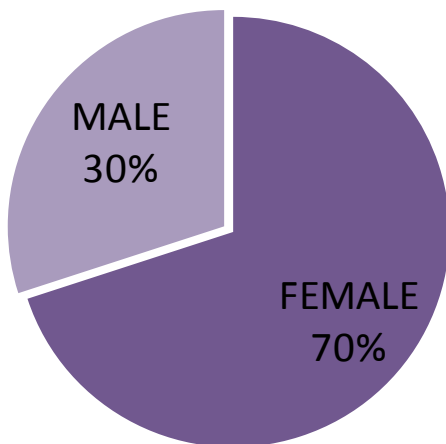
Coaches, 2009



Counselors, 2009

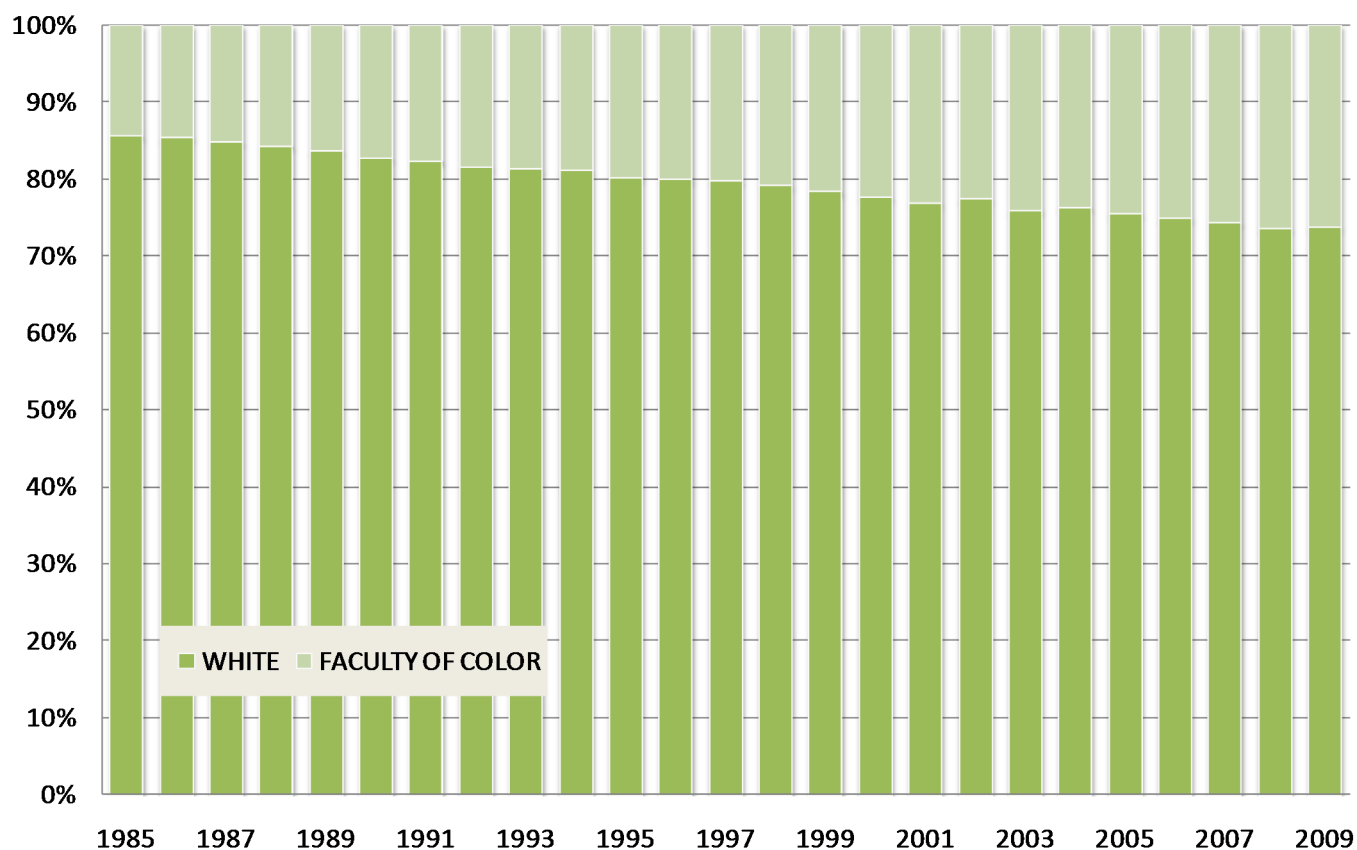


Librarians, 2009



➡ A large majority of CSU Librarians and Counselors are women . By contrast, only about 1/3 of the Coaches are women.

