

CHANGING FACES OF CSU FACULTY AND STUDENTS VOL. VIII

DATA BOOK | CFA RESEARCH

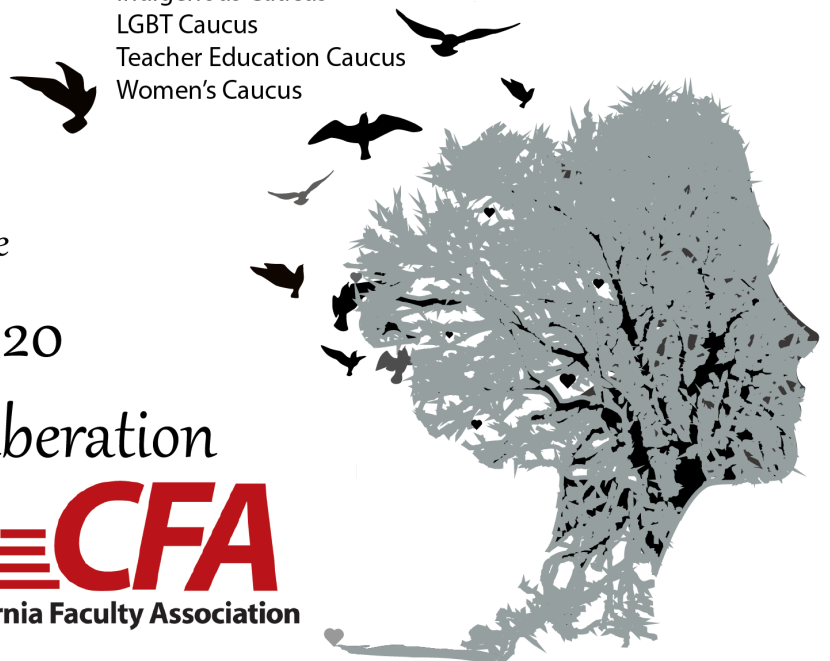
council.rsj@calfac.net | Council for Racial and Social Justice

African American Caucus
Asian Pacific Islander Caucus
Chicanx/Latinx Caucus
Disability Caucus
Indigenous Caucus
LGBT Caucus
Teacher Education Caucus
Women's Caucus

Council for Racial and Social Justice

Equity Conference 2020

Connecting for Co-Liberation



Council for Racial and Social Justice

About the Data

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

CHANGING FACES OF CSU FACULTY AND STUDENTS: VOL. VIII

CFA RESEARCH & COMMUNICATIONS | FEBRUARY 2020

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1 WELCOME AND INTRODUCTION

1.1 Changing Faces of the CSU: A CFA Introspection



Dear Colleagues,

On behalf of the Council for Racial and Social Justice for the California Faculty Association (CFA), we welcome you to the 2020 Equity Conference! The conference theme, Connecting for Co-Liberation, invites you to work across social identities to see our connections as we build upon Kimberle Crenshaw's notion of intersectionality explored at our 2018 Conference. Each Equity Conference includes presentation of a data book that contains hundreds of data points about faculty and the students we serve. It presents data on race, ethnicity, and gender for faculty and

students across the 23 campuses of the California State University system.

We ask that you understand this data in terms of the story it tells about the enduring impact of race, ethnicity and gender. Too often, we may view this information as the end of the conversation and get lost in the data without connecting it back to our lived experiences as faculty and to those of our students. Numbers have a persuasive power; they can obfuscate a point or shed light on an issue. Please view the data presented as a tool you can use to shed that light and to start conversations on your campus in line with our Anti-Racism and Social Justice project (ARSJ).

Of particular focus in this year's report is cultural taxation, building on work done over the last several years. As Cecil Canton wrote (2013, California Faculty Magazine):

"Cultural taxation" is a term coined by Amado Padilla in 1994 as a way of describing the unique burden placed on ethnic minority faculty in carrying out their responsibility to service the university. . . the obligation to show good citizenship towards the institution by serving its needs for ethnic representation on committees, or to demonstrate knowledge and commitment to a cultural group, which, though it may bring accolades to the institution, is not usually rewarded by the institution on whose behalf the service was performed. "Cultural taxation" is a stealth workload escalator for faculty of color. And like stress, it can be a silent killer of professional careers and aspirations.

Cultural taxation can take many forms in the academy, including faculty of color, LGBTQ+ faculty, and women having to serve on disproportionate numbers of campus committees, perform additional university service, and, as presented on these pages, potentially having an increased advising workload as a result of a shared identity between a student and faculty member.

