

Changing Faces of CSU Faculty and Students: Vol. IV

March 2012

CFA Equity Conference
Los Angeles, CA

2012 CFA Equity Conference



QUALITY EDUCATION AND CRITICAL PRACTICES:
A STATE AND NATIONAL PERSPECTIVE

CFA Research
www.calfac.org/research
CFA Government Relations Office
980 9th Street, Suite 2250
Sacramento, CA 95814

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

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

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Prepared for the 2012 CFA Equity Conference

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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.

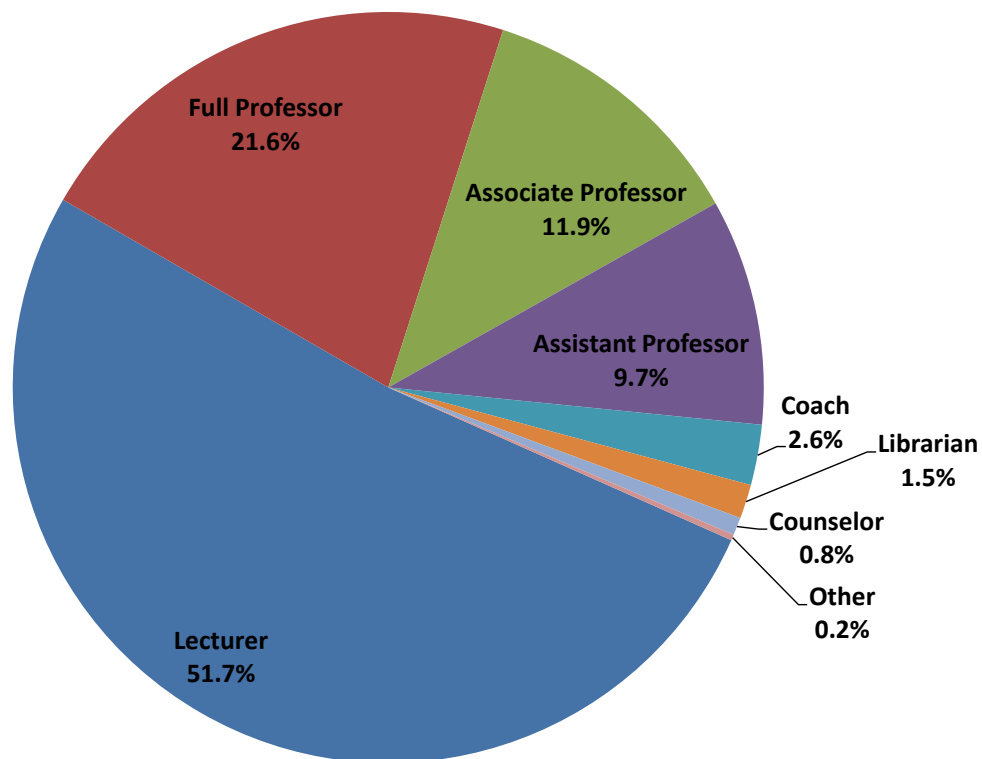
NUMBER OF CSU FACULTY BY RANK, PER CAMPUS (HEADCOUNT), FALL 2011

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	89	62	31	195	29	4	11	-	421
Channel Islands	35	36	10	193	-	2	9	1	286
Chico	264	109	97	431	26	6	10	3	946
Dominguez	103	76	44	459	22	7	9	1	721
East Bay	135	94	79	366	28	4	15	-	721
Fresno	239	155	134	556	30	5	19	4	1,142
Fullerton	292	215	226	1,098	29	13	24	1	1,898
Humboldt	134	62	35	284	25	5	10	-	555
Long Beach	415	184	194	1,130	29	11	16	7	1,986
Los Angeles	297	131	96	565	21	3	12	1	1,126
Maritime	15	8	14	34	9	-	2	4	86
Monterey	51	31	35	203	18	3	9	3	353
Northridge	372	206	184	1,072	38	14	28	3	1,917
Pomona	300	88	102	506	18	8	10	2	1,034
Sacramento	324	208	117	643	47	14	23	1	1,377
San Bernardino	236	72	76	425	23	7	15	1	855
San Diego	379	242	136	698	39	23	27	14	1,558
San Francisco	320	223	196	769	20	11	23	3	1,565
San Jose	356	165	128	1,135	47	18	33	6	1,888
San Luis Obispo	299	187	155	431	44	6	8	3	1,133
San Marcos	96	82	59	345	15	4	13	-	614
Sonoma	134	62	56	244	26	6	8	-	536
Stanislaus	130	62	56	205	20	4	6	-	483
SYSTEMWIDE	5,015	2,760	2,260	11,987	603	178	340	58	23,201

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 2011, there were 23,201 individual faculty members employed across the CSU system. This is about 500 greater than in 2009. Almost 12,000 of the faculty members represented by CFA are lecturers, compared with approximately 10,000 tenured and tenure-track professors and around 1,200 coaches, counselors, and librarians (combined).

DISTRIBUTION OF CSU FACULTY BY RANK (HEADCOUNT), FALL 2011



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

- ➡ In terms of headcount employment systemwide, slightly more than half of the faculty members are Lecturers (51.7%), which is 8.4% higher than all ranks of tenured-track faculty combined (43.3%).
- ➡ Together, Coaches, Counselors, Librarians, and those classified as “other” comprise 5% of the faculty.
- ➡ In addition to Lecturers and Coaches, who all have temporary appointments, an increasing number of Librarians and Counselors are being hired into temporary appointments.

PERCENT OF FACULTY BY RANK, PER CAMPUS (HEADCOUNT), FALL 2011

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	21.1%	14.7%	7.4%	46.3%	6.9%	1.0%	2.6%	0.0%	100.0%
Channel Islands	12.2%	12.6%	3.5%	67.5%	0.0%	0.7%	3.1%	0.3%	100.0%
Chico	27.9%	11.5%	10.3%	45.6%	2.7%	0.6%	1.1%	0.3%	100.0%
Dominguez	14.3%	10.5%	6.1%	63.7%	3.1%	1.0%	1.2%	0.1%	100.0%
East Bay	18.7%	13.0%	11.0%	50.8%	3.9%	0.6%	2.1%	0.0%	100.0%
Fresno	20.9%	13.6%	11.7%	48.7%	2.6%	0.4%	1.7%	0.4%	100.0%
Fullerton	15.4%	11.3%	11.9%	57.9%	1.5%	0.7%	1.3%	0.1%	100.0%
Humboldt	24.1%	11.2%	6.3%	51.2%	4.5%	0.9%	1.8%	0.0%	100.0%
Long Beach	20.9%	9.3%	9.8%	56.9%	1.5%	0.6%	0.8%	0.4%	100.0%
Los Angeles	26.4%	11.6%	8.5%	50.2%	1.9%	0.3%	1.1%	0.1%	100.0%
Maritime	17.4%	9.3%	16.3%	39.5%	10.5%	0.0%	2.3%	4.7%	100.0%
Monterey	14.4%	8.8%	9.9%	57.5%	5.1%	0.8%	2.5%	0.8%	100.0%
Northridge	19.4%	10.7%	9.6%	55.9%	2.0%	0.7%	1.5%	0.2%	100.0%
Pomona	29.0%	8.5%	9.9%	48.9%	1.7%	0.8%	1.0%	0.2%	100.0%
Sacramento	23.5%	15.1%	8.5%	46.7%	3.4%	1.0%	1.7%	0.1%	100.0%
San Bernardino	27.6%	8.4%	8.9%	49.7%	2.7%	0.8%	1.8%	0.1%	100.0%
San Diego	24.3%	15.5%	8.7%	44.8%	2.5%	1.5%	1.7%	0.9%	100.0%
San Francisco	20.4%	14.2%	12.5%	49.1%	1.3%	0.7%	1.5%	0.2%	100.0%
San Jose	18.9%	8.7%	6.8%	60.1%	2.5%	1.0%	1.7%	0.3%	100.0%
San Luis Obispo	26.4%	16.5%	13.7%	38.0%	3.9%	0.5%	0.7%	0.3%	100.0%
San Marcos	15.6%	13.4%	9.6%	56.2%	2.4%	0.7%	2.1%	0.0%	100.0%
Sonoma	25.0%	11.6%	10.4%	45.5%	4.9%	1.1%	1.5%	0.0%	100.0%
Stanislaus	26.9%	12.8%	11.6%	42.4%	4.1%	0.8%	1.2%	0.0%	100.0%
SYSTEMWIDE	21.6%	11.9%	9.7%	51.7%	2.6%	0.8%	1.5%	0.2%	100.0%

➡ The distribution of faculty by rank varies widely from campus to campus. While almost 52% of the faculty are Lecturers systemwide, the proportion of Lecturers at individual campuses range from 38% (SLO) to almost 68% of faculty (Channel Islands).

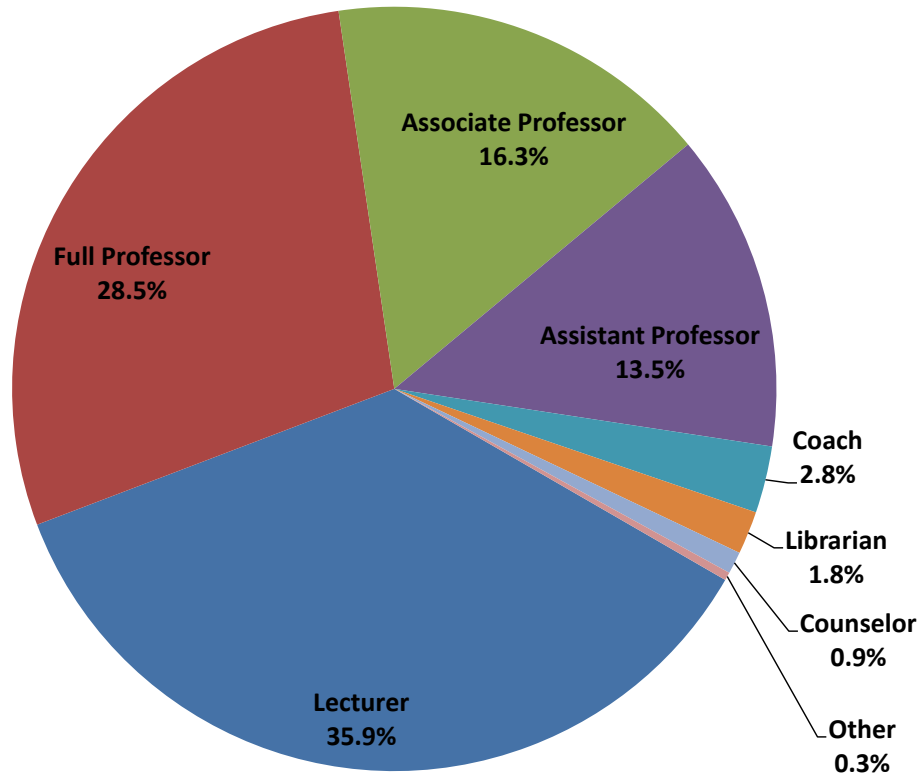
➡ Counselors, by headcount, comprise less than 1% of the faculty. Professional standards call for many more psychological counselors than the CSU employs.