CSU Instructional Faculty, by Race/Ethnicity (Headcount), 1985 to 2009



Excludes faculty who identify as “other” or do not report a race or ethnicity to the University.

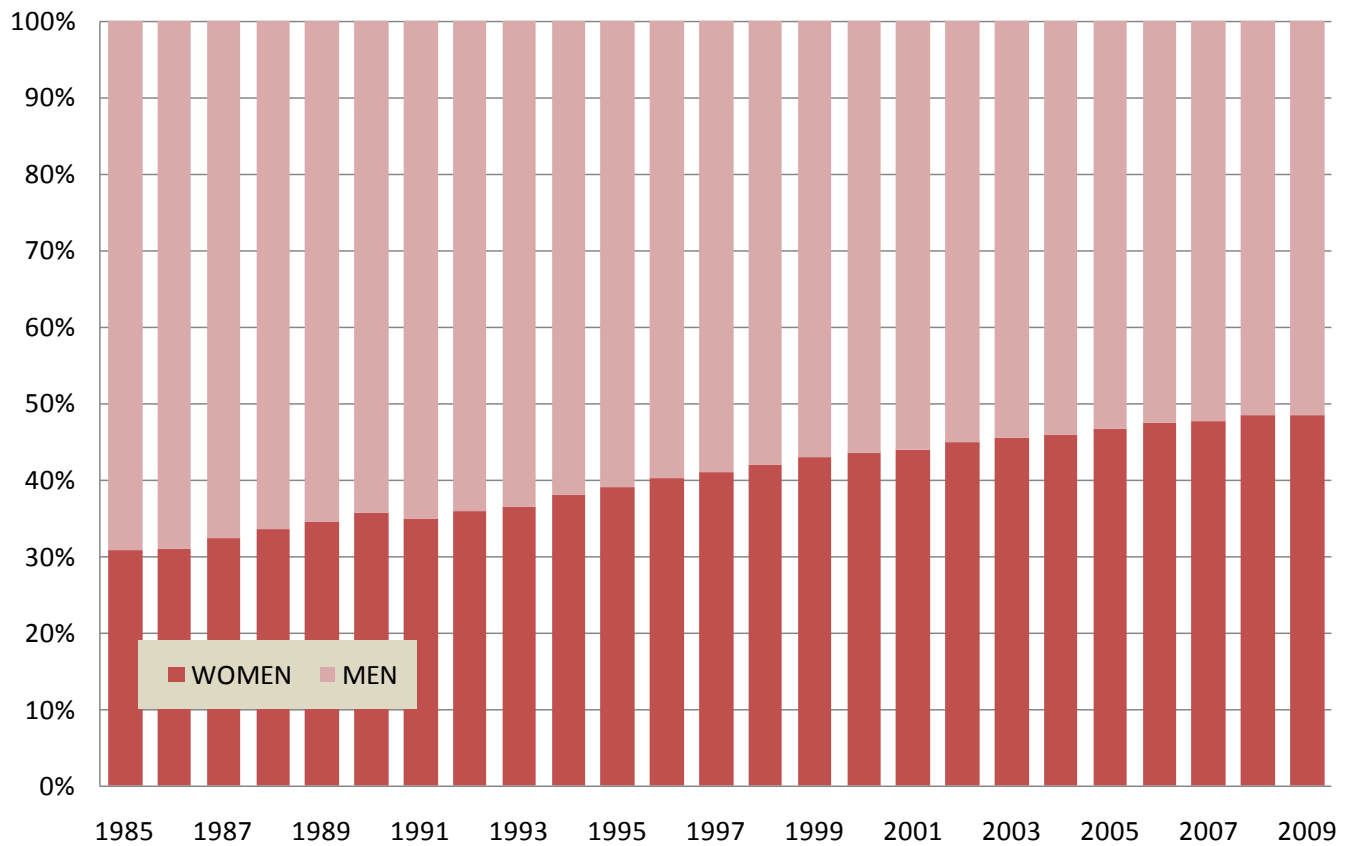
➡ CFA has been tracking the number of CSU instructional faculty by race/ethnicity since 1985. The racial/ethnic diversity of faculty has shifted over the years. However, in 2009, almost 3 in 4 faculty members [who identify their race or ethnicity to the University] identify as white. Over the years, the number of faculty members who do not report their race or ethnicity, or for whom the data are unavailable, has grown to over 1,000 from almost none in 1985.

