

Changing Faces of CSU Faculty and Students: Vol. VI

March 2016

CFA Equity Conference
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2016 CFA Equity Conference



AFFIRMING CHANGE: TAKING ACTION FOR SOCIAL
JUSTICE

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

**Previous volumes available at www.calfac.org/research and at
www.calfac.org/council-affirmative-action**

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Faculty and Students: Vol. VI

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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.

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2016 CFA Equity Conference: Affirming Change



Dear Colleagues,

This year, we reached a record number of faculty in the CSU: 27,000. But a higher percentage than ever before (60%) are on temporary appointments, and there are fewer tenure-line faculty today than there were 10 years ago. When the recession hit in 2008, CSU faculty were forced to forgo raises, causing us to lose ground economically and leaving many faculty unable to provide for their families. Now that the recession is over, CSU faculty are fighting to regain financial stability.

As we prepare to take action for fair pay – in what is set to become the largest higher education strike in this nation’s history – we must remind ourselves that we are simultaneously taking action for social justice, which is the theme of this year’s equity conference. This report is CFA’s sixth compilation on faculty and student diversity in the CSU. The report speaks loud and clear: CSU faculty serve an incredibly diverse student body. Shortchanging CSU faculty disproportionately disadvantages students of color.

The report also shows marked differences in racial/ethnic diversity between faculty and students. While only 26% of CSU students identify as White, 64% of CSU faculty identify as White. More than one in three CSU students identify as Latino/a, compared to less than 10% of faculty. While students and faculty who identify as Black account for roughly equal proportions of the student and faculty populations, Black faculty have accounted for just 4% of all faculty since 2005. Also, the percentage of students who identify as Black has declined from about 6% in 2005 to 4% today.

A milestone in gender diversity was reached two years ago, when the gender composition of the faculty became evenly split. Since then, female faculty have continued to increase in number. Nevertheless, there is variation in gender diversity between ranks. Females dominate the Lecturer and Assistant Professor ranks, while 61% of Full Professors are male. At some campuses, like Maritime, San Luis Obispo, and Pomona, female faculty still constitute a minority.

While these statistics are key elements of the story on diversity in the CSU, we have included a section profiling individual faculty. These profiles help to contextualize the data and provide real insight into the experience and meaning of diversity for both faculty and students.

We hope this research fosters informative and provocative discussions about gender, race, and ethnic equality in academia. We appreciate your interest and thank you for your commitment to making the CSU a more inclusive and diverse community.

In Union,

Dr. Cecil E. Canton
Associate Vice President and Chair
Council for Affirmative Action

Part 1: Perspectives on Diversity in the CSU

Perspective on Diversity: Charles Thomas, MBA JD, CSU Dominguez Hills



CSU Dominguez Hills is the second-most diverse campus in the CSU, and one of the most ethnically-diverse universities in the country. Nestled in the city of Carson, the university was established in large part as a response to the African American outcry for higher education opportunities during the Watts Rebellion.

At the surface, it appears that CSUDH is setting a tone for increased diversity on campus. But there is more to the story if you dig a little deeper, says Charles Thomas, Assistant Professor of Business Law.

“On my campus, we have 73.5% traditionally underserved students. However, since the time I’ve been here (Fall 2009), the number of African American students has dropped by 45 percent,” he said, adding that in Fall 2015, African American students account for about 13% of the students on his campus.

Also troubling is the widening achievement gap facing African American students. For White students, the six-year graduation rate is 51%, compared to 23% for African American students.

The campus can and should be doing more to ensure there is true diversity on campus, part of that being to attract and retain more faculty of color.

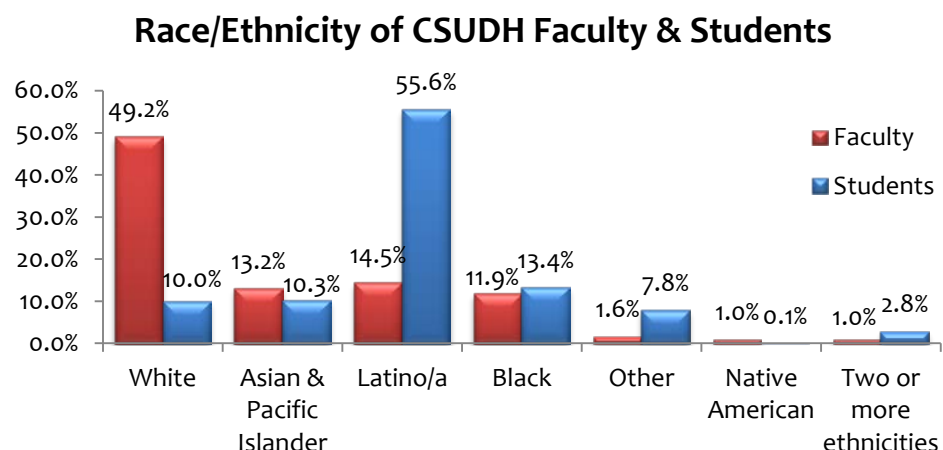
“The college of business has been around for over 40 years,” he said. “It’s embarrassing to say I’m the first tenured African American professor in 2015. Our campus has a fascination with research agendas and not what really matters to the student body, which is can you teach and can you teach *these* students.”

It’s critical for students to be able to see themselves in their faculty members, and it’s one of the things that helps Thomas connect with and encourage his students.

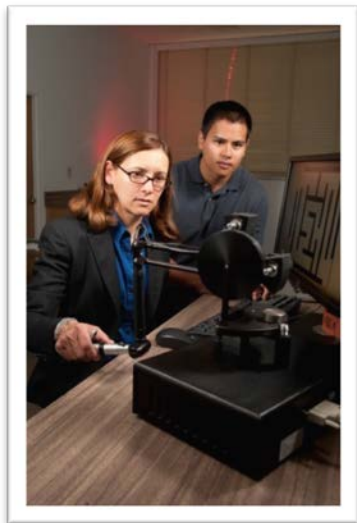
“I walk into the room and they go ‘Whoa, there’s a unicorn,’” he said. “I tell them ‘I came from the same streets and schools you came from, I know what’s going on.’ I connect with these students.”

A better model of diversity, he posits, is one in which there’s an equal distribution of all ethnic groups. Like the city of Carson itself, where roughly 24% of residents are Black, 24% are White, 25% are Asian and 38% are Latino/a.

“The word on the street is that DH is the historically black college of the CSU system. But in reality, it’s not even that,” Thomas said.



Perspective on Diversity: Norali Pernaletе, PhD, Cal Poly Pomona



When Dr. Norali Pernaletе was obtaining her undergraduate degree in her native Venezuela, the engineering courses were filled with an equal mix of male and female students.

“It was never an issue in my mind,” Pernaletе said. “Once I came here to graduate school it was different. The engineering courses were primarily male dominated.”

That trend continues to hold true at Cal Poly Pomona, where Pernaletе is a Professor of Electronics and Computer Engineering. Throughout the CSU, 84% of engineering undergraduates are male.

Cal Poly Pomona maintains a laudable program aimed at increasing the number of female students in engineering. Slowly but surely the number has been increasing. But it’s nowhere near an even balance.

In one of Pernaletе’s courses this spring, out of a class of 31 students, three were female. “That’s the first time I’ve seen that many. I go entire quarters where I don’t see female students,” she said.

One female student approached her and relayed that Pernaletе was the first female faculty member she’s ever had at Cal Poly Pomona.

“She said it’s strange, especially in labs when they’re doing hands-on lessons. She felt alone and that’s an issue,” Pernaletе said.

Despite all CSU campuses becoming more diverse in terms of gender over the past 10 years, Cal Poly Pomona still has one of the lowest percentages of female faculty members, with 59% of faculty being male.

Pernaletе is currently the only female faculty member in her department. Two other women joined the department last year, but have since left. About 75% of the engineering faculty at Cal Poly Pomona are male.

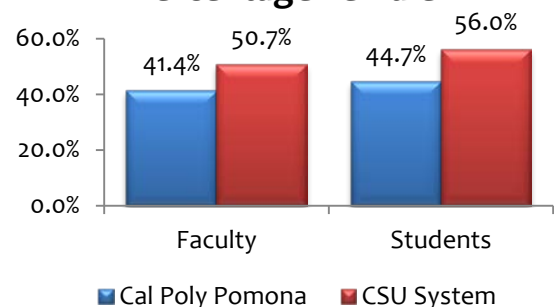
“It’s very challenging to be a woman at a male-dominated campus,” she said. “I’ve had the blessing of having very good mentors... I probably owe it to them to have survived the tenure-track process.”

Another encouragement was a five-year program geared toward advancing women faculty in the sciences, through which Pernaletе was able to connect to other female faculty members on campus.

It’s crucial that female students in the STEM (Science, Technology, Engineering and Mathematics) fields experience female faculty throughout their academic career.

“It’s definitely important so that they don’t feel alone and isolated,” Pernaletе said.

CSU Faculty & Students by Percentage Female



Perspective on Diversity: Implications for Non-Traditional Students

Richard Francisco, PhD, San Jose State University



University life is stressful. But for students of color, first-generation college students, and non-traditional college students – a significant chunk of the CSU student population – these stressors can be greatly amplified.

Dr. Richard Francisco, Counselor Faculty at San Jose State University, along with counselors throughout the CSU system, see it firsthand, day after day, year after year.

Many first generation college students have a difficult time transitioning from high school to the university, and lack support at home from parents who never attended college. They're expected to help contribute to the household income, help their parents and grandparents navigate appointments, and babysit siblings.

"It puts additional stressors on the students, and we see depression and anxiety," Francisco said.

Throughout the CSU system, 64% of faculty members are White, compared to only 26% of students. For the increasing number of students of color, there are a host of implications, Francisco said.

"They don't feel understood sometimes because their faculty are different than they are... These students aren't as prepared as typical college students," Francisco said. "College used to be like an exclusive country club. Accessibility has increased, but the work and getting out is still tough."

Given that many instructors are stretched thin and overworked, there isn't as much time to provide hands-on help to students, which is key to success, especially for traditionally underserved students. If a faculty member has another job they need to rush to in order to make ends meet, or a line of 25 students outside their door during office hours, that stress trickles down to students. Something as simple as an unreturned email can translate into a student thinking they are doing poorly.

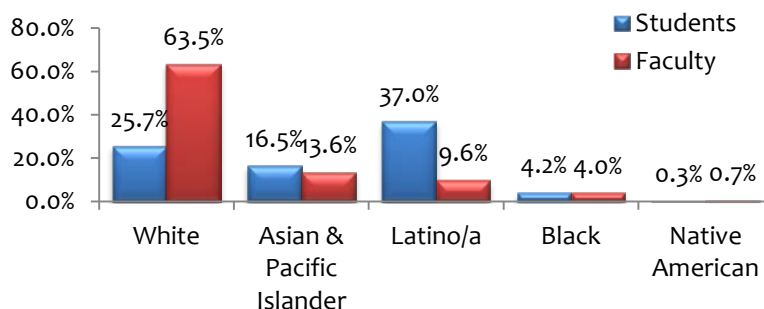
Counseling services for students can be a huge help, but underfunding of counselors and limits on the number of sessions add challenges. Some campuses are farming out the work and having students seek counseling outside the university, but for non-traditional students, it isn't optimal.

"They would rather see a person familiar with the campus, with the struggles they've been going through."

At San Jose State University, counselors do preventive work in classes to bolster confidence among non-traditional students.

"The faculty are held in esteem and can seem high up there. If they're not the students' own color or ethnicity, they're afraid to talk to them," he said, adding, "We definitely need more faculty of color."

Race/Ethnicity of CSU Students & Faculty



Part 2: CSU Faculty – Overview

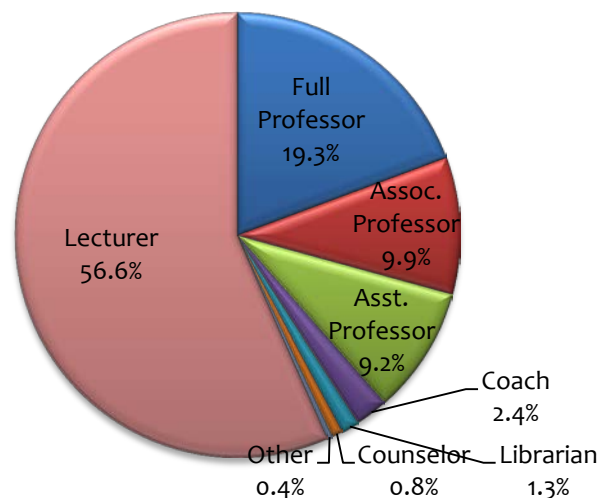
The California Faculty Association

represents nearly 27,000 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.”

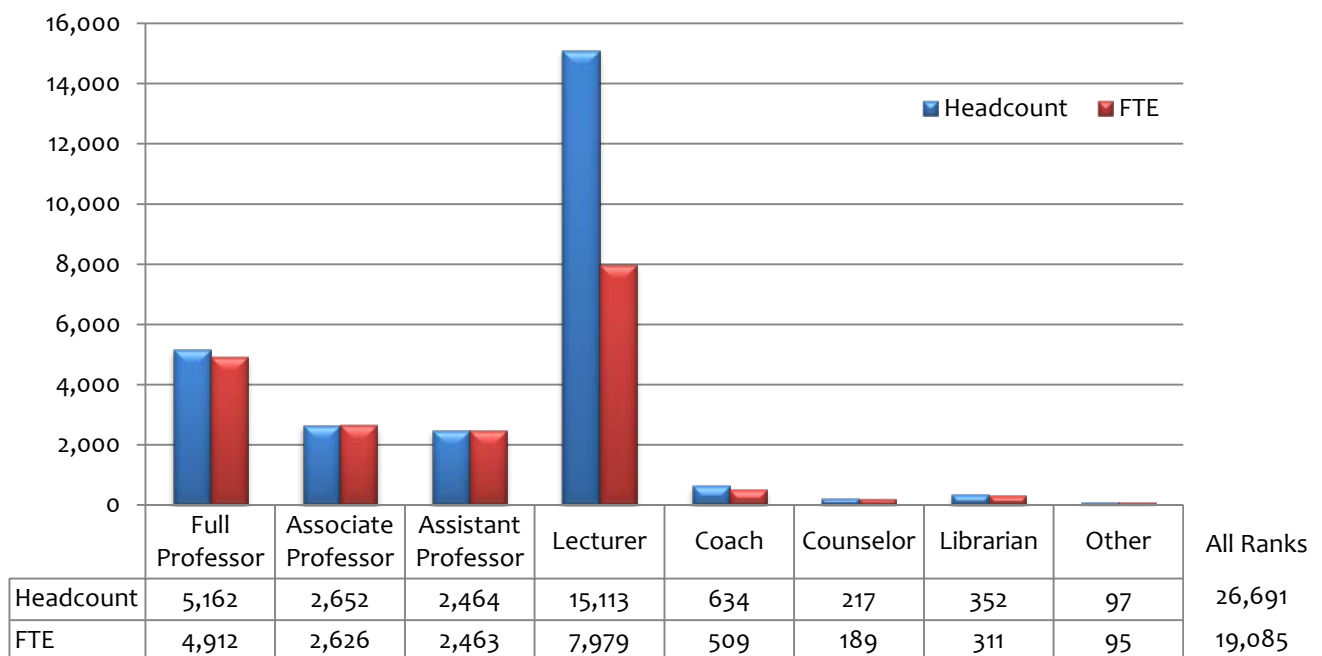
- **Headcount** is what it sounds like: the number of individual faculty members, regardless of whether they work full- or part-time.
- **Full-time equivalent** faculty represents the full-time faculty plus the full-time equivalent of part-time faculty. For example, two part-time faculty each working exactly half-time would be counted as 1 FTE, compared to a headcount of 2.