NUMBER OF FULL-TIME EQUIVALENT FACULTY (FTEF) BY RANK, PER CAMPUS, FALL 2011

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	84.9	61.7	31.0	112.1	23.1	4.0	8.3	-	325.1
Channel Islands	33.5	36.0	10.0	116.4	-	2.0	7.9	1.0	206.8
Chico	242.5	107.6	97.0	214.2	17.5	6.0	8.3	2.2	695.3
Dominguez	92.7	74.1	44.0	228.6	11.4	5.9	9.0	1.0	466.7
East Bay	126.2	91.5	79.1	179.7	19.6	3.9	10.5	-	510.6
Fresno	229.3	154.6	134.8	282.2	30.0	4.4	18.0	4.0	857.3
Fullerton	276.6	213.3	225.8	565.0	27.4	11.6	21.7	1.0	1,342.3
Humboldt	126.3	61.3	35.3	140.5	17.2	4.6	8.6	-	393.7
Long Beach	396.8	182.5	194.3	578.5	28.0	10.6	15.0	7.0	1,412.6
Los Angeles	284.9	130.7	96.0	273.9	13.3	2.2	12.0	1.0	813.9
Maritime	13.9	8.0	14.0	22.7	4.2	-	2.0	4.0	68.7
Monterey	50.3	31.0	34.9	122.8	13.7	2.5	7.5	3.0	265.6
Northridge	358.8	205.7	184.0	498.8	32.7	11.8	24.4	3.0	1,319.2
Pomona	285.0	87.3	102.0	278.9	13.5	8.0	9.5	2.0	786.2
Sacramento	306.6	206.8	118.0	298.5	38.4	12.0	21.7	1.0	1,003.1
San Bernardino	225.7	71.0	76.0	213.3	14.8	5.5	13.9	1.0	621.2
San Diego	358.5	237.4	134.3	339.8	37.3	21.1	25.0	14.0	1,167.5
San Francisco	311.9	221.7	193.6	350.4	17.0	8.9	21.3	3.0	1,127.7
San Jose	341.4	163.0	127.2	559.4	38.1	14.3	27.3	6.0	1,276.6
San Luis Obispo	286.4	186.1	155.0	264.6	34.9	6.0	8.0	3.0	944.0
San Marcos	93.3	79.9	59.0	173.2	10.4	3.0	13.0	-	431.8
Sonoma	127.4	61.3	56.0	105.4	17.7	4.6	7.4	-	379.7
Stanislaus	120.9	60.5	56.0	101.3	14.0	3.6	5.5	-	361.8
SYSTEMWIDE	4,773.4	2,732.8	2,257.3	6,020.2	474.3	156.5	305.6	57.2	16,777.3

- 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 2011, there were 16,777 full-time equivalent faculty positions across the CSU system.
- Two years ago, the number of faculty positions was 16,728. There are 605 fewer tenured and tenure-track positions today than in 2009, but 673 more lecturer positions.

DISTRIBUTION OF CSU FACULTY BY RANK (FTEF), FALL 2011



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

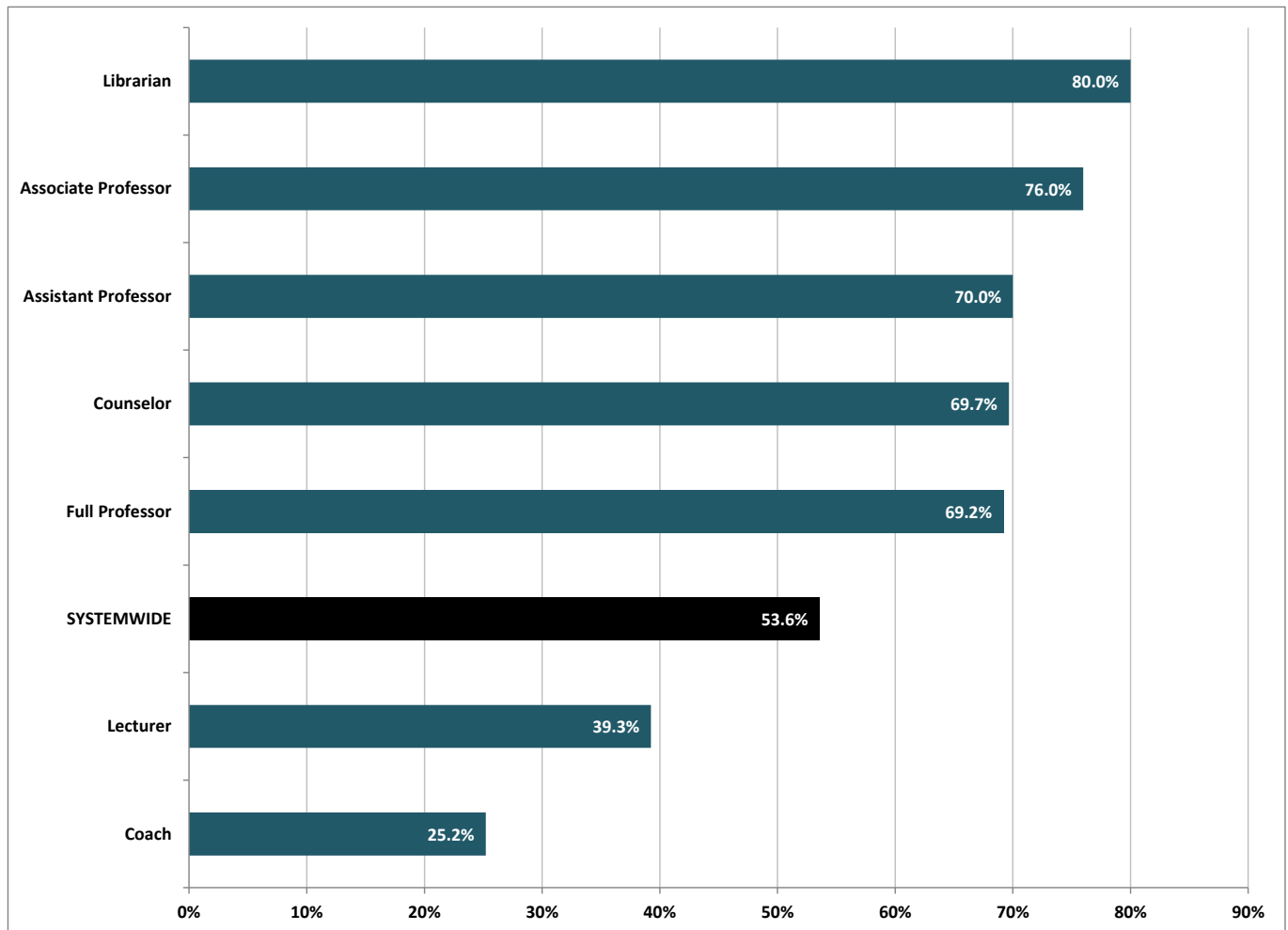
- In terms of full-time equivalent positions, a little over a third are lecturer positions (compared with over half when measuring by headcount). Almost all tenure-line positions are full-time so headcount and FTE are very similar for these classifications.
- Coaches, Counselors, Librarians, and those classified as “other” comprise almost 6% of full-time faculty.

**PERCENT OF FULL-TIME EQUIVALENT FACULTY (FTEF) BY RANK,
PER CAMPUS, FALL 2011**

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	26%	19%	10%	34%	7%	1%	3%	0%	100%
Channel Islands	16%	17%	5%	56%	0%	1%	4%	0%	100%
Chico	35%	15%	14%	31%	3%	1%	1%	0%	100%
Dominguez	20%	16%	9%	49%	2%	1%	2%	0%	100%
East Bay	25%	18%	15%	35%	4%	1%	2%	0%	100%
Fresno	27%	18%	16%	33%	3%	1%	2%	0%	100%
Fullerton	21%	16%	17%	42%	2%	1%	2%	0%	100%
Humboldt	32%	16%	9%	36%	4%	1%	2%	0%	100%
Long Beach	28%	13%	14%	41%	2%	1%	1%	0%	100%
Los Angeles	35%	16%	12%	34%	2%	0%	1%	0%	100%
Maritime	20%	12%	20%	33%	6%	0%	3%	6%	100%
Monterey	19%	12%	13%	46%	5%	1%	3%	1%	100%
Northridge	27%	16%	14%	38%	2%	1%	2%	0%	100%
Pomona	36%	11%	13%	35%	2%	1%	1%	0%	100%
Sacramento	31%	21%	12%	30%	4%	1%	2%	0%	100%
San Bernardino	36%	11%	12%	34%	2%	1%	2%	0%	100%
San Diego	31%	20%	12%	29%	3%	2%	2%	1%	100%
San Francisco	28%	20%	17%	31%	2%	1%	2%	0%	100%
San Jose	27%	13%	10%	44%	3%	1%	2%	0%	100%
San Luis Obispo	30%	20%	16%	28%	4%	1%	1%	0%	100%
San Marcos	22%	19%	14%	40%	2%	1%	3%	0%	100%
Sonoma	34%	16%	15%	28%	5%	1%	2%	0%	100%
Stanislaus	33%	17%	15%	28%	4%	1%	2%	0%	100%
SYSTEMWIDE	28%	16%	13%	36%	3%	1%	2%	0%	100%