CALIFORNIA STATE UNIVERSITY INSTRUCTIONAL FACULTY (HEADCOUNT), BY RACE/ETHNICITY: 1985 TO 2009

YEAR	WHITE	ASIAN/ PACIFIC ISLANDER	LATINO/A	BLACK/ AFRICAN AMERICAN	NATIVE AMERICAN	OTHER/ UNKNOWN	TOTAL
1985	16,239	1,348	769	532	96	4	18,988
1986	15,499	1,326	718	517	88	6	18,154
1987	16,614	1,500	832	576	95	13	19,630
1988	17,196	1,626	910	604	86	6	20,428
1989	17,656	1,709	974	689	98	11	21,137
1990	17,463	1,763	1,062	737	113	9	21,147
1991	14,409	1,477	877	666	90	5	17,524
1992	13,377	1,469	864	626	92	2	16,430
1993	13,229	1,485	827	652	103	105	16,401
1994	13,711	1,555	893	662	99	116	17,036
1995	14,004	1,693	996	690	115	158	17,656
1996	14,524	1,770	1,044	725	116	160	18,339
1997	14,897	1,858	1,096	721	133	182	18,887
1998	15,583	2,007	1,207	754	155	209	19,915
1999	16,157	2,199	1,327	808	155	222	20,868
2000	16,536	2,374	1,395	858	155	233	21,551
2001	17,167	2,590	1,508	908	168	257	22,598
2002	17,428	2,303	1,746	922	157	579	23,135
2003	16,570	2,698	1,557	876	143	269	22,113
2004	15,755	2,363	1,576	817	149	556	21,216
2005	16,360	2,586	1,697	880	160	971	22,654
2006	16,812	2,735	1,811	944	172	924	23,398
2007	17,138	2,923	1,887	963	169	1,074	24,154
2008	16,612	2,929	1,928	964	165	1,114	23,712
2009	15,081	2,721	1,696	830	142	1,039	21,509

➡ The data in this table were used to create the bar graph on the previous page. These data can be gathered for individual campuses, upon request by CFA activists. Please contact CFA (see cover page).

CSU Instructional Faculty, by Gender (Headcount): 1985 to 2009



► CFA has been tracking the gender of CSU instructional faculty since 1985. The gender diversity of the faculty has changed significantly over the years, with women today representing almost half of all instructional faculty. As shown in the charts on the previous pages, there continues to be wide variation between ranks.