Percentage of CSU Faculty by Rank (Headcount), Fall 2015



As shown in the pie chart above, 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 may call for many more psychological counselors than the CSU employs.

CSU Faculty by Rank (Headcount & FTE), Fall 2015



CSU Faculty by Rank and Campus (Headcount), Fall 2015

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	83	59	47	267	30	4	10		500
Channel Islands	52	18	45	271		4	13		403
Chico	241	107	109	538	26	8	9	3	1,041
Dominguez	104	67	67	582	30	10	9	5	874
East Bay	143	94	91	518	23	7	21	4	901
Fresno	236	150	151	792	31	7	18	2	1,387
Fullerton	338	246	217	1,243	27	19	22	6	2,118
Humboldt	118	48	60	337	26	6	10	4	609
Long Beach	399	215	179	1,340	27	11	15	5	2,191
Los Angeles	315	108	94	893	20	6	11	1	1,448
Maritime	14	11	21	40	7	1	2	6	102
Monterey	53	41	55	312	19	5	10	1	496
Northridge	427	181	213	1,250	34	16	34	12	2,167
Pomona	283	97	144	661	21	7	13	9	1,235
Sacramento	368	141	116	880	53	10	22	5	1,595
San Bernardino	236	69	94	571	19	13	12		1,014
San Diego	348	227	143	915	43	26	24	5	1,731
San Francisco	348	242	139	899	20	10	24	2	1,684
San Jose	363	158	148	1,128	55	15	28	8	1,903
San Luis Obispo	304	192	163	561	50	12	10	5	1,297
San Marcos	114	73	67	488	22	8	16	7	795
Sonoma	142	55	36	318	26	7	9	7	600
Stanislaus	133	53	65	309	25	5	10		600
Systemwide	5,162	2,652	2,464	15,113	634	217	352	97	26,691

- As of fall 2015, there are 26,691 faculty members actively employed across the CSU system, about 2,200 more than in 2013. Approximately 15,000 are Lecturers, 10,000 are in professor ranks, and 1,200 are Coaches, Counselors, and Librarians.
- Compared to 2013, there are 1,818 new Lecturer positions and 570 new Assistant Professor positions, but net decreases in the number of Associate and Full Professor positions (142 and 78, respectively). There are more Coaches, Counselors, and Librarians in 2015 compared to 2013.
- The number of faculty on each campus tends to reflect the size of the student body. See page 26 for student-to-faculty ratios by campus.

Percentage of CSU Faculty by Rank and Campus (Headcount), Fall 2015

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	16.6%	11.8%	9.4%	53.4%	6.0%	0.8%	2.0%	0.0%	100%
Channel Islands	12.9%	4.5%	11.2%	67.2%	0.0%	1.0%	3.2%	0.0%	100%
Chico	23.2%	10.3%	10.5%	51.7%	2.5%	0.8%	0.9%	0.3%	100%
Dominguez	11.9%	7.7%	7.7%	66.6%	3.4%	1.1%	1.0%	0.6%	100%
East Bay	15.9%	10.4%	10.1%	57.5%	2.6%	0.8%	2.3%	0.4%	100%
Fresno	17.0%	10.8%	10.9%	57.1%	2.2%	0.5%	1.3%	0.1%	100%
Fullerton	16.0%	11.6%	10.2%	58.7%	1.3%	0.9%	1.0%	0.3%	100%
Humboldt	19.4%	7.9%	9.9%	55.3%	4.3%	1.0%	1.6%	0.7%	100%
Long Beach	18.2%	9.8%	8.2%	61.2%	1.2%	0.5%	0.7%	0.2%	100%
Los Angeles	21.8%	7.5%	6.5%	61.7%	1.4%	0.4%	0.8%	0.1%	100%
Maritime	13.7%	10.8%	20.6%	39.2%	6.9%	1.0%	2.0%	5.9%	100%
Monterey	10.7%	8.3%	11.1%	62.9%	3.8%	1.0%	2.0%	0.2%	100%
Northridge	19.7%	8.4%	9.8%	57.7%	1.6%	0.7%	1.6%	0.6%	100%
Pomona	22.9%	7.9%	11.7%	53.5%	1.7%	0.6%	1.1%	0.7%	100%
Sacramento	23.1%	8.8%	7.3%	55.2%	3.3%	0.6%	1.4%	0.3%	100%
San Bernardino	23.3%	6.8%	9.3%	56.3%	1.9%	1.3%	1.2%	0.0%	100%
San Diego	20.1%	13.1%	8.3%	52.9%	2.5%	1.5%	1.4%	0.3%	100%
San Francisco	20.7%	14.4%	8.3%	53.4%	1.2%	0.6%	1.4%	0.1%	100%
San Jose	19.1%	8.3%	7.8%	59.3%	2.9%	0.8%	1.5%	0.4%	100%
San Luis Obispo	23.4%	14.8%	12.6%	43.3%	3.9%	0.9%	0.8%	0.4%	100%
San Marcos	14.3%	9.2%	8.4%	61.4%	2.8%	1.0%	2.0%	0.9%	100%
Sonoma	23.7%	9.2%	6.0%	53.0%	4.3%	1.2%	1.5%	1.2%	100%
Stanislaus	22.2%	8.8%	10.8%	51.5%	4.2%	0.8%	1.7%	0.0%	100%
Systemwide	19.3%	9.9%	9.2%	56.6%	2.4%	0.8%	1.3%	0.4%	100%

- The distribution of faculty by rank varies widely from campus to campus. While 57% of faculty systemwide are Lecturers, that percentage ranges from 39% at Maritime to 67% at Channel Islands.
- Librarians account for 1.3% of the faculty, slightly lower than 1.4% in 2013. Coaches compose 2.4% of the faculty, also lower than 2.5% in 2013.
- In addition to Lecturers and Coaches, who all have temporary appointments, an increasing number of Librarians and Counselors are being hired into temporary positions.

CSU Faculty by Rank and Campus (FTE), Fall 2015

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	79	58	47	162	25	4	8		382
Channel Islands	50	18	45	175		4	11		302
Chico	225	106	109	302	18	8	8	3	778
Dominguez	97	67	67	293	19	7	6	4	559
East Bay	136	94	93	261	17	6	15	2	624
Fresno	227	150	151	419	31	6	18	2	1,002
Fullerton	321	242	217	678	25	17	21	6	1,527
Humboldt	116	47	60	179	19	6	9	4	440
Long Beach	381	213	179	704	26	12	15	5	1,533
Los Angeles	299	108	94	500	16	5	11	2	1,036
Maritime	13	11	21	28	3	1	2	6	85
Monterey	52	41	55	189	15	3	7	1	363
Northridge	401	178	213	656	29	14	30	12	1,532
Pomona	267	97	144	384	15	7	12	9	933
Sacramento	355	139	116	417	44	10	19	5	1,106
San Bernardino	220	68	96	311	14	11	12		731
San Diego	336	224	141	444	41	20	23	5	1,234
San Francisco	335	241	139	432	17	9	22	2	1,196
San Jose	338	157	147	550	47	14	23	8	1,284
San Luis Obispo	294	192	163	347	40	11	9	5	1,061
San Marcos	111	72	67	253	16	7	16	7	550
Sonoma	133	55	35	145	18	6	8	7	408
Stanislaus	125	51	65	151	17	5	7		420
Systemwide	4,912	2,626	2,463	7,979	509	189	311	95	19,085

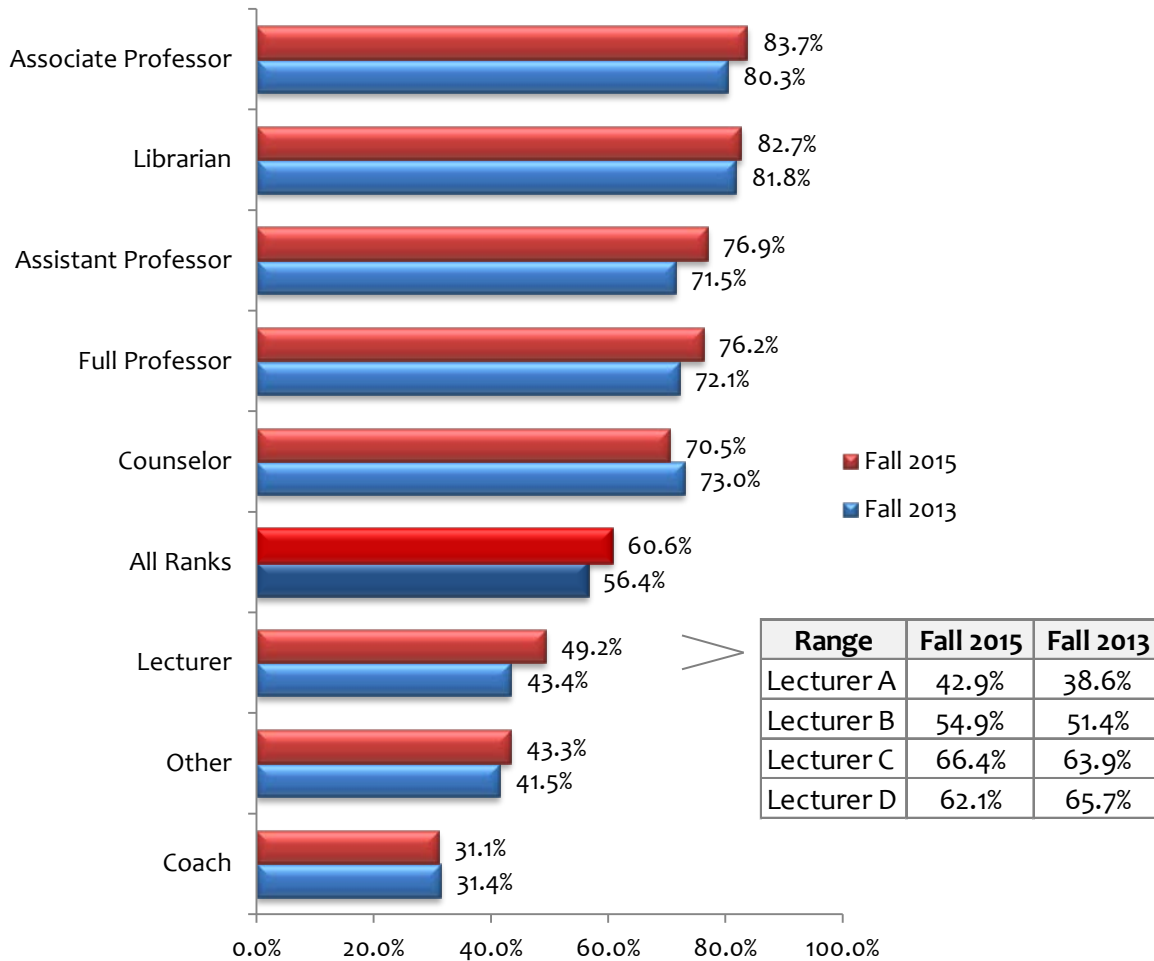
- In FTEs, the CSU employs 19,085 faculty, compared to 17,559 two years ago.
- The number of FTE faculty is almost 8,000 less than the number of faculty by headcount, which reflects the large number of part-time appointments in the CSU. This trend toward part-time faculty is consistent with patterns across the country.

Percentage of CSU Faculty by Rank and Campus (FTE), Fall 2015

Campus	Full Professor	Associate Professor	Assistant Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	20.7%	15.1%	12.3%	42.3%	6.4%	0.9%	2.2%	0.0%	100%
Channel Islands	16.5%	6.0%	14.9%	57.8%	0.0%	1.3%	3.5%	0.0%	100%
Chico	28.9%	13.6%	14.0%	38.9%	2.3%	1.0%	1.0%	0.3%	100%
Dominguez	17.4%	11.9%	12.1%	52.4%	3.4%	1.2%	1.0%	0.7%	100%
East Bay	21.8%	15.0%	14.9%	41.8%	2.7%	0.9%	2.5%	0.3%	100%
Fresno	22.6%	14.9%	15.0%	41.8%	3.1%	0.6%	1.7%	0.2%	100%
Fullerton	21.0%	15.9%	14.2%	44.4%	1.7%	1.1%	1.4%	0.4%	100%
Humboldt	26.4%	10.7%	13.6%	40.7%	4.3%	1.3%	2.0%	0.9%	100%
Long Beach	24.8%	13.9%	11.7%	45.9%	1.7%	0.8%	1.0%	0.3%	100%
Los Angeles	28.9%	10.4%	9.1%	48.3%	1.6%	0.5%	1.1%	0.2%	100%
Maritime	15.4%	12.9%	24.6%	32.8%	3.7%	1.2%	2.3%	7.0%	100%
Monterey	14.2%	11.4%	15.2%	52.2%	4.0%	0.7%	2.0%	0.3%	100%
Northridge	26.2%	11.6%	13.9%	42.8%	1.9%	0.9%	2.0%	0.8%	100%
Pomona	28.6%	10.3%	15.4%	41.2%	1.6%	0.7%	1.2%	1.0%	100%
Sacramento	32.1%	12.6%	10.5%	37.7%	4.0%	0.9%	1.7%	0.5%	100%
San Bernardino	30.1%	9.3%	13.1%	42.5%	1.9%	1.4%	1.7%	0.0%	100%
San Diego	27.3%	18.1%	11.5%	36.0%	3.3%	1.6%	1.9%	0.4%	100%
San Francisco	28.0%	20.2%	11.6%	36.1%	1.4%	0.7%	1.9%	0.2%	100%
San Jose	26.4%	12.2%	11.4%	42.8%	3.7%	1.1%	1.8%	0.6%	100%
San Luis Obispo	27.7%	18.1%	15.4%	32.7%	3.8%	1.0%	0.8%	0.5%	100%
San Marcos	20.2%	13.1%	12.2%	46.0%	2.9%	1.3%	2.9%	1.3%	100%
Sonoma	32.6%	13.5%	8.7%	35.6%	4.4%	1.4%	2.0%	1.8%	100%
Stanislaus	29.8%	12.1%	15.5%	35.9%	4.1%	1.1%	1.7%	0.0%	100%
Systemwide	25.7%	13.8%	12.9%	41.8%	2.7%	1.0%	1.6%	0.5%	100%

- In terms of FTEs, 42% of the faculty are Lecturers, compared to 57% by headcount. The disparity reflects the fact that many Lecturers are employed part-time.