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

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



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

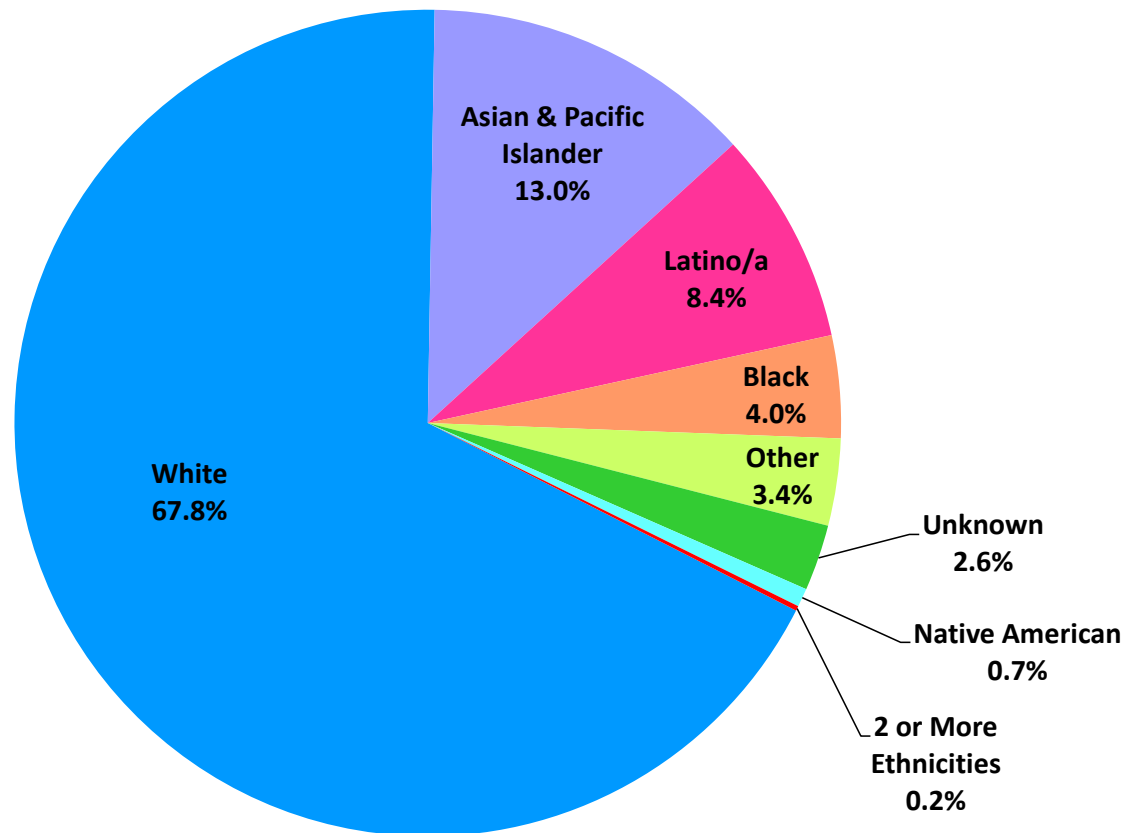
- ➡ The above chart shows the percentage of faculty who are CFA members.
- ➡ In fall 2011, almost 54% of all CSU faculty are CFA members. The majority of faculty ranks have membership levels well above the systemwide rate. Eight in 10 librarians are members. Membership rates are lower among faculty with temporary appointments, most of whom work part-time.

NUMBER OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT), FALL 2011

Campus	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total
Bakersfield	1	48	49	19	3	295	0	6	421
Channel Islands	1	26	30	1	18	206	1	3	286
Chico	8	69	39	11	24	777	1	17	946
Dominguez	6	89	79	86	20	413	4	24	721
East Bay	5	104	47	53	39	449	0	24	721
Fresno	6	145	99	44	38	785	4	21	1,142
Fullerton	11	268	131	52	71	1,269	1	95	1,898
Humboldt	16	23	20	9	12	458	2	15	555
Long Beach	13	302	166	85	47	1,323	2	48	1,986
Los Angeles	8	234	166	57	56	552	2	51	1,126
Maritime	1	8	1	2	1	70	1	2	86
Monterey	4	41	56	12	22	205	0	13	353
Northridge	14	202	210	106	28	1,323	5	29	1,917
Pomona	5	211	97	36	48	620	3	14	1,034
Sacramento	13	159	89	63	38	987	5	23	1,377
San Bernardino	4	83	76	47	33	571	0	41	855
San Diego	6	147	151	48	23	1,158	1	24	1,558
San Francisco	14	284	101	76	67	971	0	52	1,565
San Jose	13	335	129	62	107	1,181	5	56	1,888
San Luis Obispo	5	86	58	18	34	921	3	8	1,133
San Marcos	6	61	74	15	29	415	2	12	614
Sonoma	5	32	32	9	17	429	0	12	536
Stanislaus	3	51	39	19	15	344	2	10	483
SYSTEMWIDE	168	3,008	1,939	930	790	15,722	44	600	23,201

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

RACE/ETHNICITY OF CSU FACULTY, ALL RANKS (HEADCOUNT), FALL 2011



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

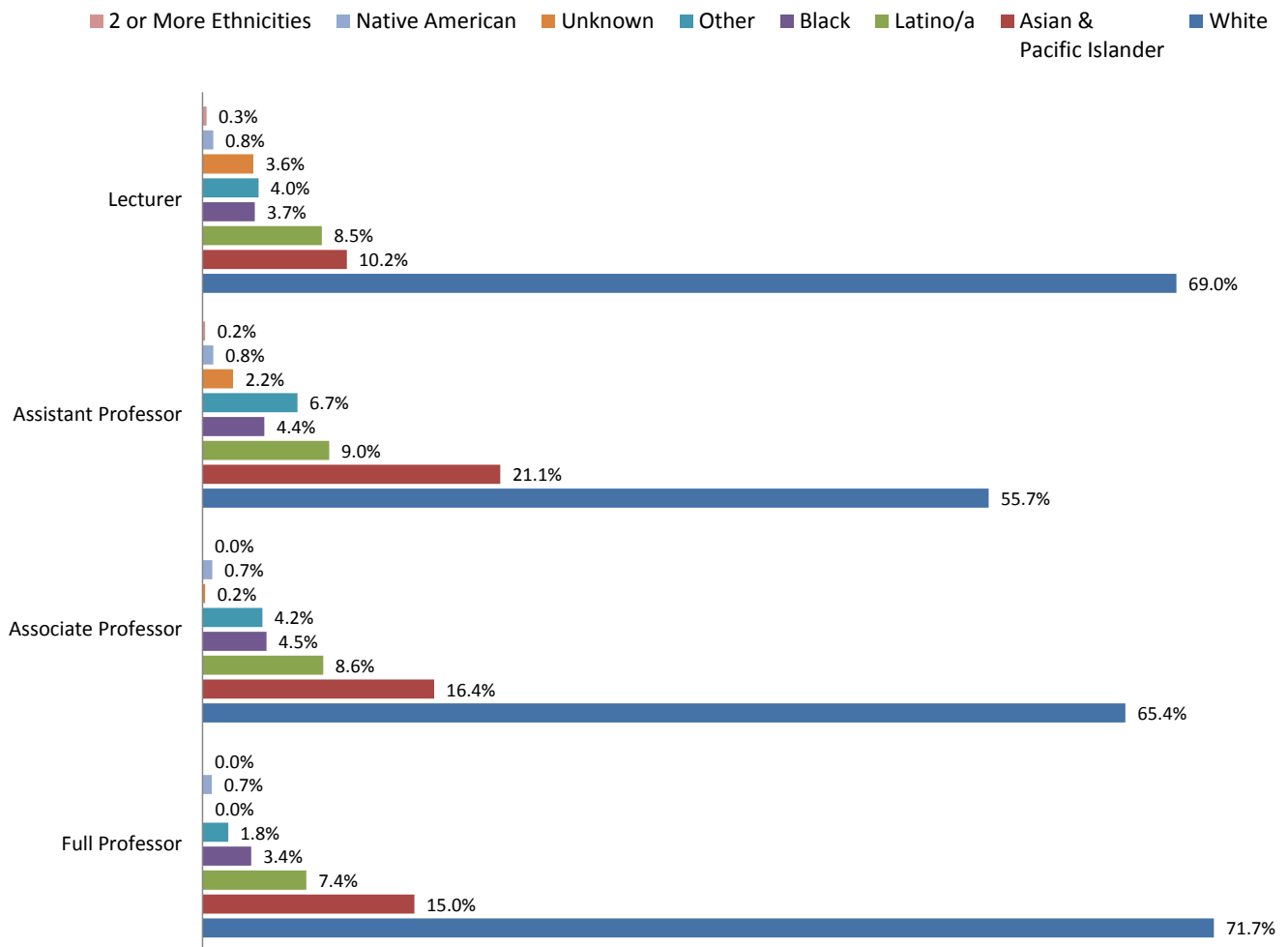
► This graph illustrates the breakdown of all CSU faculty by race/ethnicity, as of November 2011. See data for prior years in previous Equity Conference report at www.calfac.org/research.