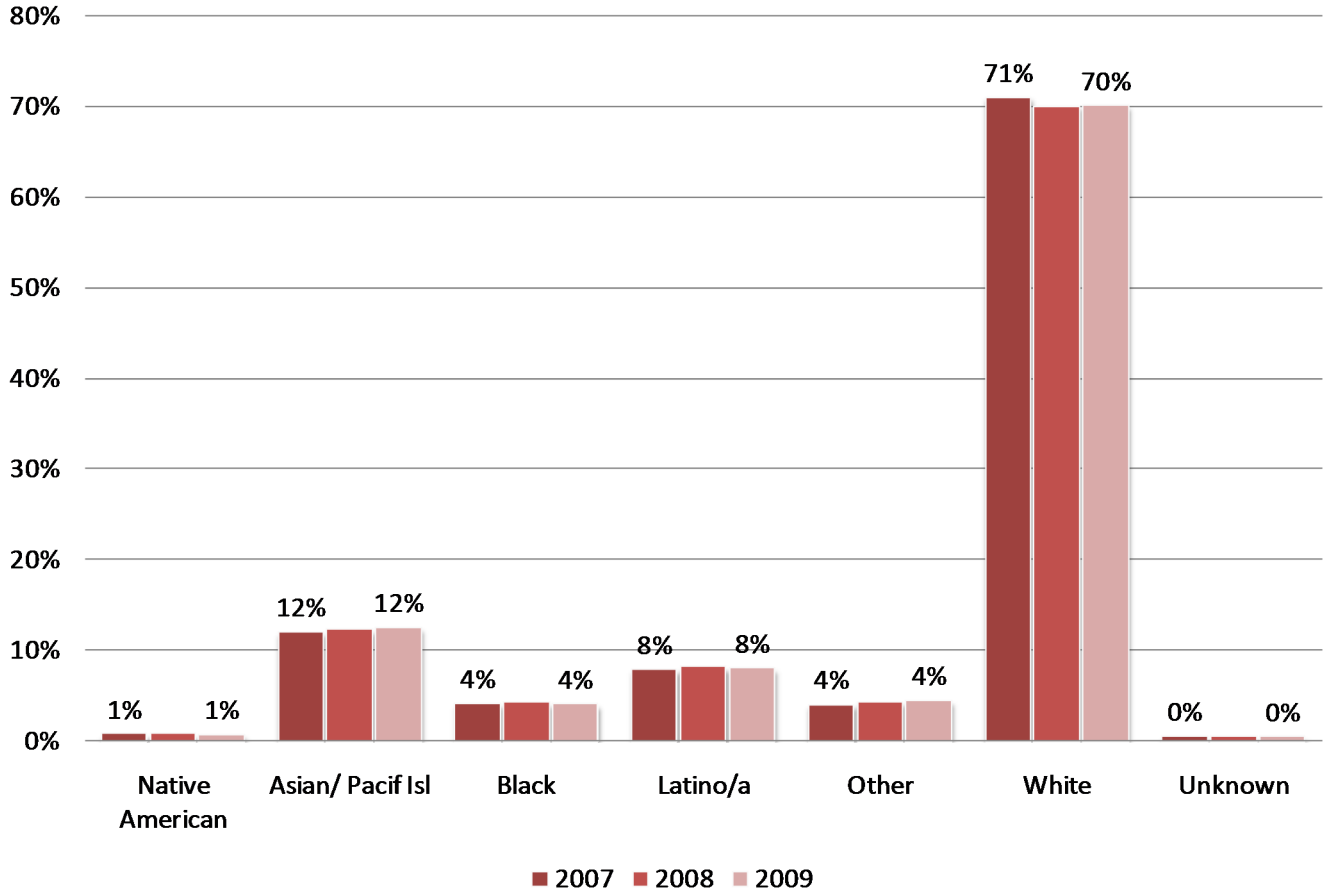
Distribution of CSU Instructional Faculty, by Gender: 1985 to 2009

HEADCOUNT

YEAR	WOMEN	MEN	TOTAL	PERCENT WOMEN	PERCENT MEN
1985	5,834	13,154	18,988	31%	69%
1986	5,639	12,514	18,153	31%	69%
1987	6,346	13,283	19,629	32%	68%
1988	6,875	13,553	20,428	34%	66%
1989	7,299	13,837	21,136	35%	65%
1990	7,533	13,611	21,144	36%	64%
1991	6,119	11,405	17,524	35%	65%
1992	5,912	10,518	16,430	36%	64%
1993	5,993	10,406	16,399	37%	63%
1994	6,490	10,545	17,035	38%	62%
1995	6,885	10,767	17,652	39%	61%
1996	7,367	10,969	18,336	40%	60%
1997	7,743	11,139	18,882	41%	59%
1998	8,355	11,556	19,911	42%	58%
1999	8,979	11,881	20,860	43%	57%
2000	9,378	12,164	21,542	44%	56%
2001	9,949	12,643	22,592	44%	56%
2002	10,397	12,738	23,135	45%	55%
2003	10,047	12,066	22,113	45%	55%
2004	9,732	11,484	21,216	46%	54%
2005	10,570	12,079	22,649	47%	53%
2006	11,066	12,274	23,340	47%	53%
2007	11,511	12,643	24,154	48%	52%
2008	11,503	12,206	23,709	49%	51%
2009	10,404	11,105	21,509	48%	52%