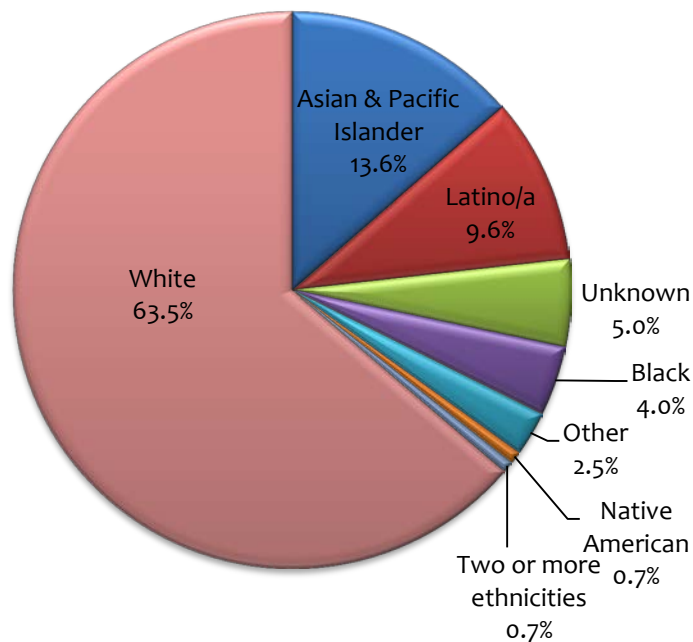
CFA Membership Percentages by Rank, Fall 2015 vs. Fall 2013



- Over the last two years, CFA membership has grown within every faculty rank except for the Counselor rank. Overall, membership grew from 56% in fall 2013 to 61% in fall 2015.
- Most faculty ranks have membership levels well above the systemwide rate. More than 7 in 10 Librarians, Counselors, and Assistant, Associate, and Full Professors are CFA members. Membership rates are lower among faculty with temporary appointments, many of whom work part-time.
- Forty-nine percent of Lecturers are members, which represents considerable growth from 43% in 2013. Within the Lecturer classification, membership is lowest among Range A Lecturers (43%) and highest among Range C Lecturers (66%).

Part 3: CSU Faculty – Race & Ethnicity

Percentage of CSU Faculty by Race/Ethnicity (Headcount), Fall 2015



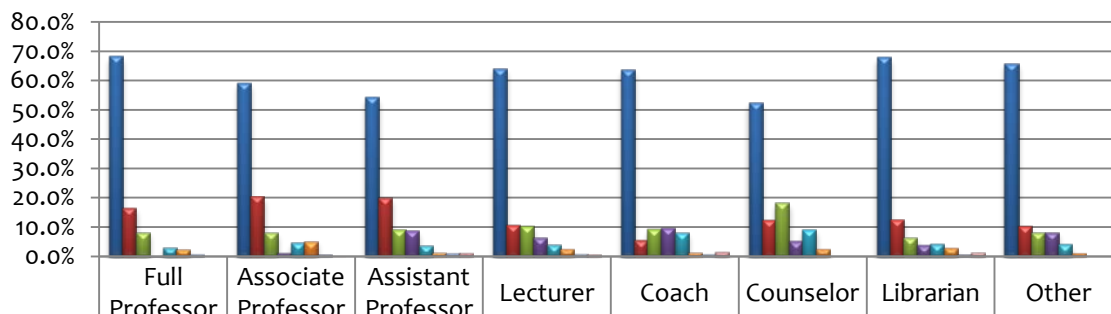
- The majority of faculty (64%) are White. But the faculty is less White compared to two years ago, when 66% of faculty identified as White.
- Among non-White faculty, the largest racial/ethnic category is Asian and Pacific Islander (14%), followed by Latino/a (10%) and Black (4%). Native Americans and faculty with two or more ethnicities account for less than 1.5% of the faculty.

CSU Faculty by Race/Ethnicity & Rank (Headcount), Fall 2015

Rank	White	Asian & Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or more ethnicities	Total*
Full Professor	3,530	851	427	11	161	133	32		5,162
Associate Professor	1,569	539	218	32	129	141	15	1	2,652
Assistant Professor	1,339	498	224	218	96	30	25	27	2,464
Lecturer	9,696	1,614	1,568	985	600	352	112	132	15,113
Coach	405	34	59	62	52	8	4	10	634
Counselor	114	27	40	11	20	5			217
Librarian	239	45	23	13	15	10	2	5	352
Other	64	10	8	8	4	1			97
All Ranks	16,956	3,618	2,567	1,340	1,077	680	190	175	26,691

*Total includes blanks and 'none' counts.

Percentage of CSU Faculty by Race/Ethnicity & Rank (Headcount), Fall 2015



White	68.4%	59.2%	54.3%	64.2%	63.9%	52.5%	67.9%	66.0%
Asian & Pacific Islander	16.5%	20.3%	20.2%	10.7%	5.4%	12.4%	12.8%	10.3%
Latino/a	8.3%	8.2%	9.1%	10.4%	9.3%	18.4%	6.5%	8.2%
Unknown	0.2%	1.2%	8.8%	6.5%	9.8%	5.1%	3.7%	8.2%
Black	3.1%	4.9%	3.9%	4.0%	8.2%	9.2%	4.3%	4.1%
Other	2.6%	5.3%	1.2%	2.3%	1.3%	2.3%	2.8%	1.0%
Native American	0.6%	0.6%	1.0%	0.7%	0.6%	0.0%	0.6%	0.0%
Two or more ethnicities	0.0%	0.0%	1.1%	0.9%	1.6%	0.0%	1.4%	0.0%

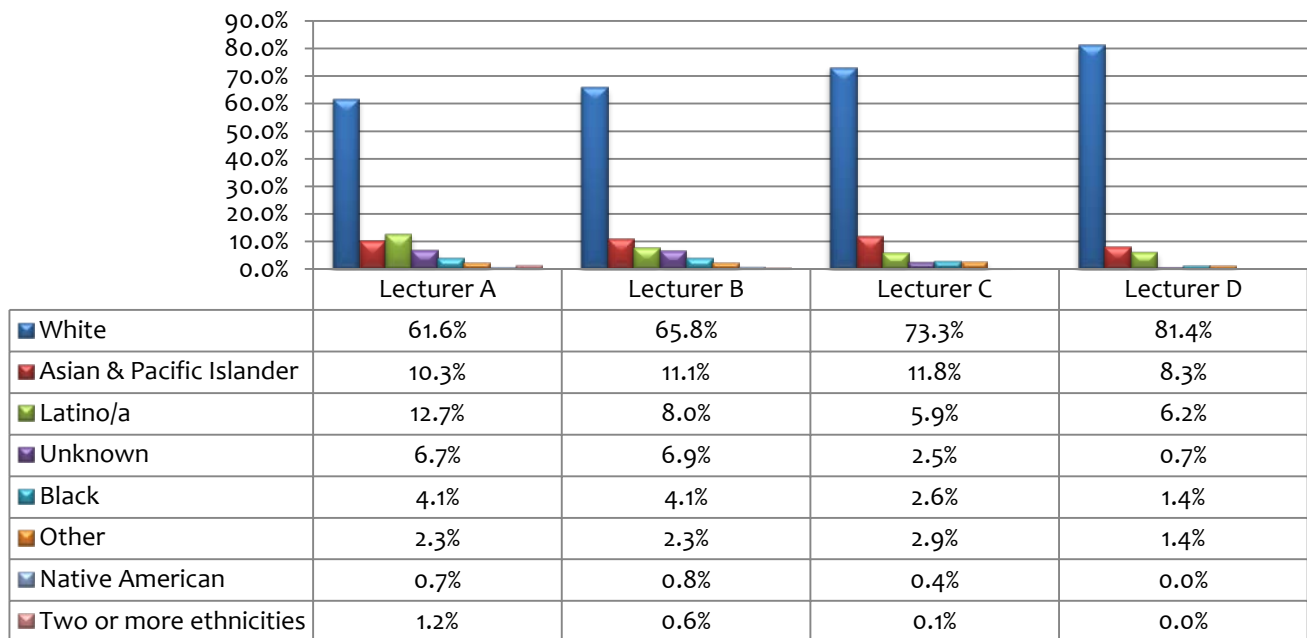
- More than 8,300 CSU faculty identify as faculty of color, compared to about 7,300 in 2013.
- The greatest racial/ethnic diversity is among Counselors, who are only 52% White, followed by Assistant Professors, who are 54% White. The least diversity is among Full Professors and Librarians, who are about 68% White.
- Historical trends in the ethnic composition of the faculty are discussed in more detail in Part 5 of this report.

CSU Lecturers by Race/Ethnicity & Range (Headcount), Fall 2015

Range	Native American	Asian & Pacific Islander	Black	Latino/a	Other	Two or more ethnicities	Unknown	White	Total
Lecturer A	59	826	328	1,021	186	96	541	4,956	8,041
Lecturer B	50	686	250	493	142	35	424	4,053	6,155
Lecturer C	3	89	20	45	22	1	19	555	757
Lecturer D	0	12	2	9	2	0	1	118	145
Other	0	1	0	0	0	0	0	14	15
All Ranges*	112	1,614	600	1,568	352	132	985	9,696	15,113

*Includes blanks and 'none' counts.

Percentage of CSU Lecturers by Race/Ethnicity & Range (Headcount), Fall 2015



- Diversity among Lecturers is greatest within Range A, the entry level range for the Lecturer classification. Sixty-two percent of Lecturers in Range A identify as White. By contrast, Range D is the least diverse, with more than 80% identifying as White.
- The starkest reduction in diversity from Range A to Range D is among Black faculty. Four percent of Lecturers in Range A identify as Black; that percentage drops by more than half, to 1.4%, for Lecturers in Range D.
- While Latino/a faculty account for 9.6% of all faculty, they account for nearly 13% of Lecturers in Range A.

CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2015

Campus	White	Asian & Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or more ethnicities	Total*
Bakersfield	324	57	66	14	29		1	4	500
Channel Islands	269	34	49	17	9	18	2	4	403
Chico	795	68	50	84	10	22	5	7	1,041
Dominguez	430	115	127	61	104	14	9	9	874
East Bay	544	143	54	45	63	39	6	1	901
Fresno	870	188	156	55	49	35	10	13	1,387
Fullerton	1,290	352	190	147	59	61	10	6	2,118
Humboldt	447	25	27	72	8	8	15	6	609
Long Beach	1,356	351	238	75	92	44	12	17	2,191
Los Angeles	647	300	259	72	83	49	10	19	1,448
Maritime	81	10	2	2	6	1			102
Monterey	276	55	66	53	16	19	6	3	496
Northridge	1,434	244	236	91	100	28	19	14	2,167
Pomona	716	256	133	30	42	46	5	7	1,235
Sacramento	1,094	176	97	85	77	36	16	9	1,595
San Bernardino	621	102	127	57	67	25	3	3	1,014
San Diego	1,190	182	197	57	59	14	11	14	1,731
San Francisco	1,003	318	107	91	82	58	16	1	1,684
San Jose	1,138	363	130	95	57	83	14	19	1,903
San Luis Obispo	1,037	92	66	41	17	32	8	3	1,297
San Marcos	536	84	105	11	23	19	6	9	795
Sonoma	444	32	34	61	7	16	4	1	600
Stanislaus	414	71	51	24	18	13	2	6	600
Systemwide	16,956	3,618	2,567	1,340	1,077	680	190	175	26,691

*Total includes blanks and 'none' counts.

- Systemwide, only about 1,100 faculty identify as Black. Dominguez Hills has the greatest number of Black faculty (104) followed by Northridge (100).
- Fewer than 200 CSU faculty identify as Native American. Northridge has the greatest number of faculty who identify as Native American (19), while no faculty at Maritime identify as Native American.

Percentage of CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2015

Campus	White	Asian & Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or more ethnicities	Total*
Bakersfield	64.8%	11.4%	13.2%	2.8%	5.8%	0.0%	0.2%	0.8%	100%
Channel Islands	66.7%	8.4%	12.2%	4.2%	2.2%	4.5%	0.5%	1.0%	100%
Chico	76.4%	6.5%	4.8%	8.1%	1.0%	2.1%	0.5%	0.7%	100%
Dominguez	49.2%	13.2%	14.5%	7.0%	11.9%	1.6%	1.0%	1.0%	100%
East Bay	60.4%	15.9%	6.0%	5.0%	7.0%	4.3%	0.7%	0.1%	100%
Fresno	62.7%	13.6%	11.2%	4.0%	3.5%	2.5%	0.7%	0.9%	100%
Fullerton	60.9%	16.6%	9.0%	6.9%	2.8%	2.9%	0.5%	0.3%	100%
Humboldt	73.4%	4.1%	4.4%	11.8%	1.3%	1.3%	2.5%	1.0%	100%
Long Beach	61.9%	16.0%	10.9%	3.4%	4.2%	2.0%	0.5%	0.8%	100%
Los Angeles	44.7%	20.7%	17.9%	5.0%	5.7%	3.4%	0.7%	1.3%	100%
Maritime	79.4%	9.8%	2.0%	2.0%	5.9%	1.0%	0.0%	0.0%	100%
Monterey	55.6%	11.1%	13.3%	10.7%	3.2%	3.8%	1.2%	0.6%	100%
Northridge	66.2%	11.3%	10.9%	4.2%	4.6%	1.3%	0.9%	0.6%	100%
Pomona	58.0%	20.7%	10.8%	2.4%	3.4%	3.7%	0.4%	0.6%	100%
Sacramento	68.6%	11.0%	6.1%	5.3%	4.8%	2.3%	1.0%	0.6%	100%
San Bernardino	61.2%	10.1%	12.5%	5.6%	6.6%	2.5%	0.3%	0.3%	100%
San Diego	68.7%	10.5%	11.4%	3.3%	3.4%	0.8%	0.6%	0.8%	100%
San Francisco	59.6%	18.9%	6.4%	5.4%	4.9%	3.4%	1.0%	0.1%	100%
San Jose	59.8%	19.1%	6.8%	5.0%	3.0%	4.4%	0.7%	1.0%	100%
San Luis Obispo	80.0%	7.1%	5.1%	3.2%	1.3%	2.5%	0.6%	0.2%	100%
San Marcos	67.4%	10.6%	13.2%	1.4%	2.9%	2.4%	0.8%	1.1%	100%
Sonoma	74.0%	5.3%	5.7%	10.2%	1.2%	2.7%	0.7%	0.2%	100%
Stanislaus	69.0%	11.8%	8.5%	4.0%	3.0%	2.2%	0.3%	1.0%	100%
Systemwide	63.5%	13.6%	9.6%	5.0%	4.0%	2.5%	0.7%	0.7%	100%

*Total includes blanks and 'none' counts.

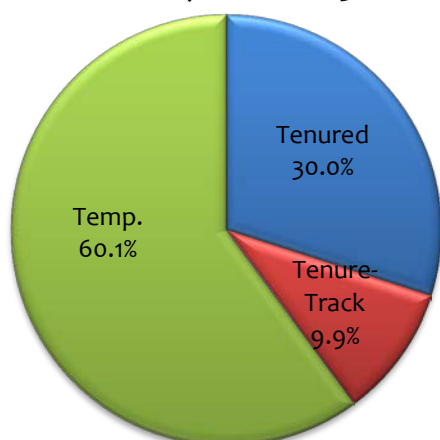
- The campus with the greatest racial/ethnic diversity among faculty is Los Angeles, where a minority of the faculty (45%) is White. Dominguez Hills is the second most diverse CSU campus, with just less than half of the faculty (49%) identifying as White. The least diverse CSU campus is San Luis Obispo, with exactly 80% of the faculty identifying as White.
- While Asian and Pacific Islander faculty account for almost 14% of the faculty systemwide, they compose just 4% of the faculty at Humboldt.
- Latino/as account for about 10% of all CSU faculty, but just 2% of those at Maritime.
- Black faculty make up just 4% of the faculty systemwide, and even lesser percentages at Chico (1%), Sonoma (1.2%), San Luis Obispo (1.3%), and Humboldt (1.3%).