PERCENT OF FACULTY BY RACE/ETHNICITY, PER CAMPUS (HEADCOUNT), FALL 2011

Campus	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total
Bakersfield	0.2%	11.4%	11.6%	4.5%	0.7%	70.1%	0.0%	1.4%	100.0%
Channel Islands	0.3%	9.1%	10.5%	0.3%	6.3%	72.0%	0.3%	1.0%	100.0%
Chico	0.8%	7.3%	4.1%	1.2%	2.5%	82.1%	0.1%	1.8%	100.0%
Dominguez	0.8%	12.3%	11.0%	11.9%	2.8%	57.3%	0.6%	3.3%	100.0%
East Bay	0.7%	14.4%	6.5%	7.4%	5.4%	62.3%	0.0%	3.3%	100.0%
Fresno	0.5%	12.7%	8.7%	3.9%	3.3%	68.7%	0.4%	1.8%	100.0%
Fullerton	0.6%	14.1%	6.9%	2.7%	3.7%	66.9%	0.1%	5.0%	100.0%
Humboldt	2.9%	4.1%	3.6%	1.6%	2.2%	82.5%	0.4%	2.7%	100.0%
Long Beach	0.7%	15.2%	8.4%	4.3%	2.4%	66.6%	0.1%	2.4%	100.0%
Los Angeles	0.7%	20.8%	14.7%	5.1%	5.0%	49.0%	0.2%	4.5%	100.0%
Maritime	1.2%	9.3%	1.2%	2.3%	1.2%	81.4%	1.2%	2.3%	100.0%
Monterey	1.1%	11.6%	15.9%	3.4%	6.2%	58.1%	0.0%	3.7%	100.0%
Northridge	0.7%	10.5%	11.0%	5.5%	1.5%	69.0%	0.3%	1.5%	100.0%
Pomona	0.5%	20.4%	9.4%	3.5%	4.6%	60.0%	0.3%	1.4%	100.0%
Sacramento	0.9%	11.5%	6.5%	4.6%	2.8%	71.7%	0.4%	1.7%	100.0%
San Bernardino	0.5%	9.7%	8.9%	5.5%	3.9%	66.8%	0.0%	4.8%	100.0%
San Diego	0.4%	9.4%	9.7%	3.1%	1.5%	74.3%	0.1%	1.5%	100.0%
San Francisco	0.9%	18.1%	6.5%	4.9%	4.3%	62.0%	0.0%	3.3%	100.0%
San Jose	0.7%	17.7%	6.8%	3.3%	5.7%	62.6%	0.3%	3.0%	100.0%
San Luis Obispo	0.4%	7.6%	5.1%	1.6%	3.0%	81.3%	0.3%	0.7%	100.0%
San Marcos	1.0%	9.9%	12.1%	2.4%	4.7%	67.6%	0.3%	2.0%	100.0%
Sonoma	0.9%	6.0%	6.0%	1.7%	3.2%	80.0%	0.0%	2.2%	100.0%
Stanislaus	0.6%	10.6%	8.1%	3.9%	3.1%	71.2%	0.4%	2.1%	100.0%
SYSTEMWIDE	0.7%	13.0%	8.4%	4.0%	3.4%	67.8%	0.2%	2.6%	100.0%

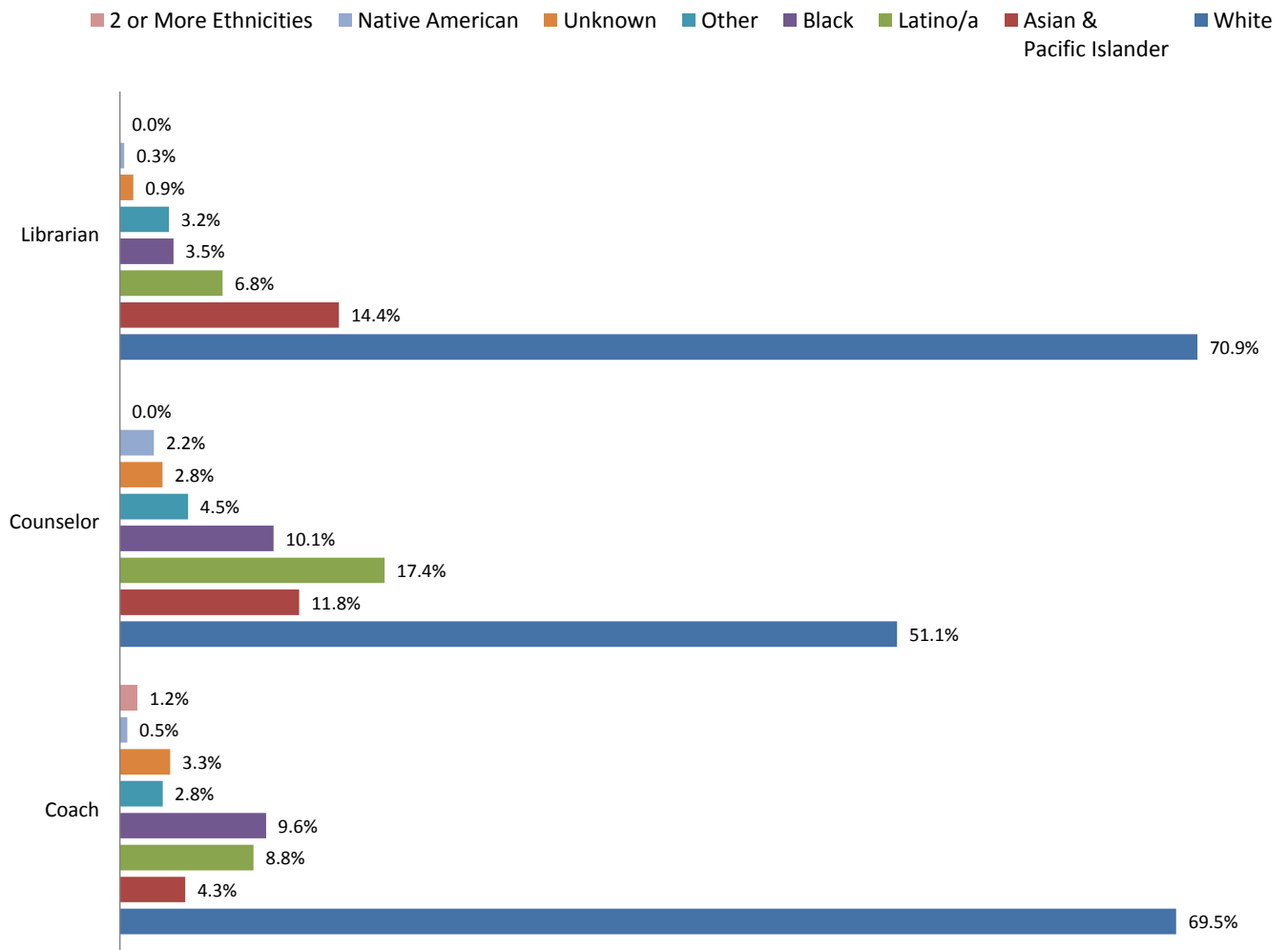
➡ Use this table to compare the racial/ethnic diversity of the faculty at different campuses. Once again, the system-wide statistics may not reflect the situation at an individual campus. Campus-specific pie graphs like the one for the CSU system as a whole can be created for chapters, caucuses, or the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

RACE/ETHNICITY BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2011



➡ 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 56 percent of Assistant professors do. Note the differences between the tenure line ranks and the Lecturers.

RACE/ETHNICITY BY RANK, SYSTEMWIDE (HEADCOUNT), FALL 2011



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

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

Rank	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total
Full Professor	33	753	369	173	91	3,595	0	1	5,015
Associate Professor	19	453	236	125	117	1,805	0	5	2,760
Assistant Professor	17	477	203	99	152	1,259	4	49	2,260
Lecturer	91	1,225	1,014	444	475	8,273	33	432	11,987
Coach	3	26	53	58	17	419	7	20	603
Counselor	4	21	31	18	8	91	0	5	178
Librarian	1	49	23	12	11	241	0	3	340
Other	0	4	10	1	2	39	0	2	58
SYSTEMWIDE	168	3,008	1,939	930	873	15,722	44	517	23,201

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

Rank	Native American	Asian & Pacific Islander	Latino/a	Black	Other	White	2 or More Ethnicities	Unknown	Total
Full Professor	0.7%	15.0%	7.4%	3.4%	1.8%	71.7%	0.0%	0.0%	100.0%
Associate Professor	0.7%	16.4%	8.6%	4.5%	4.2%	65.4%	0.0%	0.2%	100.0%
Assistant Professor	0.8%	21.1%	9.0%	4.4%	6.7%	55.7%	0.2%	2.2%	100.0%
Lecturer	0.8%	10.2%	8.5%	3.7%	4.0%	69.0%	0.3%	3.6%	100.0%
Coach	0.5%	4.3%	8.8%	9.6%	2.8%	69.5%	1.2%	3.3%	100.0%
Counselor	2.2%	11.8%	17.4%	10.1%	4.5%	51.1%	0.0%	2.8%	100.0%
Librarian	0.3%	14.4%	6.8%	3.5%	3.2%	70.9%	0.0%	0.9%	100.0%
Other	0.0%	6.9%	17.2%	1.7%	3.4%	67.2%	0.0%	3.4%	100.0%
SYSTEMWIDE	0.7%	13.0%	8.4%	4.0%	3.8%	67.8%	0.2%	2.2%	100.0%

➡ The historical trends of the ethnic composition of CSU faculty are discussed in more detail in a separate section of this report, the tables above show the composition of CSU faculty in Fall 2011.

➡ More than 6,000 of the 23,200 CSU faculty identified as faculty of color in Fall 2011. The greatest racial/ethnic diversity appears to be among counselors (only 51% white), followed by assistant professors (56% white).