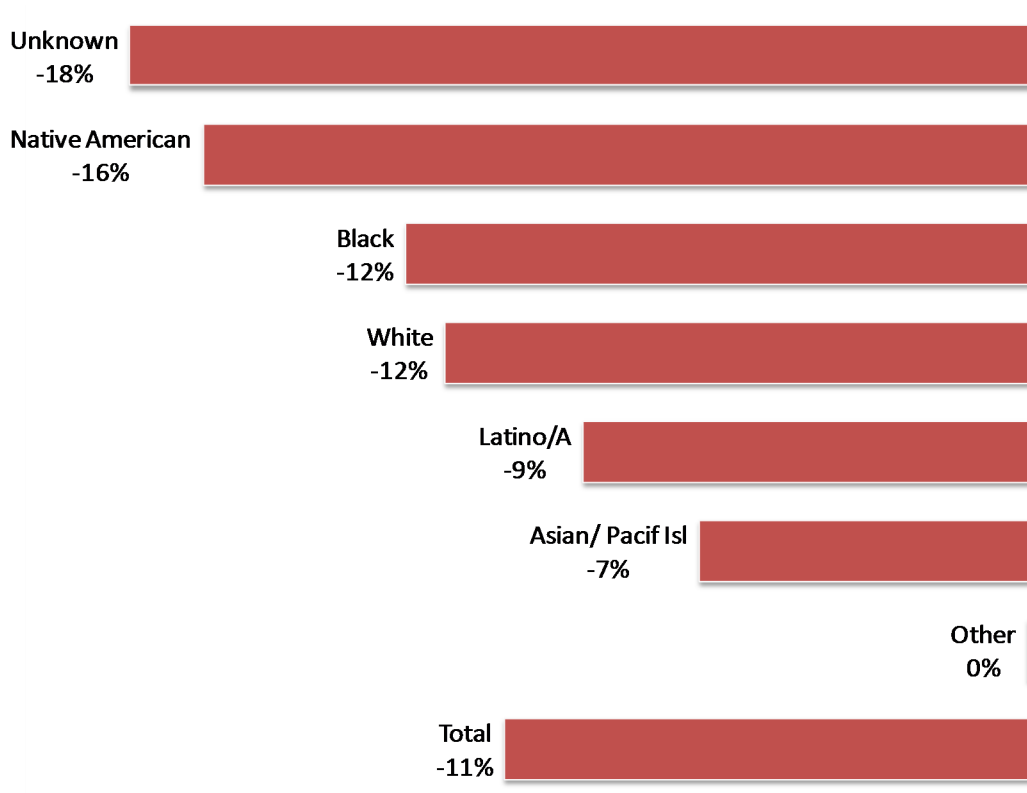
➡ The data in this table were used to create the bar graph on the previous page. These data can be gathered for individual campuses, upon request by CFA activists. Please contact CFA (see cover page).