Comparison of Campus Race/Ethnicity Distributions to CSU System, Fall 2015

Campus	White	Asian & Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or more ethnicities
Bakersfield	+1.3%	-2.2%	+3.6%	-2.2%	+1.8%	-2.5%	-0.5%	+0.1%
Channel Islands	+3.2%	-5.1%	+2.5%	-0.8%	-1.8%	+1.9%	-0.2%	+0.3%
Chico	+12.8%	-7.0%	-4.8%	+3.0%	-3.1%	-0.4%	-0.2%	0.0%
Dominguez	-14.3%	-0.4%	+4.9%	+2.0%	+7.9%	-0.9%	+0.3%	+0.4%
East Bay	-3.1%	+2.3%	-3.6%	0.0%	+3.0%	+1.8%	0.0%	-0.5%
Fresno	-0.8%	0.0%	+1.6%	-1.1%	-0.5%	0.0%	0.0%	+0.3%
Fullerton	-2.6%	+3.1%	-0.6%	+1.9%	-1.2%	+0.3%	-0.2%	-0.4%
Humboldt	+9.9%	-9.5%	-5.2%	+6.8%	-2.7%	-1.2%	+1.8%	+0.3%
Long Beach	-1.6%	+2.5%	+1.2%	-1.6%	+0.2%	-0.5%	-0.2%	+0.1%
Los Angeles	-18.8%	+7.2%	+8.3%	0.0%	+1.7%	+0.8%	0.0%	+0.7%
Maritime	+15.9%	-3.8%	-7.7%	-3.1%	+1.8%	-1.6%	-0.7%	-0.7%
Monterey	-7.9%	-2.5%	+3.7%	+5.7%	-0.8%	+1.3%	+0.5%	-0.1%
Northridge	+2.6%	-2.3%	+1.3%	-0.8%	+0.6%	-1.3%	+0.2%	0.0%
Pomona	-5.6%	+7.2%	+1.2%	-2.6%	-0.6%	+1.2%	-0.3%	-0.1%
Sacramento	+5.1%	-2.5%	-3.5%	+0.3%	+0.8%	-0.3%	+0.3%	-0.1%
San Bernardino	-2.3%	-3.5%	+2.9%	+0.6%	+2.6%	-0.1%	-0.4%	-0.4%
San Diego	+5.2%	-3.0%	+1.8%	-1.7%	-0.6%	-1.7%	-0.1%	+0.2%
San Francisco	-4.0%	+5.3%	-3.3%	+0.4%	+0.8%	+0.9%	+0.2%	-0.6%
San Jose	-3.7%	+5.5%	-2.8%	0.0%	-1.0%	+1.8%	0.0%	+0.3%
San Luis Obispo	+16.4%	-6.5%	-4.5%	-1.9%	-2.7%	-0.1%	-0.1%	-0.4%
San Marcos	+3.9%	-3.0%	+3.6%	-3.6%	-1.1%	-0.2%	0.0%	+0.5%
Sonoma	+10.5%	-8.2%	-4.0%	+5.1%	-2.9%	+0.1%	0.0%	-0.5%
Stanislaus	+5.5%	-1.7%	-1.1%	-1.0%	-1.0%	-0.4%	-0.4%	+0.3%
Systemwide Comparison	63.5%	13.6%	9.6%	5.0%	4.0%	2.5%	0.7%	0.7%

- This table compares the racial/ethnic distribution of each campus to the systemwide distribution. The **red** shade indicates that the racial/ethnic group exists in a **higher** proportion on the campus than it does within the CSU system. The **blue** shade indicates that the racial/ethnic group exists in a **lower** proportion on the campus than it does within the CSU system.
- For example, San Luis Obispo is the only campus for which all non-White racial/ethnic categories are proportionally *lower* than the systemwide distribution. By contrast, Los Angeles is the only campus for which all non-White racial/ethnic categories are proportionally *equal to or greater than* the systemwide distribution.

CSU Faculty by Tenure Status, Fall 2015



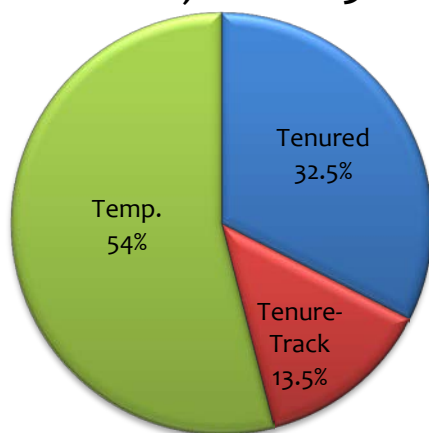
While the number of temporary faculty has skyrocketed, the number of tenure-line faculty in the CSU is lower today than it was 10 years ago. Currently, 60% of the faculty have temporary appointments, 30% have full tenure, and 10% are on track to earning tenure. In fall 2005, 54% of the faculty had temporary appointments, with exactly a third enjoying full tenure.

While all ethnicities have been affected by this hiring practice, the sharpest decline in tenure density over the last decade occurred among Latinos; 35% are on the tenure-line compared to 47% 10 years ago. Tenure density is lowest among Black, Latino, and Native American faculty.

CSU Faculty by Race/Ethnicity & Tenure Status, Fall 2015

Race/Ethnicity	Temporary	Tenured	Tenure-Track	Tenured & Tenure-Track	Total
White	60.6%	30.9%	8.5%	39.4%	100%
Asian & Pacific Islander	46.4%	38.8%	14.8%	53.6%	100%
Latino/a	64.9%	26.1%	9.0%	35.1%	100%
Unknown	80.3%	1.8%	17.9%	19.7%	100%
Black	62.4%	27.7%	9.9%	37.6%	100%
Other	53.4%	42.8%	3.8%	46.6%	100%
Native American	62.6%	24.2%	13.2%	37.4%	100%
Two or More Ethnicities	81.7%	1.7%	16.6%	18.3%	100%
All	60.1%	30.0%	9.9%	39.9%	100%

CSU Faculty by Tenure Status, Fall 2005



CSU Faculty by Race/Ethnicity & Tenure Status, Fall 2005

Race/Ethnicity	Temporary	Tenured	Tenure-Track	Tenured & Tenure-Track	Total
White	54.6%	33.4%	12.0%	45.4%	100%
Asian	44.6%	35.6%	19.8%	55.4%	100%
Latino/a	53.4%	30.1%	16.5%	46.6%	100%
Black	56.0%	30.5%	13.5%	44.0%	100%
Other	70.9%	10.3%	18.7%	29.1%	100%
Native American	59.2%	28.4%	12.4%	40.8%	100%
Two or More Ethnicities	-	-	-	-	-
All	54.0%	32.5%	13.5%	46.0%	100%

Part 4: CSU Faculty – Gender

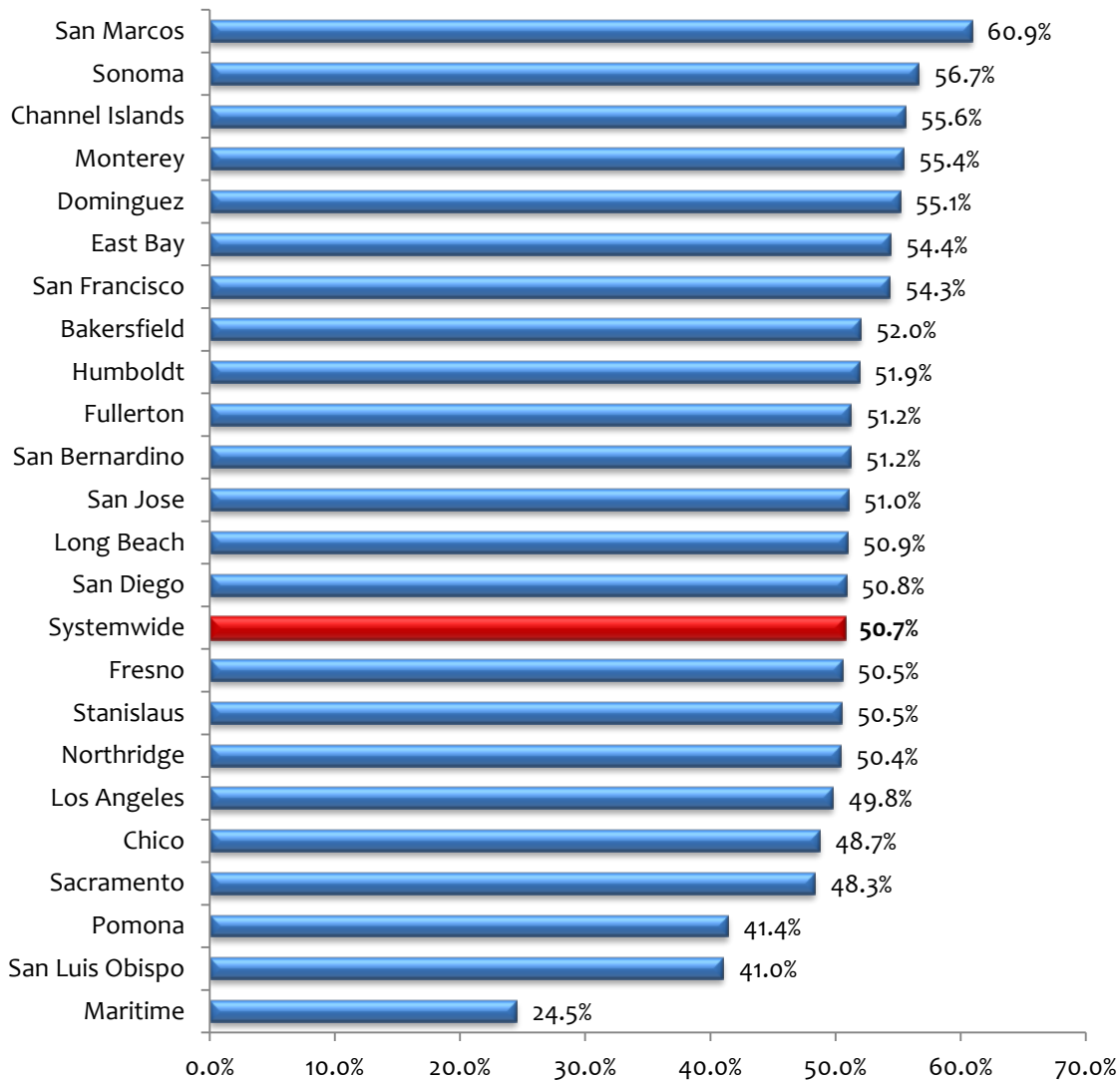
CSU Faculty by Gender & Campus (Headcount & FTE), Fall 2015

Campus	HEADCOUNT				FULL-TIME EQUIVALENTS			
	Female	Male	Total*	% Female	Female	Male	Total*	% Female
Bakersfield	260	239	500	52.0%	188	194	382	49.3%
Channel Islands	224	179	403	55.6%	162	140	302	53.6%
Chico	507	534	1,041	48.7%	368	410	778	47.3%
Dominguez	482	392	874	55.1%	298	261	559	53.3%
East Bay	490	410	901	54.4%	331	292	624	53.1%
Fresno	701	686	1,387	50.5%	489	513	1,002	48.8%
Fullerton	1,085	1,033	2,118	51.2%	785	742	1,527	51.4%
Humboldt	316	293	609	51.9%	219	221	440	49.9%
Long Beach	1,116	1,075	2,191	50.9%	770	763	1,533	50.2%
Los Angeles	721	727	1,448	49.8%	519	517	1,036	50.1%
Maritime	25	77	102	24.5%	21	64	85	24.7%
Monterey	275	221	496	55.4%	202	161	363	55.6%
Northridge	1,092	1,075	2,167	50.4%	779	753	1,532	50.8%
Pomona	511	724	1,235	41.4%	399	535	933	42.7%
Sacramento	771	824	1,595	48.3%	526	580	1,106	47.6%
San Bernardino	519	495	1,014	51.2%	370	361	731	50.6%
San Diego	880	851	1,731	50.8%	596	638	1,234	48.3%
San Francisco	915	769	1,684	54.3%	628	568	1,196	52.5%
San Jose	971	932	1,903	51.0%	651	633	1,284	50.7%
San Luis Obispo	532	765	1,297	41.0%	410	650	1,061	38.7%
San Marcos	484	311	795	60.9%	330	220	550	60.0%
Sonoma	340	260	600	56.7%	222	186	408	54.4%
Stanislaus	303	297	600	50.5%	210	211	420	49.9%
Systemwide	13,520	13,169	26,691	50.7%	9,473	9,611	19,085	49.6%

*Totals include blanks and 'none' counts.

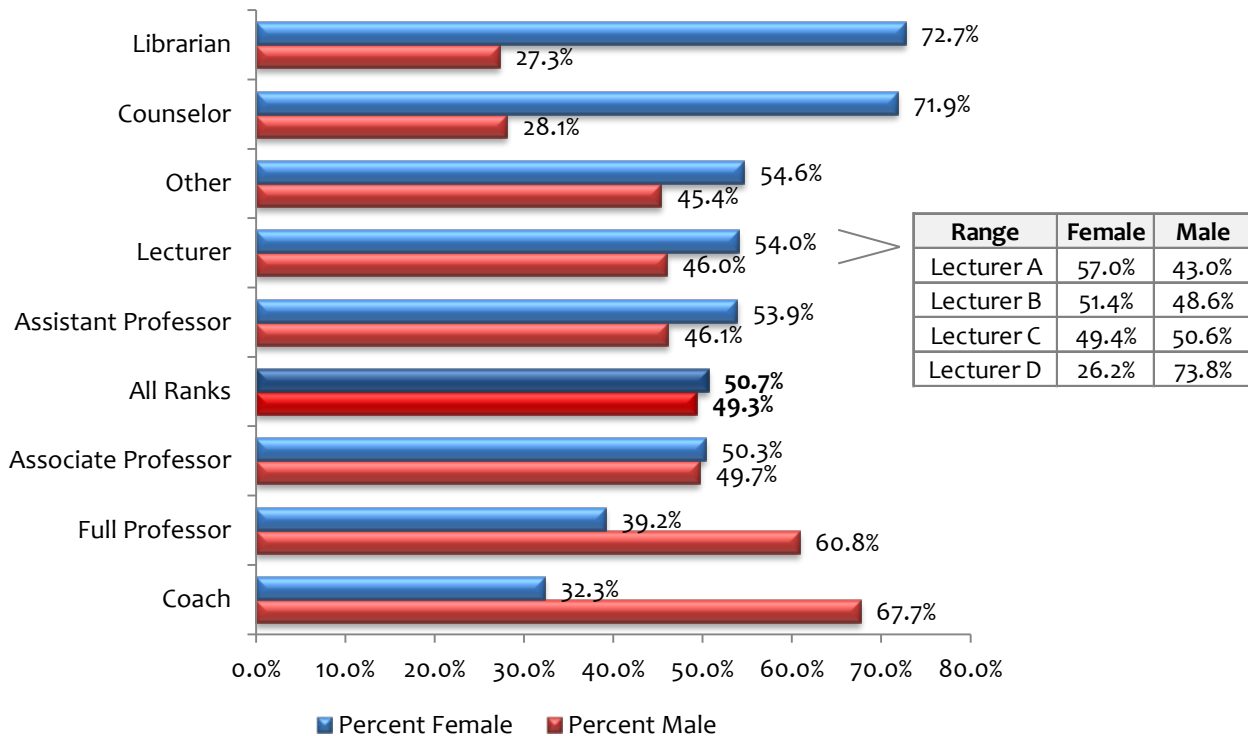
- Two years ago, CSU faculty reached a milestone when the faculty gender composition became evenly split. Since then, the female-to-male ratio has continued to grow.
- The percentage of the faculty that is female is nearly 1% greater by headcount as compared to full-time equivalents. This means that females are slightly overrepresented in part-time positions relative to males.