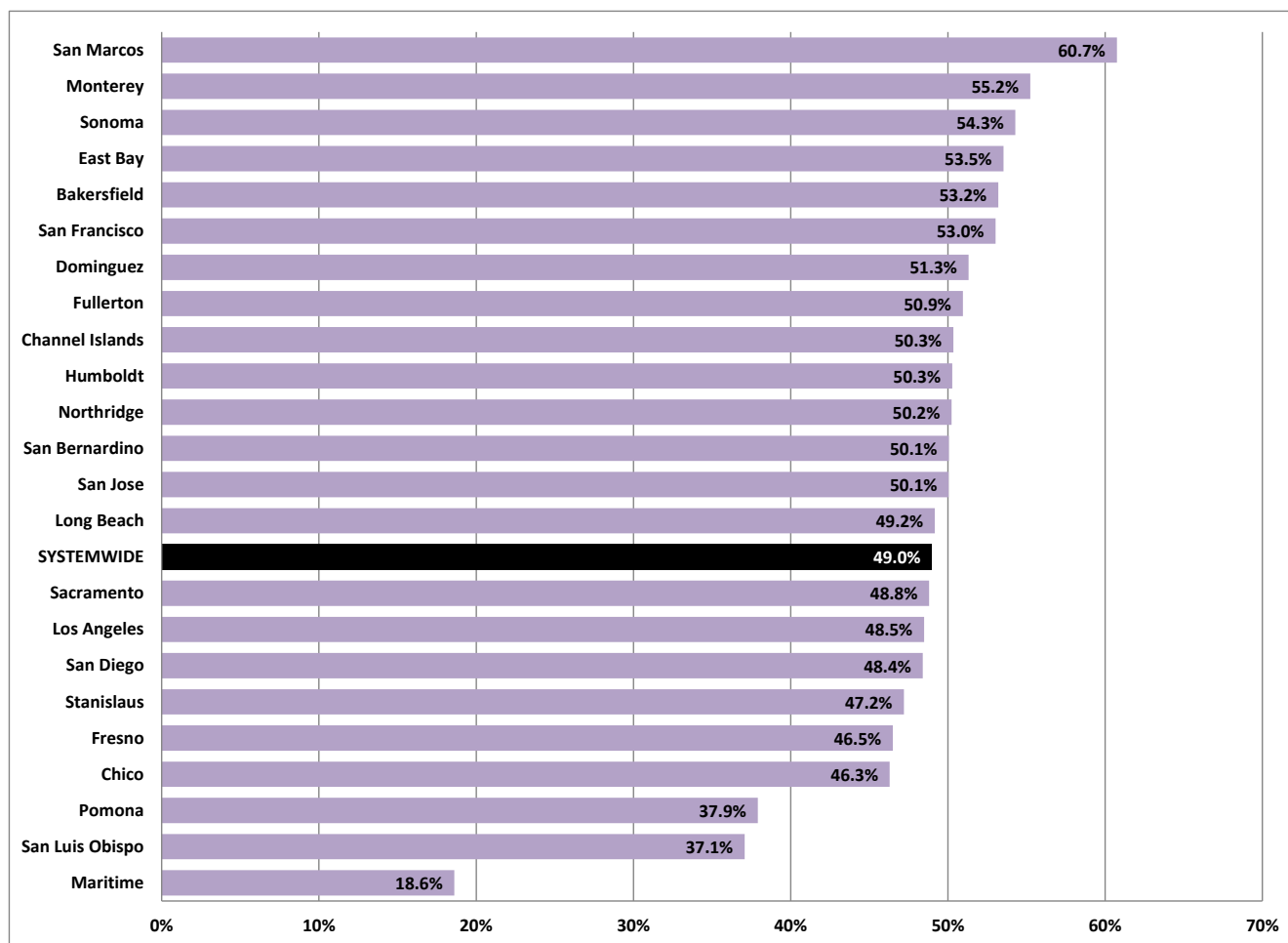
NUMBER OF CSU FACULTY BY GENDER, PER CAMPUS, FALL 2011

HEADCOUNT					FULL-TIME EQUIVALENT (FTE)			
Campus	Female	Male	Total	% Female	Female	Male	Total	% Female
Bakersfield	224	197	421	53.2%	170.0	155.0	325.1	52.3%
Channel Islands	144	142	286	50.3%	100.6	106.2	206.8	48.6%
Chico	438	508	946	46.3%	306.7	388.6	695.3	44.1%
Dominguez	370	351	721	51.3%	242.4	224.2	466.7	51.9%
East Bay	386	335	721	53.5%	266.3	244.2	510.6	52.2%
Fresno	531	611	1,142	46.5%	386.3	471.0	857.3	45.1%
Fullerton	967	931	1,898	50.9%	675.1	667.2	1,342.3	50.3%
Humboldt	279	276	555	50.3%	182.2	211.5	393.7	46.3%
Long Beach	976	1,009	1,985	49.2%	682.8	729.6	1,412.3	48.3%
Los Angeles	546	580	1,126	48.5%	393.3	420.6	813.9	48.3%
Maritime	16	70	86	18.6%	12.5	56.2	68.7	18.2%
Monterey	195	158	353	55.2%	144.4	121.3	265.6	54.3%
Northridge	963	954	1,917	50.2%	655.2	664.0	1,319.2	49.7%
Pomona	392	642	1,034	37.9%	310.0	476.2	786.2	39.4%
Sacramento	672	705	1,377	48.8%	479.4	523.6	1,003.1	47.8%
San Bernardino	428	427	855	50.1%	301.1	320.1	621.2	48.5%
San Diego	754	804	1,558	48.4%	548.4	619.1	1,167.5	47.0%
San Francisco	830	735	1,565	53.0%	583.4	544.3	1,127.7	51.7%
San Jose	945	943	1,888	50.1%	634.4	642.3	1,276.6	49.7%
San Luis Obispo	420	713	1,133	37.1%	333.1	610.9	944.0	35.3%
San Marcos	373	241	614	60.7%	253.9	177.9	431.8	58.8%
Sonoma	291	245	536	54.3%	196.5	183.3	379.7	51.7%
Stanislaus	228	255	483	47.2%	167.5	194.3	361.8	46.3%
SYSTEMWIDE	11,368	11,832	23,200	49.0%	8,025.5	8,751.6	16,777.1	47.8%

NOTE: The above table omits one "blank" response.

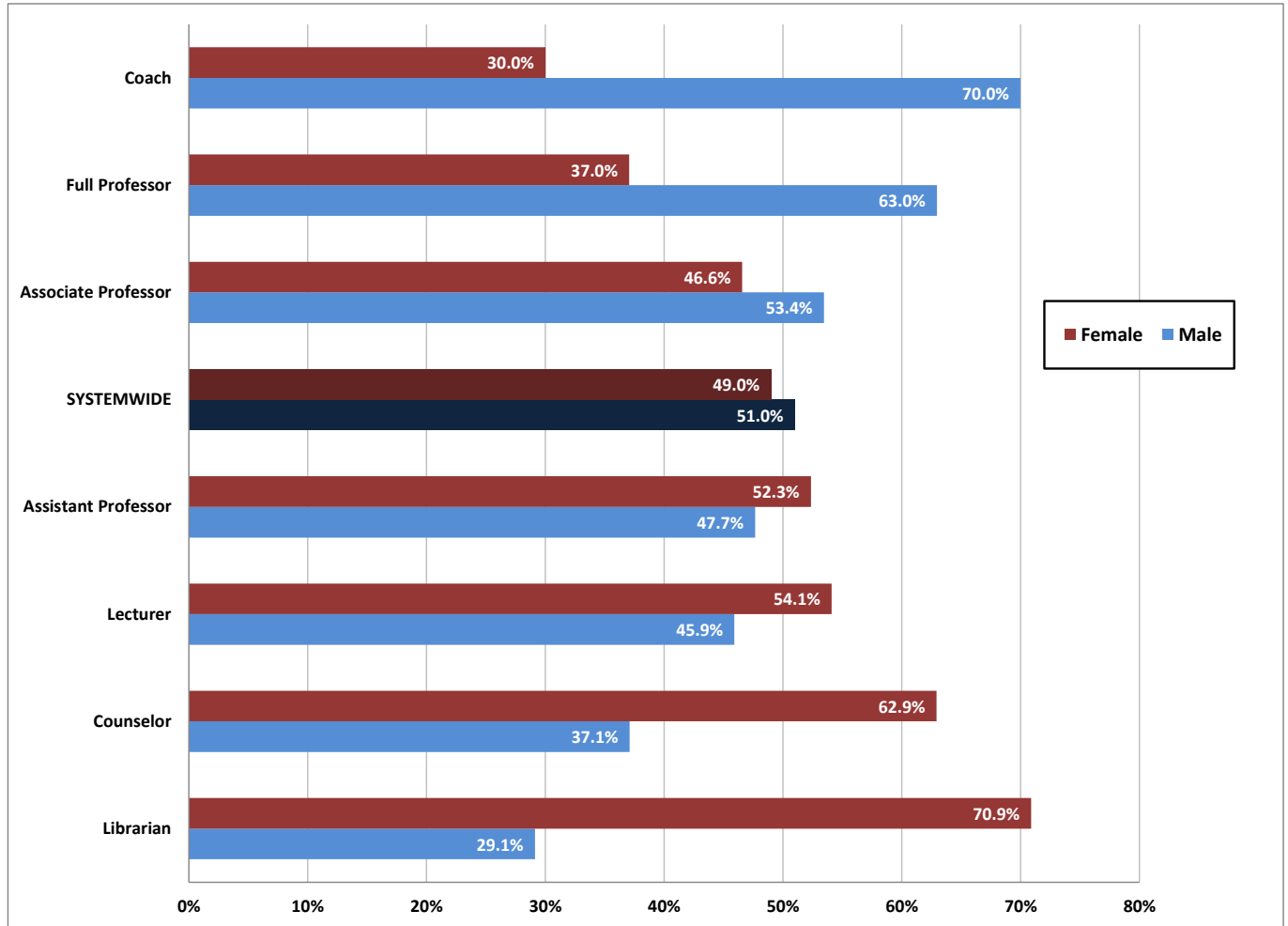
► In terms of both headcount and FTE, just under half of the faculty in the CSU are female this year. As indicated in this table and shown in the charts that follow, there is variation from campus to campus and by rank. The difference in proportion of women and men does not change dramatically between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