Percent of CSU Faculty, by Race/Ethnicity: 2007-2009



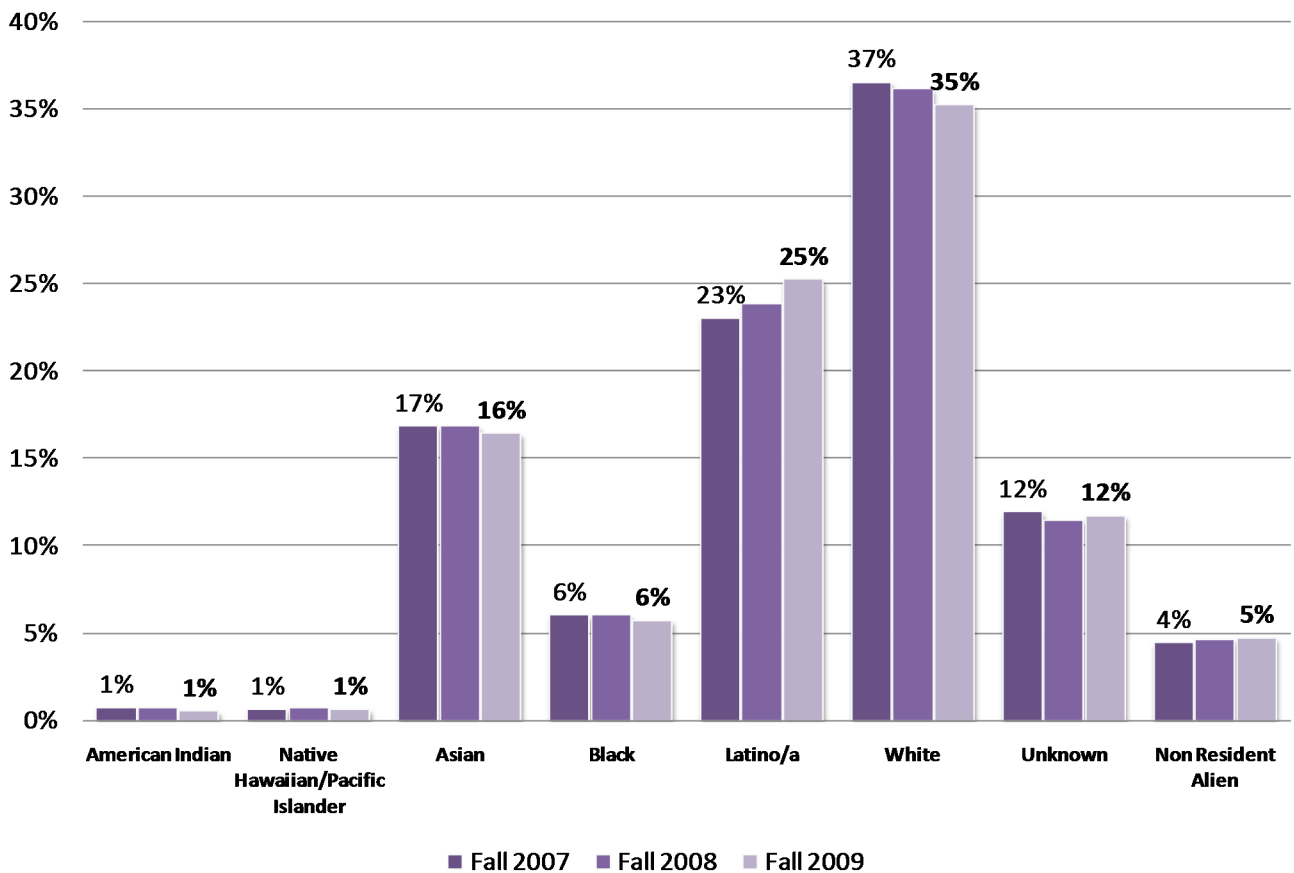
➡ There are many questions about how measures adopted by the CSU administration in response to budget cuts have affected diversity in the university. One result of the drastic cuts to the CSU budget in 2008-9 and 2009-10 is a sharp reduction in the number of Lecturers employed. This graph shows that the percentages of faculty in each race/ethnic category has not really changed over the past couple of years. See also the graph on the next page.

Percent Change in Number of CSU Faculty, by Ethnic Group: 2007 to 2009



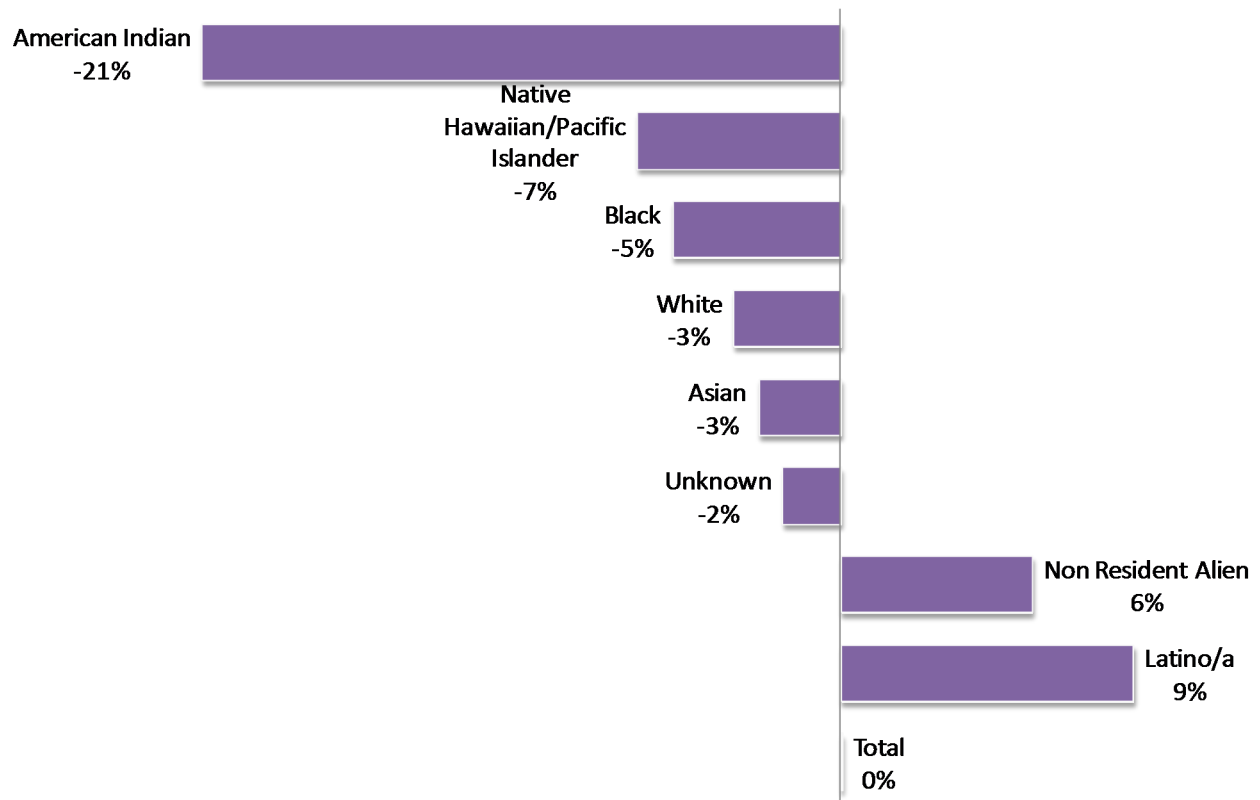
➡ In comparison to the previous graph, this one is based on the change in the *number* of faculty members in each race/ethnic group [rather than the relative proportions of each group]. Here the data show a notable decrease in the number of faculty of color. Overall, there was an 11% reduction in the number of CSU faculty employed in fall 2009 compared with fall 2007.