CSU Faculty by Percentage Female (Headcount), Fall 2015



- The gender distribution of CSU faculty varies from campus to campus. For example, just one-quarter of the faculty at Maritime are female. By contrast, CSU San Marcos has the highest percentage of female faculty (61%).
- The campuses with the lowest percentages of female faculty are the specialized campuses: the California Maritime Academy, Cal Poly San Luis Obispo, and Cal Poly Pomona. Still, all campuses have become more diverse in terms of gender over the last 10 years.

Percentage of CSU Faculty by Gender & Rank (Headcount), Fall 2015



- Systemwide, about 51% of CSU faculty are women. But there is great variation in gender diversity between ranks.
- Within the instructional faculty ranks, females dominate the Lecturer and Assistant Professor classifications, while 61% of Full Professors are male. There is also diversity within the Lecturer classification: 57% of Lecturers in Range A (the entry level range) are female, compared to just 26% of Lecturers in Range D (the highest-paid Lecturer range).
- Within the non-instructional faculty ranks, 73% of Librarians and 72% of Counselors are women. On the other hand, 68% of Coaches are men.
- The table below shows the faculty gender composition by tenure status; while the gender gap has narrowed among tenured and tenure-track faculty since 2005, this group is still 54% male.

CSU Faculty by Gender & Tenure Status (Headcount)

Tenure Status	2015		2005	
	Percent Female	Percent Male	Percent Female	Percent Male
Temporary	53.6%	46.4%	52.0%	48.0%
Tenured	43.6%	56.4%	37.2%	62.8%
Tenure-Track	54.0%	46.0%	48.1%	51.9%
Tenured & Tenure-Track	46.2%	53.8%	40.4%	59.6%
All	50.7%	49.3%	46.7%	53.3%

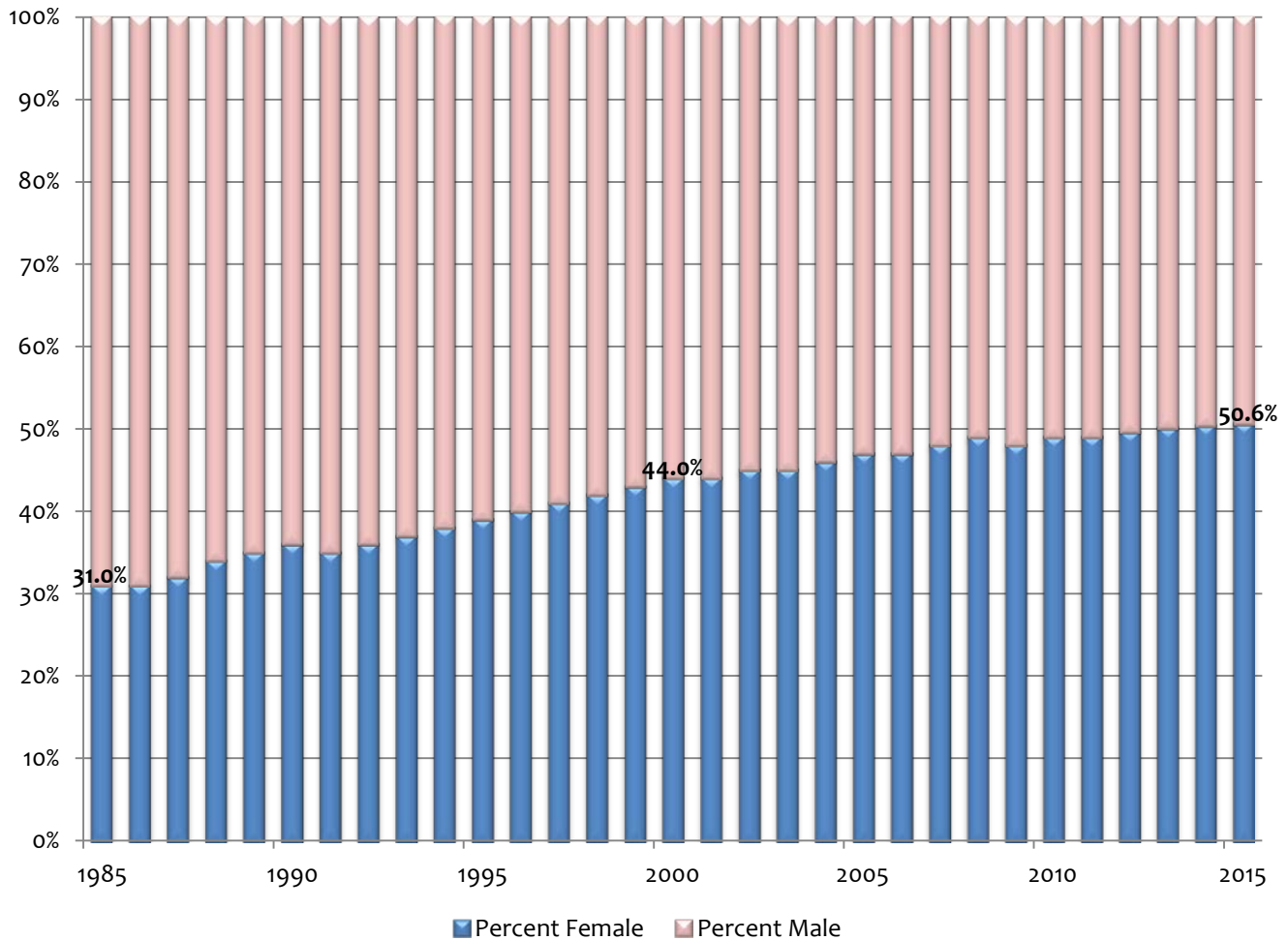
Part 5: CSU Faculty – Longitudinal Trends in Race, Ethnicity, & Gender

CSU Instructional Faculty by Gender (Headcount), 1985 to 2015

Year	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%
30-Year Change	+7,016	-615	+6,401		
30-Year % Change	+120.3%	-4.7%	+33.7%		

- This table provides longitudinal data on the gender composition of CSU instructional faculty from 1985 to 2015. Note that instructional faculty include Lecturers and Assistant, Associate, and Full Professors.
- The gender makeup of the CSU has changed considerably over the last three decades. In 1985, fewer than 1 in 3 instructional faculty were women. Since that time, however, the number of male faculty dropped by 5%, while the number of female faculty increased in number by 120%. Today, about 51% of instructional faculty in the CSU are women.

CSU Instructional Faculty by Percentage Female/Male (Headcount), 1985 to 2015



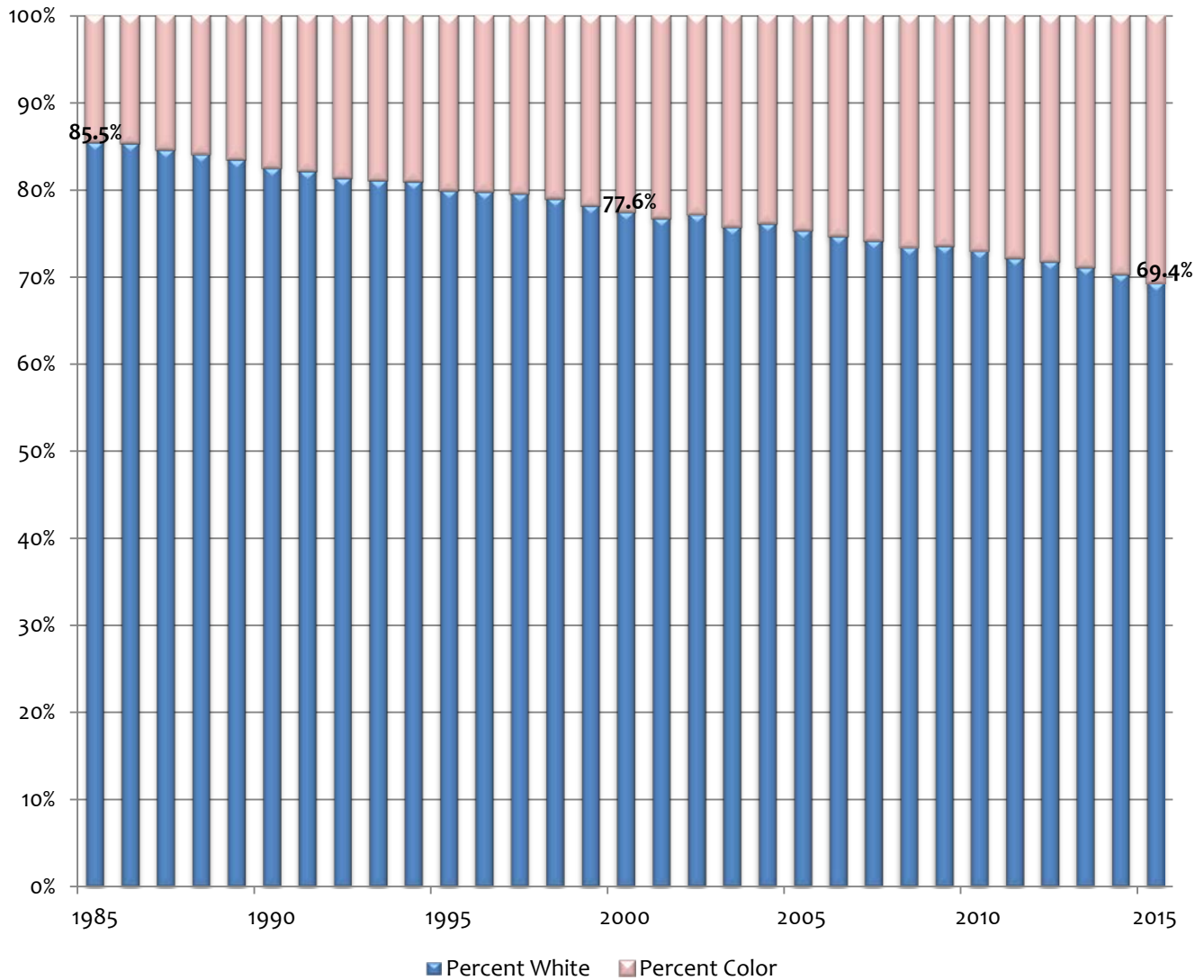
- Gender diversity in the CSU has grown significantly over the years. The first bar is almost 70% red (indicating that most faculty were male) while the last bar is equal parts red and blue.
- As shown in the charts on page 20, however, there continues to be wide variation between ranks, and males compose a majority of tenured and tenure-track faculty.

CSU Instructional Faculty by Race/Ethnicity (Headcount), 1985 to 2015

Year	White	Asian & Pacific Islander	Latino/a	Other & Unknown	Black	Native American	2 or More Ethnicities	Total
1985	16,239	1,348	769	4	532	96	-	18,988
1986	15,499	1,326	718	6	517	88	-	18,154
1987	16,614	1,500	832	13	576	95	-	19,630
1988	17,196	1,626	910	6	604	86	-	20,428
1989	17,656	1,709	974	11	689	98	-	21,137
1990	17,463	1,763	1,062	9	737	113	-	21,147
1991	14,409	1,477	877	5	666	90	-	17,524
1992	13,377	1,469	864	2	626	92	-	16,430
1993	13,229	1,485	827	105	652	103	-	16,401
1994	13,711	1,555	893	116	662	99	-	17,036
1995	14,004	1,693	996	158	690	115	-	17,656
1996	14,524	1,770	1,044	160	725	116	-	18,339
1997	14,897	1,858	1,096	182	721	133	-	18,887
1998	15,583	2,007	1,207	209	754	155	-	19,915
1999	16,157	2,199	1,327	222	808	155	-	20,868
2000	16,536	2,374	1,395	233	858	155	-	21,551
2001	17,167	2,590	1,508	257	908	168	-	22,598
2002	17,428	2,303	1,746	579	922	157	-	23,135
2003	16,570	2,698	1,557	269	876	143	-	22,113
2004	15,755	2,363	1,576	556	817	149	-	21,216
2005	16,360	2,586	1,697	971	880	160	-	22,654
2006	16,812	2,735	1,811	924	944	172	-	23,398
2007	17,138	2,923	1,887	1,074	963	169	-	24,154
2008	16,612	2,929	1,928	1,114	964	165	-	23,712
2009	15,081	2,721	1,696	1,039	830	142	-	21,509
2010	14,542	2,688	1,700	1,116	821	142	19	21,028
2011	14,932	2,908	1,822	1,322	841	160	37	22,022
2012	14,976	2,939	1,897	1,441	873	150	49	22,325
2013	15,339	3,089	2,046	1,614	886	174	70	23,218
2014	15,857	3,296	2,235	1,810	945	180	123	24,446
2015	16,134	3,502	2,437	1,968	986	184	160	25,371
30-Year Change	-105	+2,154	+1,668	+1,964	+454	+88	-	+6,383
30-Year % Change	-0.6%	+159.8%	+216.9%	+49100.0%	+85.3%	+91.7%	-	+33.6%

- This table provides longitudinal data on the race/ethnicity of CSU instructional faculty from 1985 to 2015.
- Diversity in the CSU has grown considerably over the last 30 years. While the number of White faculty has decreased, the numbers of Latino/a and Asian/Pacific Islander faculty increased by 217% and 160%, respectively. Black faculty have grown by the smallest amount, just 85% over 30 years.

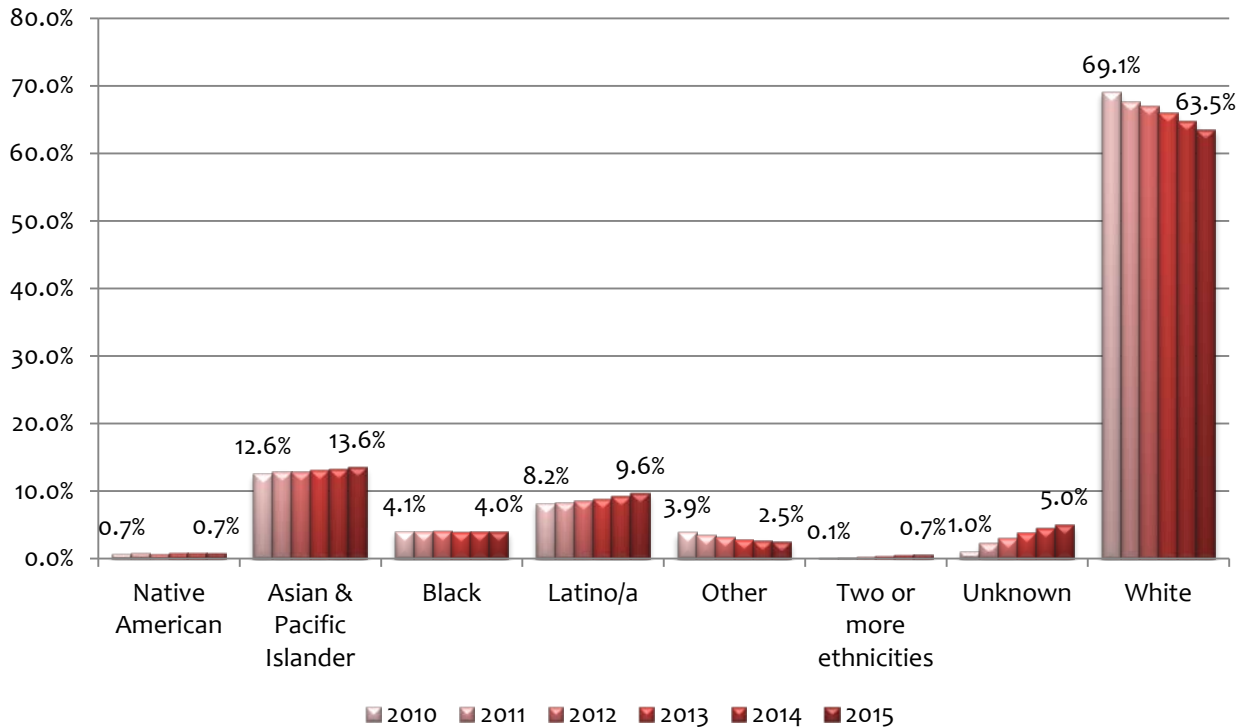
CSU Instructional Faculty by Percentage White/Color (Headcount), 1985 to 2015



Note: Chart excludes instructional faculty who identify as “other” and “two or more ethnicities,” as well as faculty for whom ethnicity is unknown.