PERCENT OF FACULTY WHO ARE FEMALE, PER CAMPUS (HEADCOUNT), FALL 2011



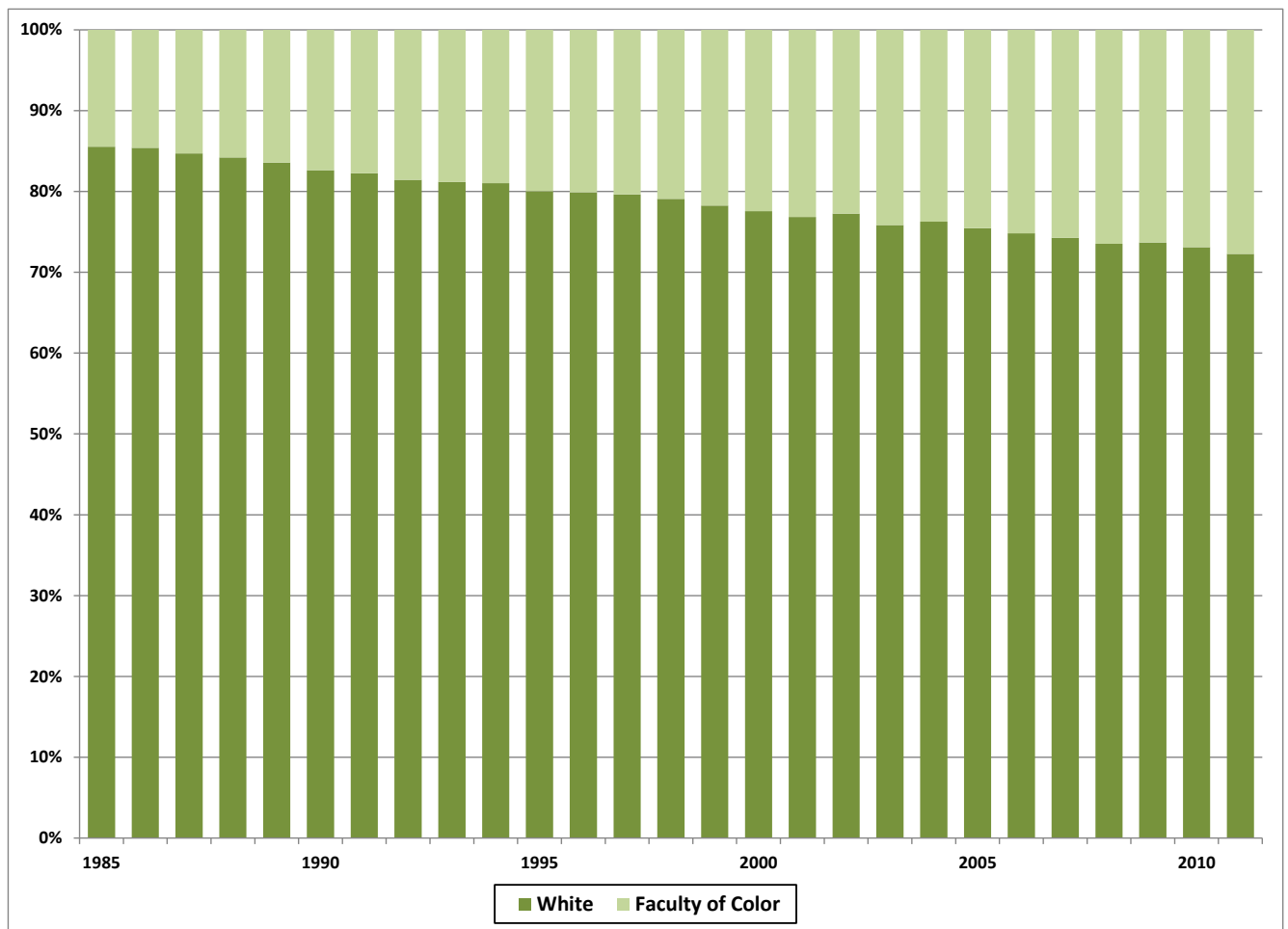
➡ The campuses that vary most from the average in terms of gender diversity are the specialized campuses, the Cal Maritime Academy, Cal Poly San Luis Obispo, and Cal Poly Pomona. CSU San Marcos is also notable, with women comprising slightly more than 60 percent of the faculty.

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



- ➡ For a more detailed discussion of the gender composition of CSU faculty, see section three of this report.
- ➡ Systemwide, 49% of faculty are women. The majority of Librarians, Counselors, Lectures, and Assistant Professors are women.
- ➡ Systemwide, 51% of faculty are men. The majority of Associate and Full Professors, and Coaches are men.

PERCENT CSU INSTRUCTIONAL FACULTY BY RACE/ETHNICITY (HEADCOUNT) 1985 to 2011



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

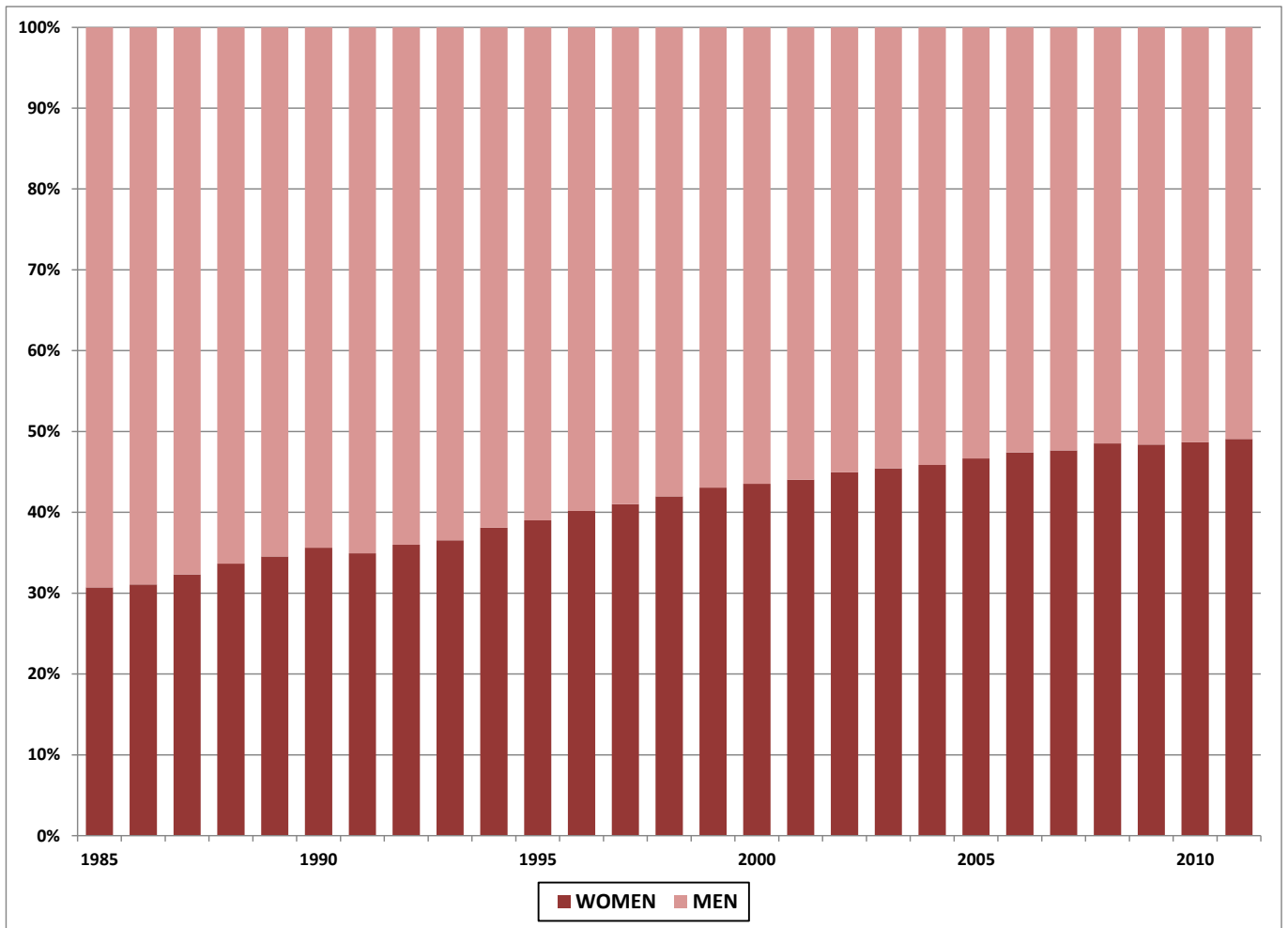
➡ This chart shows the percent of faculty who identify as White compared to the percent of faculty who identify with a non-white ethnic group. The historical trend at the CSU is one of increasing diversity; however, the majority of faculty are still White.

CSU INSTRUCTIONAL FACULTY BY RACE/ETHNICITY (HEADCOUNT), 1985 to 2011

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

➡ The above table shows the number of faculty identifying with one or more ethnic groups. 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.

PERCENT OF CSU INSTRUCTIONAL FACULTY BY GENDER (HEADCOUNT) 1985 to 2011



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

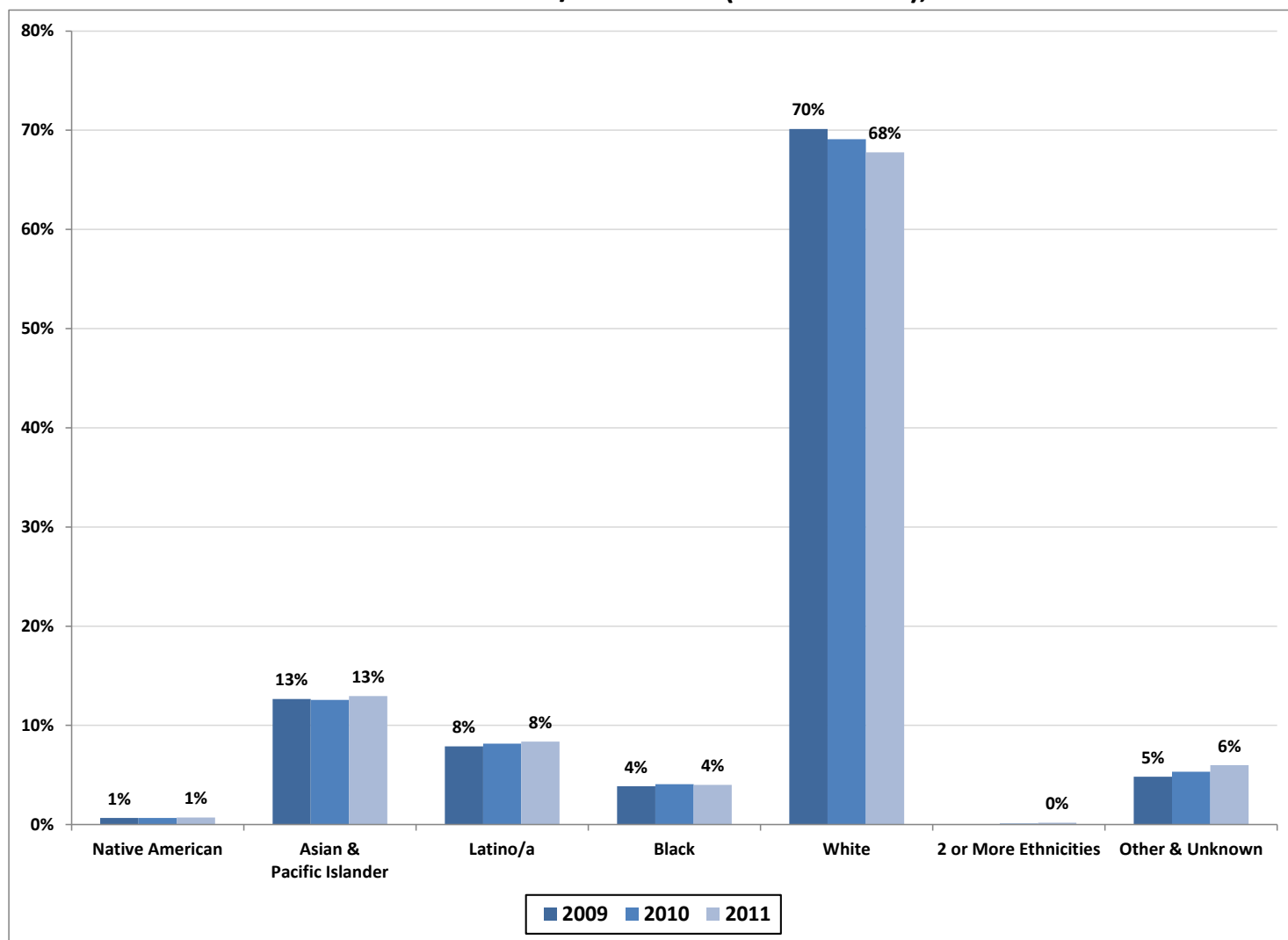
CSU INSTRUCTIONAL FACULTY BY GENDER (HEADCOUNT), 1985 to 2011

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%
2010	10,231	10,797	21,028	49%	51%
2011	10,810	11,211	22,021	49%	51%

NOTE: The above table omits one "blank" response for AY 2011.