We challenge you to use this book and data in it as the beginning of a conversation on your campuses. The information presented in the following pages is meant to be the launching point for the sometimes difficult conversation we need to be having on our campuses. Use it to think about your campus, who is represented, and who is not and how you can intervene to make change in line with our Anti-Racism and Social Justice project.

Sharon Elise & John Beynon,

Co-Chairs

Council for Racial and Social Justice Equity Conference
California Faculty Association

2 CSU FACULTY – OVERVIEW

THE CALIFORNIA FACULTY ASSOCIATION represents more than 29,000 faculty at all 23 campuses of the California State University (CSU). Faculty include Full, Associate, and Assistant Professors, Lecturers, Counselors, Coaches, and Librarians.

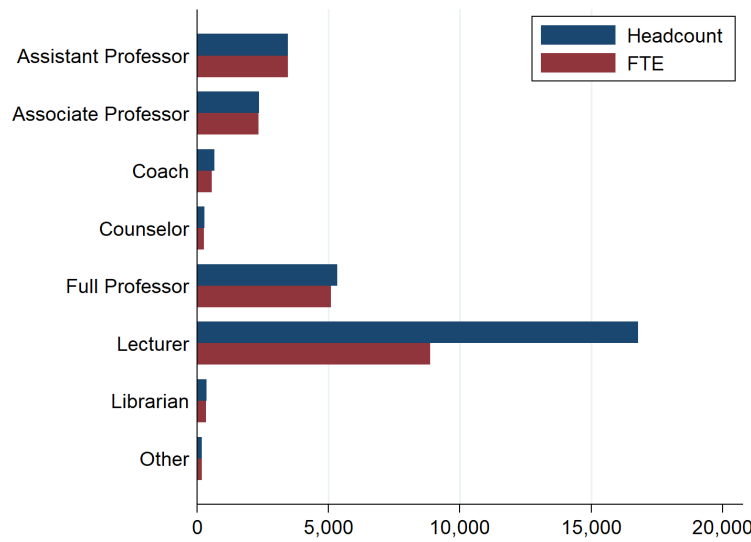
In conversations about how many faculty there are, there are two ways to count the number of faculty in each rank: headcount and full-time equivalents, or “FTEs.”

HEADCOUNT is the number of individual faculty members, regardless of whether they work full- or part-time. This is a count of the number of people.

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

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

Figure 1: CSU Faculty by Rank (Headcount & FTE), Fall 2019



2.1 CSU Faculty by Rank & Campus (Headcount)

Table 1: CSU Faculty by Rank and Campus (Headcount), Fall 2019

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	101	46	91	459	30	6	10	0	743
Channel Islands	72	26	52	314	0	7	12	4	487
Chico	152	89	222	524	34	12	10	1	1,044
Dominguez	107	64	121	689	33	11	11	3	1,039
East Bay	128	82	147	492	28	6	13	11	907
Fresno	226	135	249	800	33	8	19	9	1,479
Fullerton	229	223	385	1,302	26	14	24	4	2,207
Humboldt	77	59	110	295	19	11	12	6	589
Long Beach	230	182	425	1,438	31	13	19	7	2,345
Los Angeles	178	84	291	1,144	21	9	14	9	1,750
Maritime	21	17	15	38	7	3	3	6	110
Monterey	78	34	67	288	19	6	11	14	517
Northridge	188	170	441	1,265	33	19	31	22	2,169
Pomona	178	100	282	863	26	12	11	5	1,477
Sacramento	247	105	372	1,012	50	18	23	6	1,833
San Bernardino	125	67	236	582	19	15	12	19	1,075
San Diego	214	233	344	1,046	51	30	27	4	1,949
San Francisco	203	172	377	1,043	21	13	23	11	1,863
San Jose	252	142	332	1,277	56	15	29	10	2,113
San Luis Obispo	204	148	365	620	52	20	8	4	1,421
San Marcos	92	84	114	582	22	7	17	11	929
Sonoma	73	40	148	309	28	7	9	5	619
Stanislaus	84	56	151	411	24	7	9	0	742
Systemwide	3,459	2,358	5,337	16,793	663	269	357	171	29,407

- In Fall 2019, there were 29,407 faculty in the CSU system. The size of CSU campuses ranges from less than 500 faculty at Maritime and Channel Islands to more than 2,000 at Northridge, Long Beach, Fullerton, and San Jose.
- Since the last Equity Report in 2018 there has been a net increase of 913 total faculty (from 28,494).