- This chart shows the percentage of instructional faculty who identify as White compared to the percentage of faculty who identify as faculty of Color (Asian and Pacific Islander, Latino/a, Black, and Native American). Over time, faculty diversity has increased steadily; however, the majority of faculty are still White.

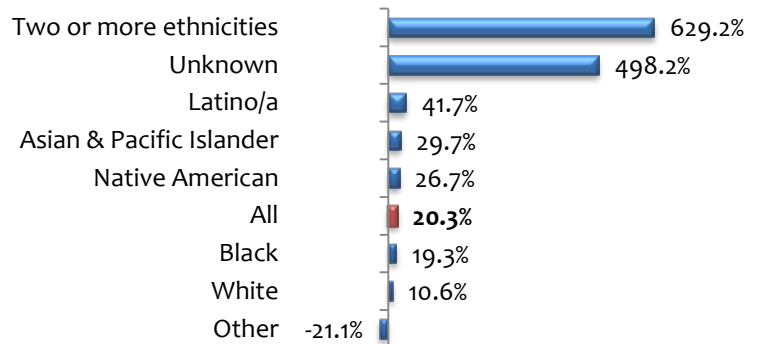
Percentage of CSU Faculty by Race/Ethnicity (Headcount), 2010 to 2015



- The chart above shows the percentage of faculty by race/ethnic background over the last five years. While the percentages of faculty who identify as Asian/Pacific Islander, Latino/a, or two or more ethnicities have increased, the percentage of faculty who identify as Black has decreased.

- The graph at right is based on the change in the *number* of faculty members in each racial/ethnic group, rather than the relative proportions of each group. From 2010 to 2015, the number of faculty increased by 20%. All non-White racial/ethnic categories experienced an increase that was relatively larger than the systemwide increase, except for Black faculty.

Percentage Change in the Number of CSU Faculty by Race/Ethnicity, 2010 to 2015



Part 6: CSU Students

CSU Students by Campus, Fall 2015

Campus	Headcount	Full-Time Equivalents	Student-to-Faculty Ratio*
Bakersfield	9,228	8,937	23.4
Channel Islands	6,167	5,449	18.0
Chico	17,220	16,140	20.8
Dominguez	14,635	11,325	20.3
East Bay	15,528	13,539	21.7
Fresno	24,136	21,052	21.0
Fullerton	38,948	31,405	20.6
Humboldt	8,790	8,228	18.7
Long Beach	37,446	31,200	20.4
Los Angeles	27,680	23,252	22.4
Maritime	1,075	1,173	13.8
Monterey	7,102	6,731	18.6
Northridge	41,548	33,502	21.9
Pomona	23,717	20,702	22.2
Sacramento	30,284	25,173	22.8
San Bernardino	20,024	17,465	23.9
San Diego	34,254	30,765	24.9
San Francisco	30,256	24,850	20.8
San Jose	32,773	26,569	20.7
San Luis Obispo	20,944	20,241	19.1
San Marcos	12,793	10,709	19.5
Sonoma	9,408	8,563	21.0
Stanislaus	9,282	7,777	18.5
Systemwide	473,238	404,746	21.2

*By definition, the student-to-faculty ratio compares full-time equivalent students to full-time equivalent faculty.

- Systemwide, about 473,000 students are enrolled in the CSU. There are about 404,000 full-time equivalent CSU students. The disparity reflects the fact that some students are enrolled part-time.
- The number of full-time students for each full-time faculty member in the CSU is 21.2, but the ratio varies by campus. San Diego State has the highest student-to-faculty ratio, with 24.9 students per faculty member. The campus with the lowest ratio is Maritime, with 13.8 students per faculty member.

CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2015

Campus	White	Asian & Pacific Islander	Latino/a	Black	Other & Unknown	Native American	Two or More Ethnicities	Total
Bakersfield	2,078	651	4,829	614	742	55	259	9,228
Channel Islands	1,980	359	2,966	143	389	23	307	6,167
Chico	7,900	1,017	4,811	403	2,105	98	886	17,220
Dominguez	1,465	1,504	8,137	1,958	1,140	18	413	14,635
East Bay	2,728	3,563	4,397	1,617	2,360	37	826	15,528
Fresno	5,409	3,432	11,048	785	2,693	75	694	24,136
Fullerton	9,052	8,105	14,471	802	4,833	49	1,636	38,948
Humboldt	4,002	318	2,766	290	760	96	558	8,790
Long Beach	7,473	8,314	14,037	1,469	4,344	63	1,746	37,446
Los Angeles	2,332	4,120	16,166	1,175	3,322	30	535	27,680
Maritime	574	104	181	20	81	2	113	1,075
Monterey	2,156	382	2,909	405	782	28	440	7,102
Northridge	9,972	4,612	17,457	2,073	6,011	63	1,360	41,548
Pomona	4,681	5,642	9,248	772	2,398	52	924	23,717
Sacramento	9,041	6,273	8,474	1,679	2,828	118	1,871	30,284
San Bernardino	3,065	1,191	11,480	1,182	2,528	44	534	20,024
San Diego	11,669	4,525	10,084	1,267	4,562	95	2,052	34,254
San Francisco	6,685	7,980	8,321	1,420	4,117	50	1,683	30,256
San Jose	6,511	10,634	7,601	1,010	5,362	46	1,609	32,773
San Luis Obispo	11,985	2,557	3,262	166	1,504	32	1,438	20,944
San Marcos	3,937	1,328	5,292	423	1,070	44	699	12,793
Sonoma	4,579	484	2,596	206	873	47	623	9,408
Stanislaus	2,408	1,001	4,438	219	837	34	345	9,282
Systemwide	121,682	78,096	174,971	20,098	55,641	1,199	21,551	473,238

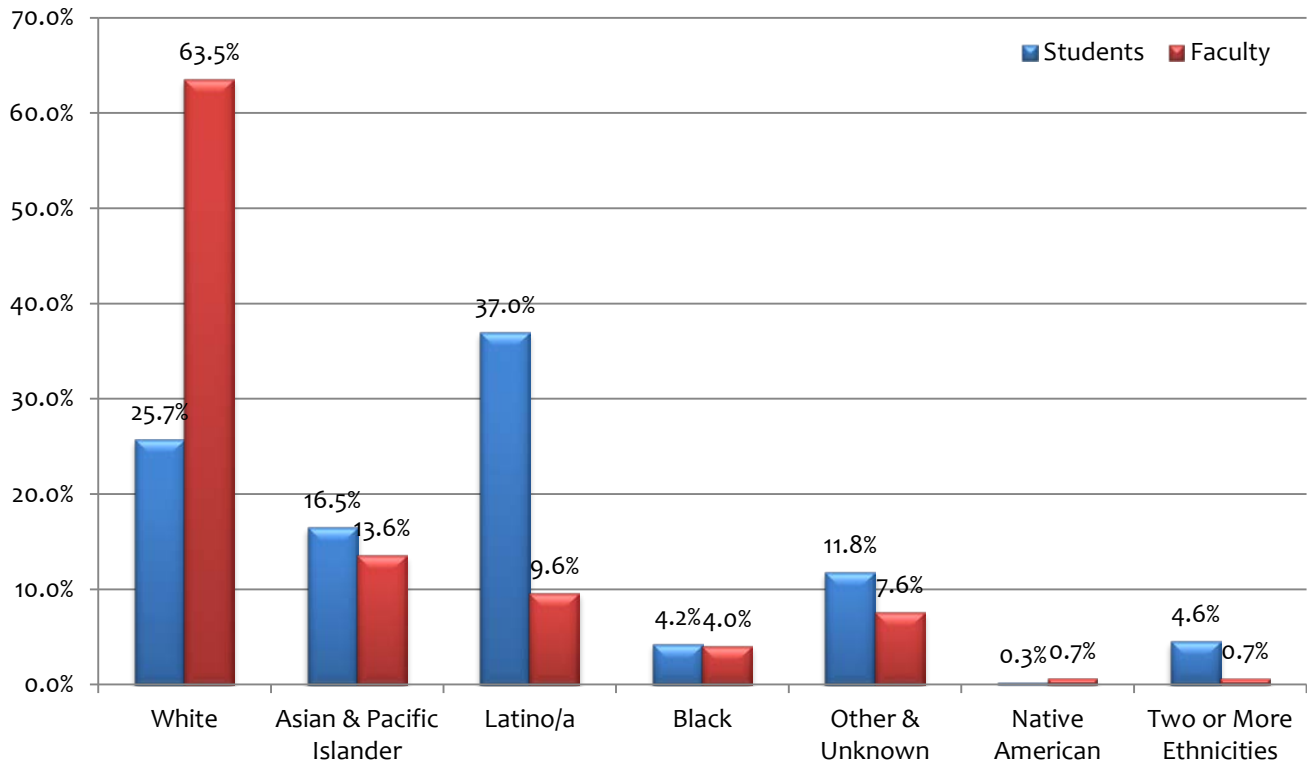
- The CSU student body is incredibly diverse. The largest racial/ethnic group is Latino/a, which accounts for roughly a third of the CSU's nearly half a million students. Native Americans are fewest in number, with less than 1,200 students systemwide.

Percentage of CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2015

Campus	White	Asian & Pacific Islander	Latino/a	Black	Other & Unknown	Native American	Two or More Ethnicities	Total
Bakersfield	22.5%	7.1%	52.3%	6.7%	8.0%	0.6%	2.8%	100%
Channel Islands	32.1%	5.8%	48.1%	2.3%	6.3%	0.4%	5.0%	100%
Chico	45.9%	5.9%	27.9%	2.3%	12.2%	0.6%	5.1%	100%
Dominguez	10.0%	10.3%	55.6%	13.4%	7.8%	0.1%	2.8%	100%
East Bay	17.6%	22.9%	28.3%	10.4%	15.2%	0.2%	5.3%	100%
Fresno	22.4%	14.2%	45.8%	3.3%	11.2%	0.3%	2.9%	100%
Fullerton	23.2%	20.8%	37.2%	2.1%	12.4%	0.1%	4.2%	100%
Humboldt	45.5%	3.6%	31.5%	3.3%	8.6%	1.1%	6.3%	100%
Long Beach	20.0%	22.2%	37.5%	3.9%	11.6%	0.2%	4.7%	100%
Los Angeles	8.4%	14.9%	58.4%	4.2%	12.0%	0.1%	1.9%	100%
Maritime	53.4%	9.7%	16.8%	1.9%	7.5%	0.2%	10.5%	100%
Monterey	30.4%	5.4%	41.0%	5.7%	11.0%	0.4%	6.2%	100%
Northridge	24.0%	11.1%	42.0%	5.0%	14.5%	0.2%	3.3%	100%
Pomona	19.7%	23.8%	39.0%	3.3%	10.1%	0.2%	3.9%	100%
Sacramento	29.9%	20.7%	28.0%	5.5%	9.3%	0.4%	6.2%	100%
San Bernardino	15.3%	5.9%	57.3%	5.9%	12.6%	0.2%	2.7%	100%
San Diego	34.1%	13.2%	29.4%	3.7%	13.3%	0.3%	6.0%	100%
San Francisco	22.1%	26.4%	27.5%	4.7%	13.6%	0.2%	5.6%	100%
San Jose	19.9%	32.4%	23.2%	3.1%	16.4%	0.1%	4.9%	100%
San Luis Obispo	57.2%	12.2%	15.6%	0.8%	7.2%	0.2%	6.9%	100%
San Marcos	30.8%	10.4%	41.4%	3.3%	8.4%	0.3%	5.5%	100%
Sonoma	48.7%	5.1%	27.6%	2.2%	9.3%	0.5%	6.6%	100%
Stanislaus	25.9%	10.8%	47.8%	2.4%	9.0%	0.4%	3.7%	100%
Systemwide	25.7%	16.5%	37.0%	4.2%	11.8%	0.3%	4.6%	100%

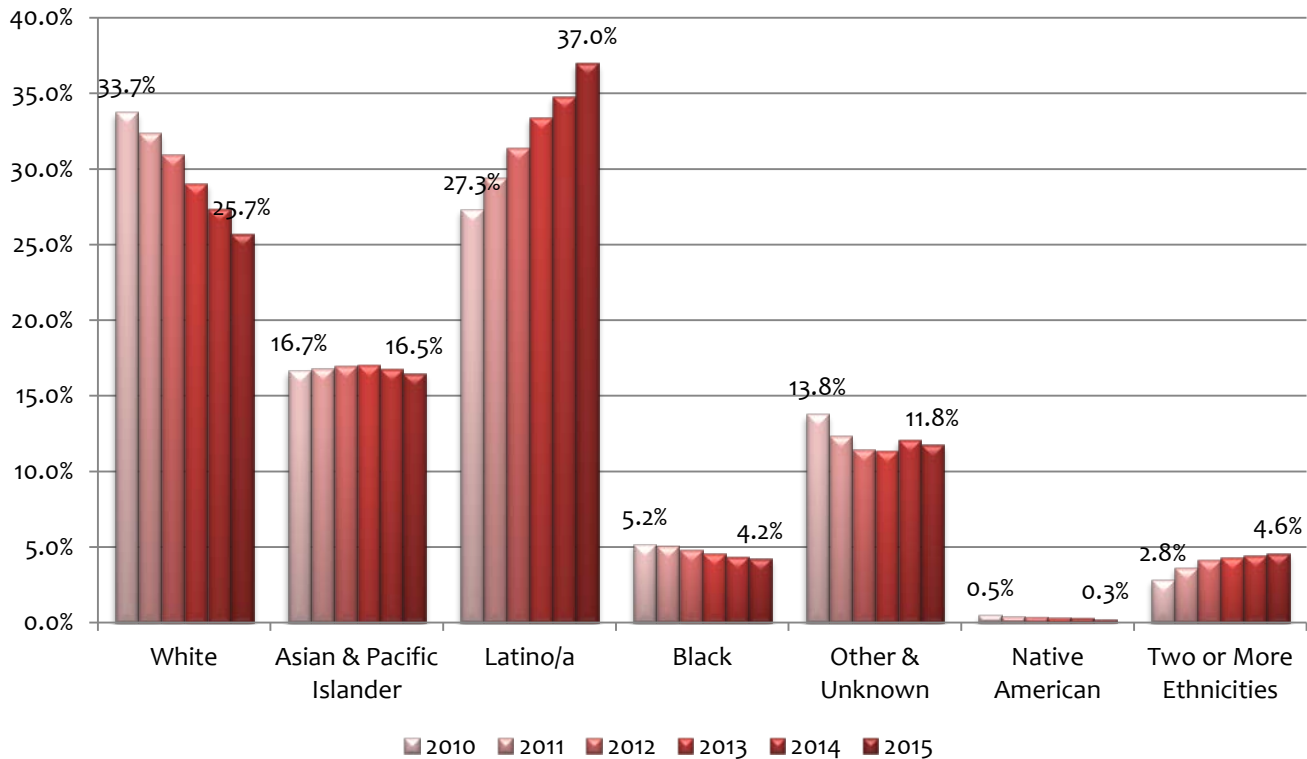
- The majority of CSU students are not White. Latinos compose the largest racial/ethnic background, accounting for 37% of the CSU student population. Students identifying as Black and Native American account for the smallest segments of the CSU student population, 4.2% and 0.3%, respectively.