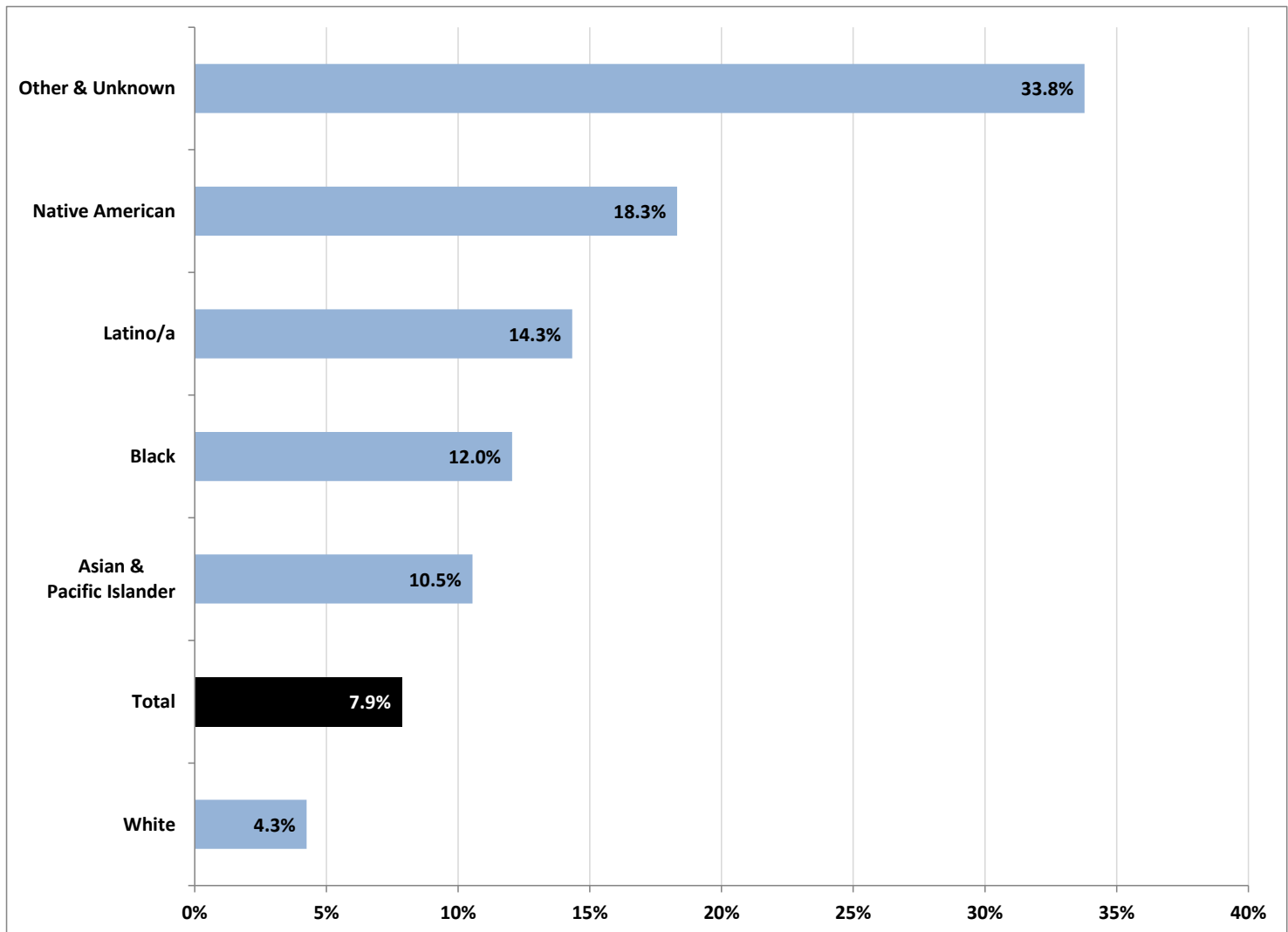
➡ The data in this table were used to create the bar graph on the previous page. These data can be gathered for individual campuses, upon request by CFA activists. Please contact CFA (see cover page).

PERCENT OF CSU FACULTY BY RACE/ETHNICITY (HEADCOUNT), 2009 to 2011



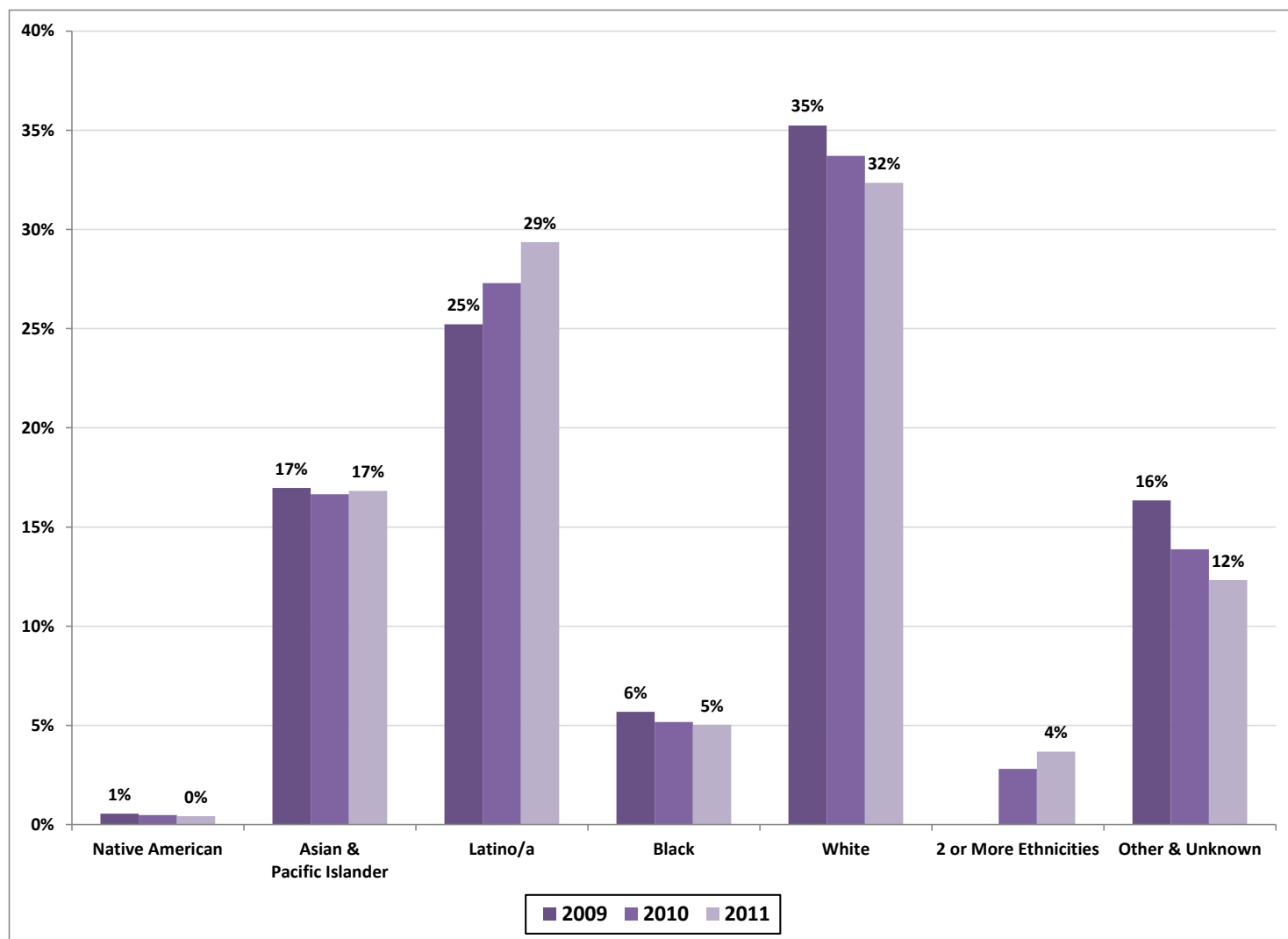
► The above chart shows the percentage of faculty by race/ethnic background for the years 2009 through 2011. While the proportion of faculty who identify as White has slightly decreased over this time period, the proportions of faculty of color have remained relatively the same. The difference is explained by an increase in the other and unknown categories.