Percent of CSU Student Enrollment, by Race/Ethnic Group: 2007-2009



➡ There are many questions about how measures adopted by the CSU administration in response to budget cuts have affected the diversity of the student body. One result of the drastic cuts to the CSU budget in 2008-9 and 2009-10 is a planned reduction in enrollment. This graph shows how the percentages of students in each race/ethnic category changed over the past couple of years, in spite of the enrollment restrictions. The slight growth in enrollment of Latino/a students is a reflection of rising demand for college by Latino/as. How might these numbers look if enrollment was being increased to reflect the growing demand rather than being cut? See also the graph the next page.

Percent Change in Numbers of CSU Students, by Ethnic Group: 2007 to 2009



◆ In comparison to the previous graph, this one is based on the change in the *number* of students in each race/ethnic group [rather than the relative proportions of each group]. Since 2007, there has been no change in the total number of students in the CSU. Here the data show which groups of students have grown in number and which have not. Anyone interested in these trends should consult two new reports released by the California Postsecondary Education Commission about enrollment demand and projections, by ethnicity. Find the report with CSU projections at: <http://www.cpec.ca.gov/completereports/2010reports/10-05.pdf>

CSU Enrollment By Ethnicity
Fall 2007 to Fall 2009
Number (Systemwide)

<u>Ethnic Group</u>	<u>Fall 2007</u>	<u>Fall 2008</u>	<u>Fall 2009</u>	<u>2-Yr Change</u>
White	158,065	157,748	152,619	-5,446
Black	26,019	26,193	24,614	-1,405
American Indian	2,986	2,956	2,373	-613
Asian	72,787	73,225	70,876	-1,911
Native Hawaiian/Pacific Islander	2,780	2,955	2,598	-182
Latino/a	99,807	104,202	109,193	9,386
Unknown	51,545	49,826	50,584	-961
Non Resident Alien	19,028	19,903	20,197	1,169
Total	433,017	437,008	433,054	37

CSU Faculty By Ethnicity
Fall 2007 to Fall 2009
Number (Systemwide)

<u>Ethnic Group</u>	<u>Fall 2007</u>	<u>Fall 2008</u>	<u>Fall 2009</u>	<u>2-Yr Change</u>
White	18005	17,459	15,894	-2,111
Black	1,041	1,050	911	-130
Native American	182	177	152	-30
Asian/Pacific Islander	3,034	3,047	2,831	-203
Latino/a	1,992	2,037	1,813	-179
Other	1,008	1,070	1,006	-2
Unknown	117	108	96	-21
Total	25,379	24,948	22,703	-2,676

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