Comparison of CSU Students & Faculty by Race/Ethnicity (Headcount), Fall 2015



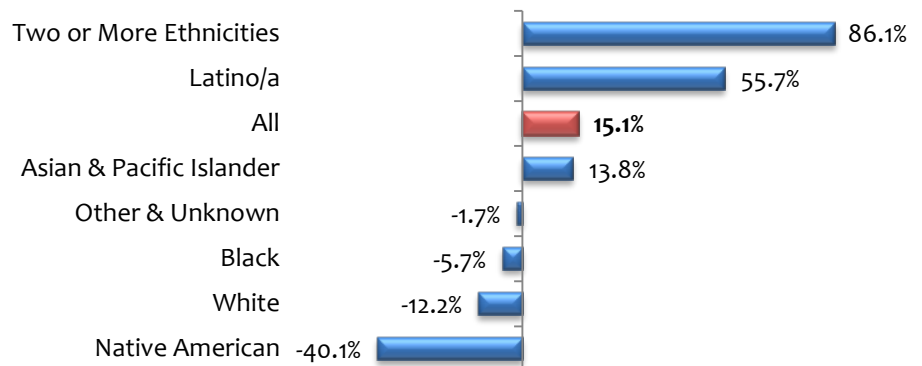
- This chart compares the racial/ethnic compositions of the CSU student body with that of the faculty. While the majority of CSU students identify as non-White, the majority of faculty identify as White.
- The greatest disparity between faculty and students exists within the Latino/a ethnic group. Less than 10% of CSU faculty identify as Latino/a, compared to 37% of CSU students.

Percentage of CSU Students by Race/Ethnicity (Headcount), 2010 to 2015



- Over the last five years, students identifying as both Black and White have decreased as a percentage of the CSU student body. By contrast, Latino/a students have experienced considerable growth, increasing from 27% of all students in 2010 to 37% in 2015. The percentage of students identifying as Asian or Pacific Islander has remained flat at 16%.
- In comparison to the chart above, the chart below shows the change in the *number* of students in each racial/ethnic category, rather than the relative *proportions* of each group. Since 2010, the number of CSU students has increased by 15%. Students who identify as having two or more ethnicities, Latino/a, or Asian and Pacific Islander have increased in number, while students who identify as Black, White, or Native American have decreased in number.

Percentage Change in the Numbers of CSU Students by Race/Ethnicity, 2010 to 2015

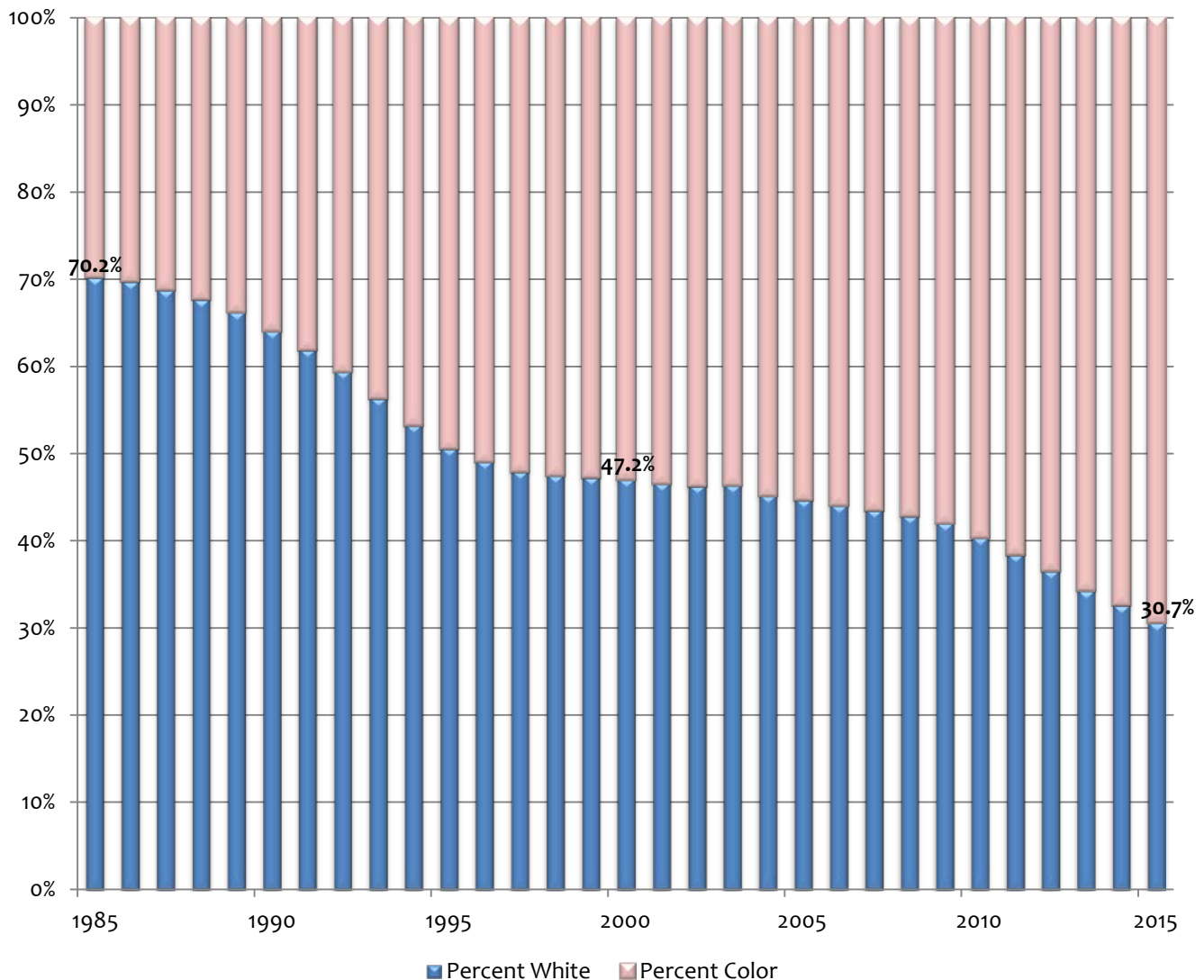


CSU Students by Race/Ethnicity, 1985 to 2015

Year	White	Asian & Pacific Islander	Latino/a	Black	Other & Unknown	Native American	Two or More Ethnicities	Total
1985	205,175	38,345	28,130	16,900	32,459	3,617	-	324,626
1986	209,683	41,344	29,325	16,781	32,913	3,378	-	333,424
1987	212,579	44,017	31,837	17,161	33,831	3,351	-	342,776
1988	215,604	47,120	34,587	17,739	36,776	3,280	-	355,106
1989	213,563	49,797	37,268	18,507	38,501	3,202	-	360,838
1990	210,533	53,368	41,372	19,648	40,820	3,312	-	369,053
1991	198,193	54,572	43,996	19,719	42,174	3,250	-	361,904
1992	181,638	54,601	45,931	19,647	42,613	3,263	-	347,693
1993	160,400	53,961	47,843	18,861	41,483	3,091	-	325,639
1994	147,955	55,466	51,421	19,307	42,137	3,082	-	319,368
1995	143,210	58,261	56,998	20,661	43,121	3,353	-	325,604
1996	142,369	60,150	61,551	21,824	47,389	3,520	-	336,803
1997	140,815	61,504	65,079	22,005	50,793	3,583	-	343,779
1998	140,834	62,428	67,387	21,524	54,130	3,501	-	349,804
1999	142,708	63,333	70,232	21,602	58,502	3,342	-	359,719
2000	144,471	64,077	73,097	21,549	62,126	3,149	-	368,469
2001	149,598	66,723	78,497	22,500	68,177	3,110	-	388,605
2002	154,116	69,728	82,125	23,138	74,858	3,123	-	407,088
2003	153,383	67,529	83,111	22,942	78,917	3,064	-	408,946
2004	148,554	69,843	84,150	22,585	68,999	2,904	-	397,035
2005	151,113	71,041	88,445	23,765	68,059	2,859	-	405,282
2006	154,410	73,043	94,094	25,106	67,554	2,905	-	417,112
2007	158,065	75,567	99,807	26,019	70,573	2,986	-	433,017
2008	157,748	76,180	104,202	26,193	69,729	2,956	-	437,008
2009	152,619	73,474	109,193	24,614	70,781	2,373	-	433,054
2010	138,992	68,660	112,572	21,330	57,221	2,005	11,592	412,372
2011	137,987	71,753	125,219	21,462	52,584	1,821	15,708	426,534
2012	134,871	73,920	136,652	20,824	49,777	1,635	17,819	435,498
2013	129,281	75,631	148,884	20,450	50,358	1,479	19,282	445,365
2014	125,337	76,747	159,654	19,926	55,274	1,416	20,543	458,897
2015	121,682	78,096	174,971	20,098	55,641	1,199	21,551	473,238
30-Year Change	-83,493	+39,751	+146,841	+3,198	+23,182	-2,418	-	+148,612
30-Year % Change	-40.7%	+103.7%	+522.0%	+18.9%	+71.4%	-66.9%	-	+45.8%

- This table provides longitudinal data on CSU student racial/ethnic diversity since 1985.
- Students who identify as White or Native American have declined in number over the last 30 years. By contrast, Latino/a students have increased in number by more than 500%. Black students have grown by the smallest percentage, just 19% over 30 years.

CSU Students by Percentage White/Color (Headcount), 1985 to 2015



Note: Chart excludes students who identify as “other” and “two or more” ethnicities, or students for whom ethnicity is unknown.

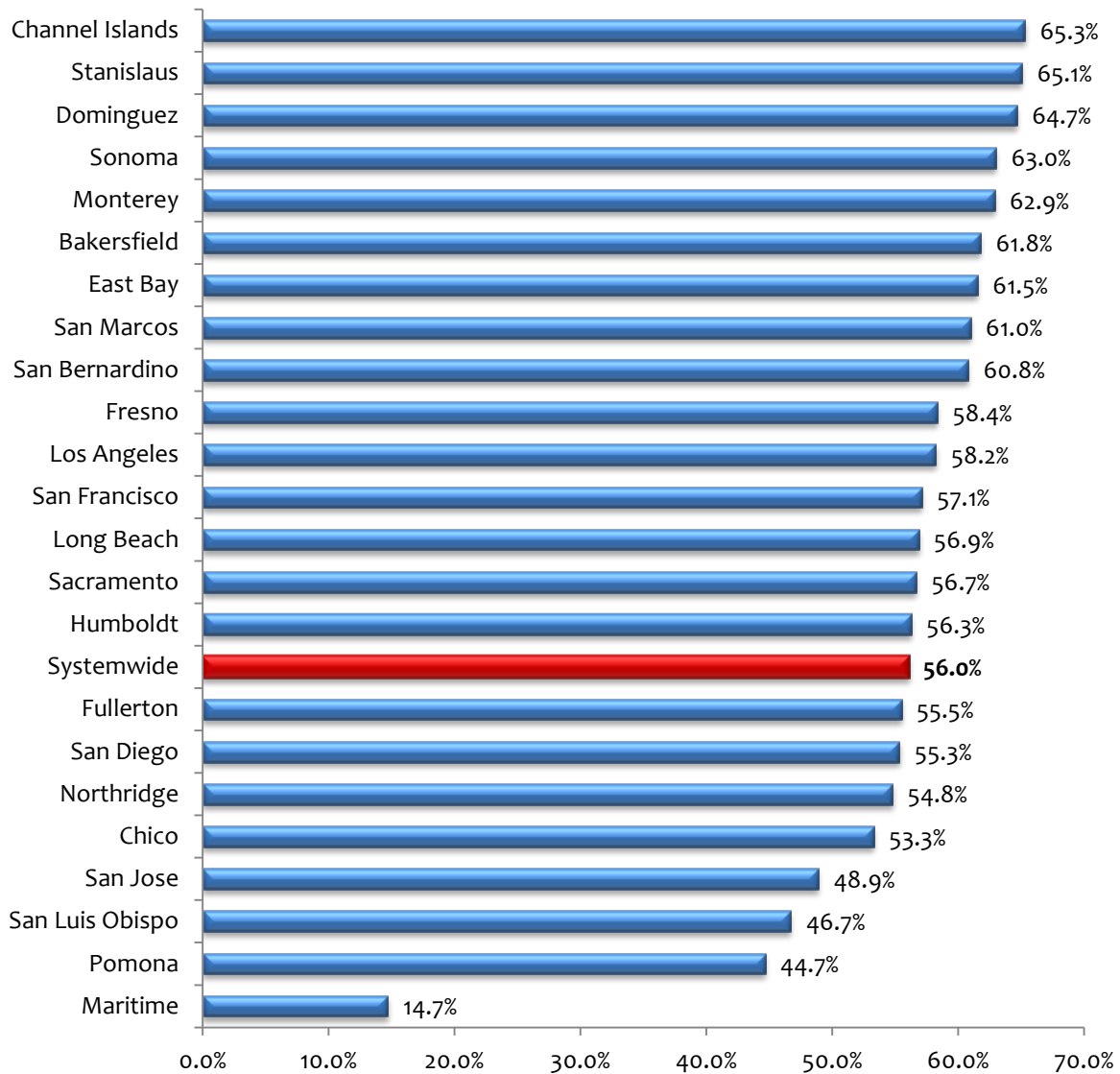
- This chart shows the percentage of students who identify as White versus as students of color (Asian and Pacific Islander, Latino/a, Black, and Native American).
- The CSU student body has become more diverse over the last 30 years. The leftmost bar is largely blue, indicating that most CSU students identified as White. By contrast, the rightmost bar is largely red, indicating that most students today identify as students of color.
- Contrast this with the same chart for faculty on page 24. The charts are inverted relative to each other, indicating the large difference in diversity between faculty (low) and students (high).