PERCENT CHANGE IN NUMBER OF CSU FACULTY BY RACE/ETHNICITY, 2009 to 2011



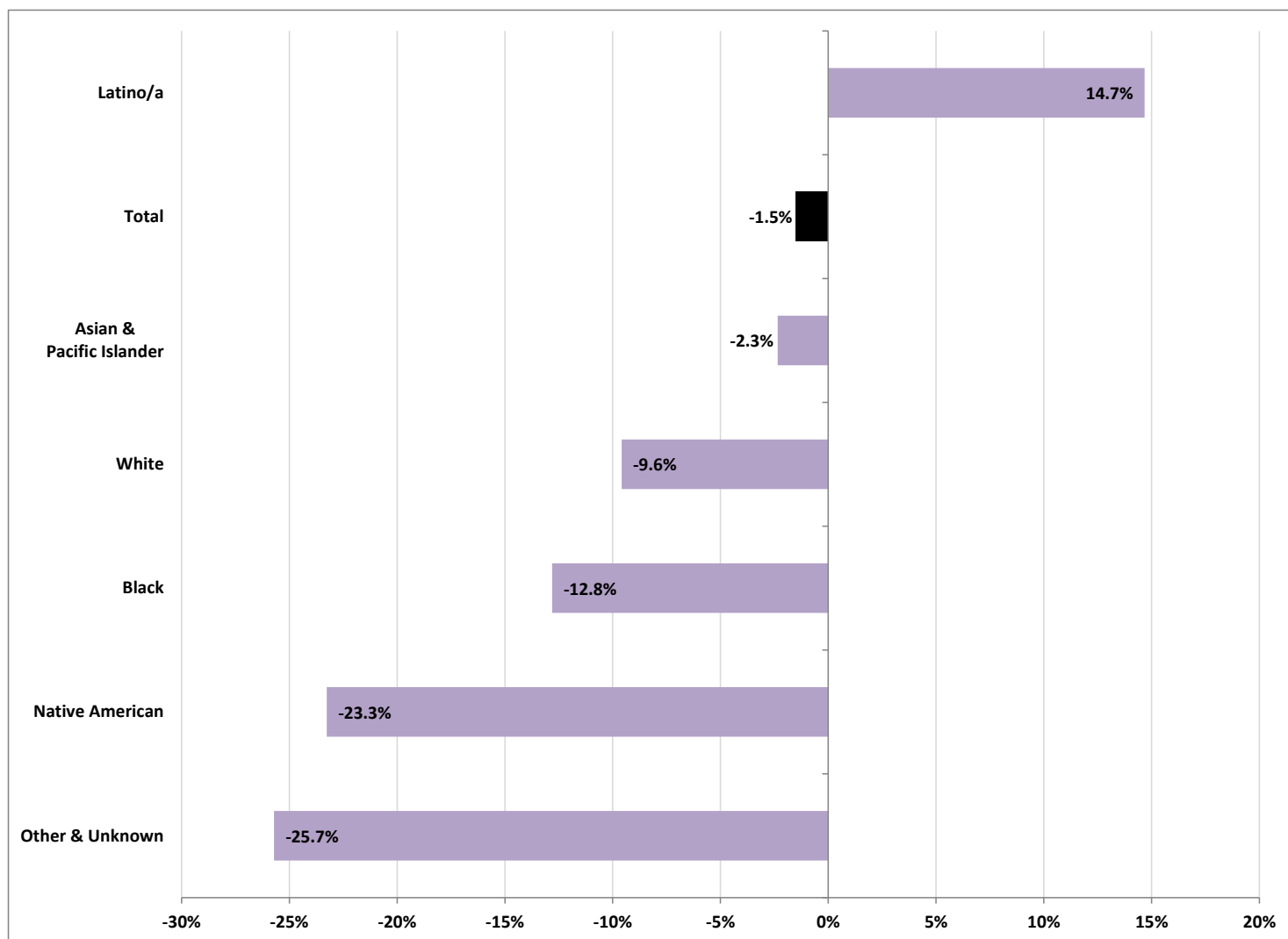
➡ In comparison to the previous graph, this one is based on the change in the *number* of faculty members in each race/ethnic group [rather than the relative proportions of each group] between 2009 and 2011. Here the data show a notable increase in the number of faculty of color. Overall, there was an 8% increase in the number of CSU faculty employed between fall 2009 and fall 2011. By contrast, between 2007 and 2009, there were decreases in all categories (see Vol. III from this report from the 2010 Equity Conference).

PERCENT CSU STUDENT ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT), 2009 to 2011



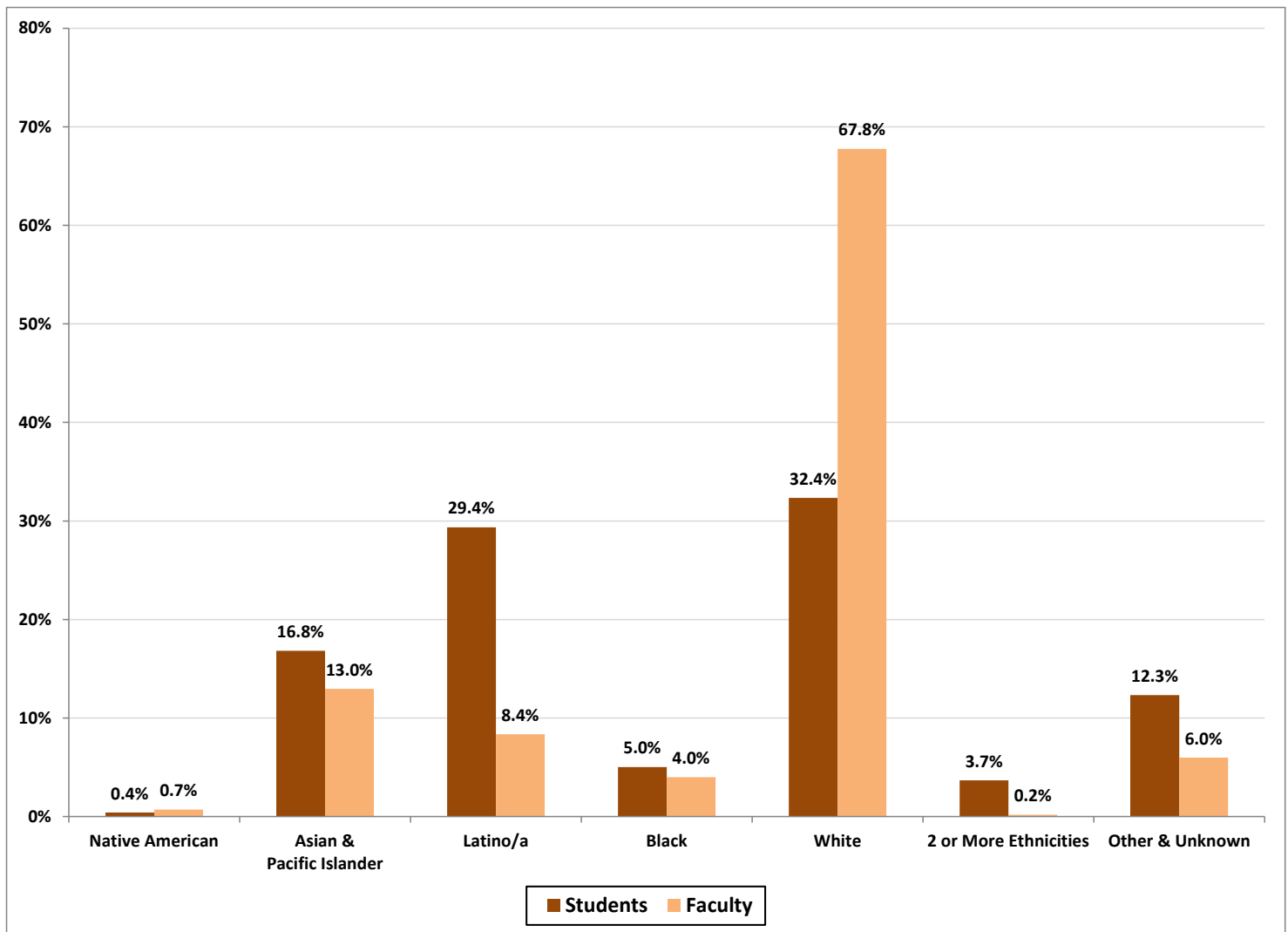
- The above chart shows the percentage of students by race/ethnic background for the years 2009 through 2011. While the proportion of students who identify as White has decreased slightly over this time period, the proportions of Latino/a students has increased as well as those who identify with two or more ethnic groups.
- The proportion of students who identify as “other” (other and non-resident aliens) or “unknown” has also decreased.

PERCENT CHANGE IN CSU STUDENT ENROLLMENT BY RACE/ETHNICITY, 2009 to 2011



► In comparison to the previous graph, this one is based on the change in the *number* of students in each race/ethnic group [rather than the relative proportions of each group] between 2009 and 2011. Since 2009, there has been a slight decrease in the total number of students in the CSU. Here the data show that the only group of students to increase in enrollment were Latino/a students.

COMPARISON OF CSU STUDENTS & FACULTY BY RACE/ETHNICITY (HEADCOUNT), FALL 2011



- The graph above compares the ethnic composition of students and faculty for Fall 2011. Here we see that while the ethnic composition of students is almost equal proportions of White and Latino/a, White faculty are overrepresented.
- The proportions of Asian and Pacific Islander, and Black students and faculty are relatively close in composition.

CSU STUDENT ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT), FALL 2009 to FALL 2011

Ethnic Group	2009	2010	2011	Change 2009-2011	
				Number	Percent
Native American	2,373	2,005	1,821	-552	-23.3%
Asian & Pacific Islander	73,474	68,660	71,753	-1,721	-2.3%
Latino/a	109,193	112,572	125,219	16,026	14.7%
Black	24,614	21,330	21,462	-3,152	-12.8%
White	152,619	138,992	137,987	-14,632	-9.6%
2 or More Ethnicities	-	11,592	15,708	-	-
Other & Unknown	70,781	57,221	52,584	-18,197	-25.7%
SYSTEMWIDE	433,054	412,372	426,534	-6,520	-1.5%

CSU FACULTY BY RACE/ETHNICITY (HEADCOUNT), FALL 2009 to FALL 2011

Ethnic Group	2009	2010	2011	Change 2009-2011	
				Number	Percent
Native American	142	150	168	26	18.3%
Asian & Pacific Islander	2,721	2,789	3,008	287	10.5%
Latino/a	1,696	1,811	1,939	243	14.3%
Black	830	903	930	100	12.0%
White	15,081	15,334	15,722	641	4.3%
2 or More Ethnicities	-	24	44	-	-
Other & Unknown	1,039	1,181	1,390	351	33.8%
SYSTEMWIDE	21,509	22,192	23,201	1,692	7.9%

➡ 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.