CSU Students by Gender & Campus (Headcount), Fall 2015

Campus	Female	Male	Total	% Female	% Male
Bakersfield	5,702	3,526	9,228	61.8%	38.2%
Channel Islands	4,027	2,140	6,167	65.3%	34.7%
Chico	9,178	8,042	17,220	53.3%	46.7%
Dominguez	9,462	5,173	14,635	64.7%	35.3%
East Bay	9,556	5,972	15,528	61.5%	38.5%
Fresno	14,084	10,052	24,136	58.4%	41.6%
Fullerton	21,610	17,338	38,948	55.5%	44.5%
Humboldt	4,947	3,843	8,790	56.3%	43.7%
Long Beach	21,299	16,147	37,446	56.9%	43.1%
Los Angeles	16,117	11,563	27,680	58.2%	41.8%
Maritime	158	917	1,075	14.7%	85.3%
Monterey	4,465	2,637	7,102	62.9%	37.1%
Northridge	22,764	18,784	41,548	54.8%	45.2%
Pomona	10,593	13,124	23,717	44.7%	55.3%
Sacramento	17,163	13,121	30,284	56.7%	43.3%
San Bernardino	12,173	7,851	20,024	60.8%	39.2%
San Diego	18,953	15,301	34,254	55.3%	44.7%
San Francisco	17,278	12,978	30,256	57.1%	42.9%
San Jose	16,026	16,747	32,773	48.9%	51.1%
San Luis Obispo	9,783	11,161	20,944	46.7%	53.3%
San Marcos	7,803	4,990	12,793	61.0%	39.0%
Sonoma	5,926	3,482	9,408	63.0%	37.0%
Stanislaus	6,038	3,244	9,282	65.1%	34.9%
Systemwide	265,105	208,133	473,238	56.0%	44.0%

- The majority of CSU students (56%) are female.

CSU Students by Percentage Female (Headcount), Fall 2015



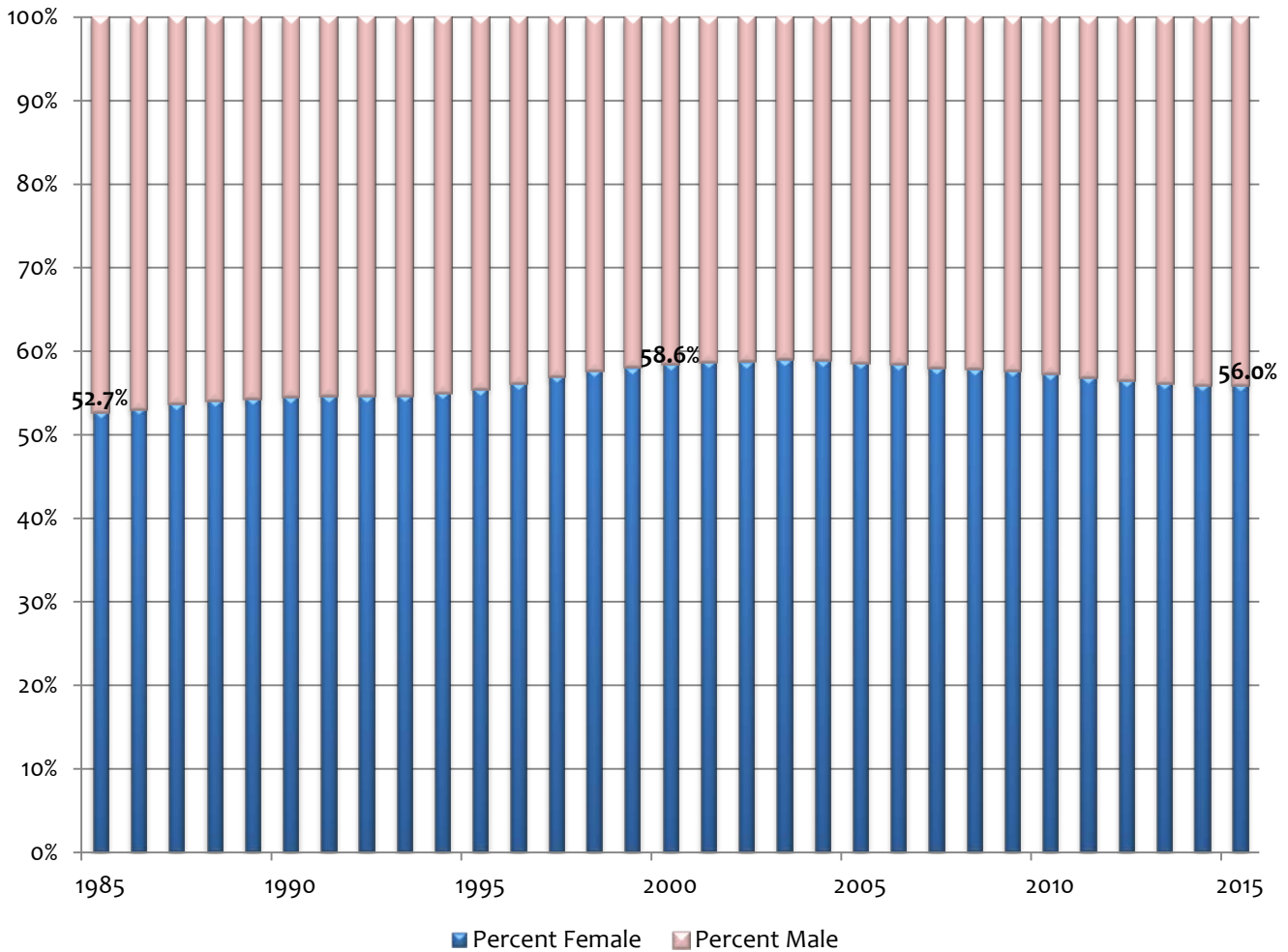
- At most campuses, females account for well over half of the student population. However, as with faculty, the three specialized campuses (San Luis Obispo, Pomona, and Maritime) have the lowest percentages of female students. Just 15% of students at Maritime are female.

CSU Students by Gender (Headcount), 1985 to 2015

Year	Female	Male	Total	Percent Female	Percent Male
1985	153,432	171,194	324,626	52.7%	47.3%
1986	156,105	177,319	333,424	53.2%	46.8%
1987	158,143	184,633	342,776	53.9%	46.1%
1988	162,622	192,484	355,106	54.2%	45.8%
1989	164,560	196,278	360,838	54.4%	45.6%
1990	167,505	201,548	369,053	54.6%	45.4%
1991	163,894	198,010	361,904	54.7%	45.3%
1992	157,368	190,325	347,693	54.7%	45.3%
1993	147,163	178,476	325,639	54.8%	45.2%
1994	143,425	175,943	319,368	55.1%	44.9%
1995	144,548	181,056	325,604	55.6%	44.4%
1996	147,443	189,360	336,803	56.2%	43.8%
1997	147,695	196,084	343,779	57.0%	43.0%
1998	147,769	202,035	349,804	57.8%	42.2%
1999	150,100	208,847	358,947	58.2%	41.8%
2000	152,224	215,139	367,363	58.6%	41.4%
2001	159,616	227,695	387,311	58.8%	41.2%
2002	167,228	239,287	406,515	58.9%	41.1%
2003	166,691	240,839	407,530	59.1%	40.9%
2004	162,355	233,470	395,825	59.0%	41.0%
2005	166,873	237,121	403,994	58.7%	41.3%
2006	172,056	243,760	415,816	58.6%	41.4%
2007	180,753	250,879	431,632	58.1%	41.9%
2008	182,978	252,685	435,663	58.0%	42.0%
2009	182,364	249,391	431,755	57.8%	42.2%
2010	175,230	235,909	411,139	57.4%	42.6%
2011	183,295	242,042	425,337	56.9%	43.1%
2012	188,814	246,684	435,498	56.6%	43.4%
2013	194,687	250,678	445,365	56.3%	43.7%
2014	201,567	257,330	458,897	56.1%	43.9%
2015	208,133	265,105	473,238	56.0%	44.0%
30-Year Change	-54,701	+93,911	+148,612		
30-Year % Change	+35.7%	+54.9%	+45.8%		

- This table provides longitudinal data on the gender makeup of the CSU student body.
- Female students outnumbered male students even before 1985, the earliest year shown in this table (since 1978, in fact). Between 1985 and 2003, the number of female students grew at a faster rate than the number of male students, causing the female-to-male ratio to widen. However, over the last 12 years, growth in the number of male students has outpaced that of females, causing the percentage of female students to steadily decline. Nevertheless, women still account for a majority of the CSU student body.

CSU Students by Percentage Female/Male (Headcount), 1985 to 2015



- Females have accounted for a majority of the CSU student body since 1978 (not shown). The percentage of the CSU student body that is female reached a peak in 2003 (59%) and has declined moderately since then, to 56% today.

Part 7: Special – CSU Faculty Grievances

CFA reviewed all grievances filed from 2005 through 2015. Sixty-four percent of those grievances were filed by faculty identifying as White. Another 15% were filed by Asian and Pacific Islander faculty, 8% by Latino/a faculty, and 7% by Black faculty. This roughly represents the racial/ethnic makeup of the faculty unit. When considered by type of grievance, however, it is clear that faculty of color are overrepresented in grievances filed over retention, tenure, or promotion (RTP). Only 53% of RTP cases were filed by White faculty, suggesting that faculty of color experience greater difficulty earning tenure.

CSU Faculty Grievances by Race/Ethnicity, 2005 to 2015*

Grievance Type	White	Asian and Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or More Ethnicities	Total
Contract	65.7%	12.3%	8.6%	0.6%	7.4%	4.5%	0.8%	0.1%	100%
Discipline	61.9%	13.3%	9.7%	0.0%	8.8%	5.3%	0.9%	0.0%	100%
Retention/ Tenure/ Promotion	53.1%	22.8%	9.3%	0.0%	7.4%	5.6%	1.9%	0.0%	100%
Statutory	62.2%	22.0%	7.5%	0.0%	4.4%	3.4%	0.5%	0.0%	100%
All Grievances	64.0%	14.8%	8.5%	0.5%	7.0%	4.4%	0.8%	0.0%	100%

Since these data on grievances span a decade, the racial/ethnic makeup of the faculty is tabulated below for every year from 2005 to 2015. The bottom row shows the average racial/ethnic makeup of the faculty over this time period.

CSU Faculty by Race/Ethnicity, 2005 to 2015

Year	White	Asian & Pacific Islander	Latino/a	Unknown	Black	Other	Native American	Two or more ethnicities
2005	72.9%	11.4%	7.5%	0.0%	4.1%	2.9%	0.7%	0.0%
2006	71.8%	11.6%	7.7%	0.0%	4.2%	3.5%	0.8%	0.0%
2007	71.0%	12.0%	7.9%	0.0%	4.1%	4.0%	0.7%	0.0%
2008	70.0%	12.2%	8.2%	0.0%	4.2%	4.3%	0.7%	0.0%
2009	70.0%	12.5%	8.0%	0.0%	4.0%	4.4%	0.7%	0.0%
2010	69.1%	12.6%	8.2%	1.0%	4.1%	3.9%	0.7%	0.1%
2011	67.8%	13.0%	8.4%	2.2%	4.0%	3.4%	0.7%	0.2%
2012	67.0%	12.9%	8.6%	3.0%	4.1%	3.2%	0.7%	0.3%
2013	66.0%	13.1%	8.8%	3.8%	3.9%	2.9%	0.8%	0.3%
2014	64.8%	13.3%	9.2%	4.5%	4.0%	2.7%	0.7%	0.5%
2015	63.5%	13.6%	9.6%	5.0%	4.0%	2.5%	0.7%	0.7%
Average	68.5%	12.6%	8.4%	1.8%	4.1%	3.4%	0.7%	0.2%

* Methodological Notes: Each grievance counted separately. Grievances aggregated over 10 years due to small sample sizes in individual years. Races/ethnicities obtained for 96% of grievances; remainder excluded from analysis.

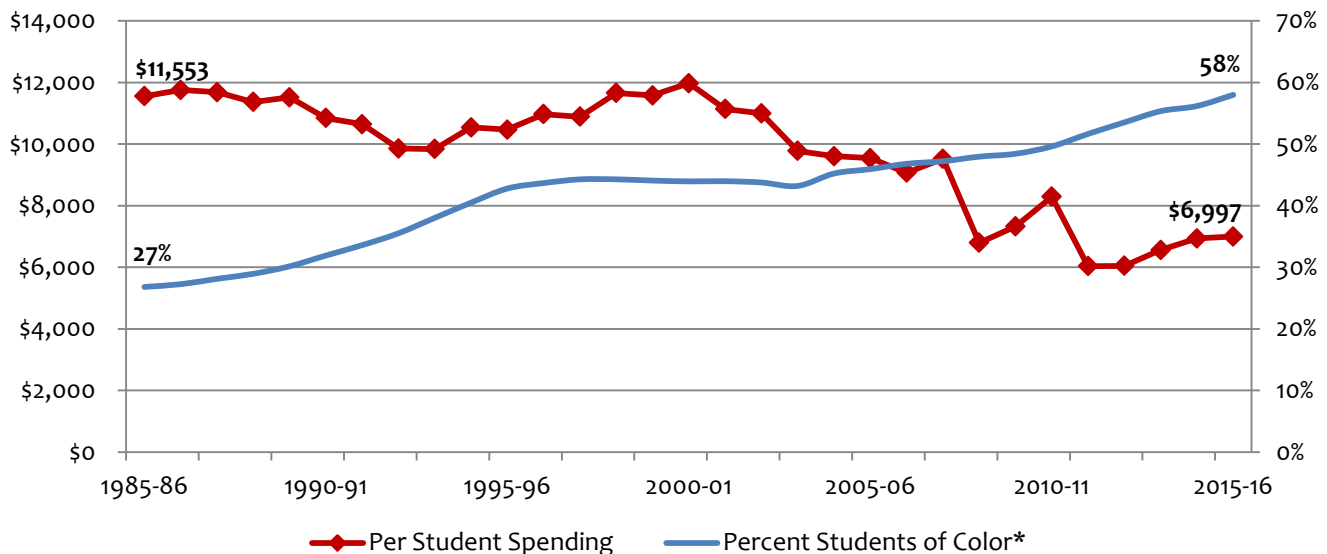
Part 8: Special – State Funding per Student

A clear takeaway from this report is that the CSU serves an incredibly diverse student body, one that is becoming more diverse every year. In addition, consider these statistics:[†]

- The CSU provides more than half of all undergraduate degrees earned by California’s Latino, African American, and Native American students.
- More than half (56%) of CSU students identify as students of color.
- Roughly 35% of CSU undergraduates are the first in their families to attend college.
- The CSU educates the most ethnically, economically, and academically diverse student body in the nation.

But the reality is that CSU students today are getting less for their education than they did 30 years ago, when the student body was far less diverse in terms of race/ethnicity and economic status. More faculty than ever before are on temporary appointments, which means fewer opportunities for meaningful student-faculty interactions. In addition, state funding per student (when adjusted for inflation) is near a 30-year low.[‡] In 1985, state spending per student was \$11,553. Today, state spending per student is \$6,997. In other words, CSU students get just \$0.61 for every dollar that the state invested in students in 1985.

**General Fund Spending per CSU Student, 1985 to Present
in 2015 CA Dollars**



*Students of color include students who identify as Latino/a, Asian and Pacific Islander, Black, and Native American.

[†] The California State University Fact Book 2015.

[‡] Spending per student = State General Fund appropriation/full-time equivalent students. Data for years prior to 2007-08 are from the California Postsecondary Education Commission (CPEC). FTES for 2007-08 to 2015-16 are from the CSU Analytic Studies Division. General Fund appropriations for 2007-08 to 2015-16 are from the Legislative Analyst’s Office (LAO) and exclude funds for General Obligation (GO) bond debt service and retiree health care. Inflation reflects the California Consumer Price Index (CPI) per the California Department of Finance.