2.1.1 Percentages

Table 2: Percentage of CSU Faculty by Rank and Campus (Headcount), Fall 2019

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	13.6%	6.2%	12.2%	61.8%	4.0%	0.8%	1.3%	0.0%	100.0%
Channel Islands	14.8%	5.3%	10.7%	64.5%	0.0%	1.4%	2.5%	0.8%	100.0%
Chico	14.6%	8.5%	21.3%	50.2%	3.3%	1.1%	1.0%	0.1%	100.0%
Dominguez	10.3%	6.2%	11.6%	66.3%	3.2%	1.1%	1.1%	0.3%	100.0%
East Bay	14.1%	9.0%	16.2%	54.2%	3.1%	0.7%	1.4%	1.2%	100.0%
Fresno	15.3%	9.1%	16.8%	54.1%	2.2%	0.5%	1.3%	0.6%	100.0%
Fullerton	10.4%	10.1%	17.4%	59.0%	1.2%	0.6%	1.1%	0.2%	100.0%
Humboldt	13.1%	10.0%	18.7%	50.1%	3.2%	1.9%	2.0%	1.0%	100.0%
Long Beach	9.8%	7.8%	18.1%	61.3%	1.3%	0.6%	0.8%	0.3%	100.0%
Los Angeles	10.2%	4.8%	16.6%	65.4%	1.2%	0.5%	0.8%	0.5%	100.0%
Maritime	19.1%	15.5%	13.6%	34.5%	6.4%	2.7%	2.7%	5.5%	100.0%
Monterey	15.1%	6.6%	13.0%	55.7%	3.7%	1.2%	2.1%	2.7%	100.0%
Northridge	8.7%	7.8%	20.3%	58.3%	1.5%	0.9%	1.4%	1.0%	100.0%
Pomona	12.1%	6.8%	19.1%	58.4%	1.8%	0.8%	0.7%	0.3%	100.0%
Sacramento	13.5%	5.7%	20.3%	55.2%	2.7%	1.0%	1.3%	0.3%	100.0%
San Bernardino	11.6%	6.2%	22.0%	54.1%	1.8%	1.4%	1.1%	1.8%	100.0%
San Diego	11.0%	12.0%	17.7%	53.7%	2.6%	1.5%	1.4%	0.2%	100.0%
San Francisco	10.9%	9.2%	20.2%	56.0%	1.1%	0.7%	1.2%	0.6%	100.0%
San Jose	11.9%	6.7%	15.7%	60.4%	2.7%	0.7%	1.4%	0.5%	100.0%
San Luis Obispo	14.4%	10.4%	25.7%	43.6%	3.7%	1.4%	0.6%	0.3%	100.0%
San Marcos	9.9%	9.0%	12.3%	62.6%	2.4%	0.8%	1.8%	1.2%	100.0%
Sonoma	11.8%	6.5%	23.9%	49.9%	4.5%	1.1%	1.5%	0.8%	100.0%
Stanislaus	11.3%	7.5%	20.4%	55.4%	3.2%	0.9%	1.2%	0.0%	100.0%
Systemwide	11.8%	8.0%	18.1%	57.1%	2.3%	0.9%	1.2%	0.6%	100.0%

2.2 Faculty Spotlight - Vang Vang

Vang Vang is a Librarian at Fresno State, she teaches information literacy workshops to students in the social science field and has been at Fresno for 22 years. Growing up, Vang was always an active library user. It wasn't until after she earned a bachelor's in history and the UC Santa Cruz University Librarian encouraged her that she decided to give Library Sciences a try. "I've never looked back." Vang is a member of the CFA Bargaining Team and is involved in the Kaleidoscope Program which is meant to attract Master of Library and Information Science (MLIS) students from historically underrepresented racial and ethnic groups to careers in research libraries and archives.

Q: Why have you participated or become more active in your union?

A: Honestly, what I knew about unions were what was taught in history classes in college. I came to the CSU not knowing that it was unionized. I remembered looking at my 1st paycheck and asking my supervisor what the DUESCFA was. He explained that we belonged to a union, and that the dues were to help the union fight for our raises. Makes sense to me!



The next decade or so was spent working on my retention, tenure and promotion (RTP) plus raising a family so I didn't really open myself up to explore. It wasn't until the Fight for Five that CFA came into my sphere again. I started to go to CFA information meetings and talked to other faculty active in CFA at Fresno. I became interested in the fight and the ideals of equity. Then I was invited to the Equity Conference and that was that! You could say I caught the union bug but really, it was finding a space where I felt accepted and welcomed that made me stay.

Q: What could your campus/the CSU do to be more inclusive of women, Chicana/Latina, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: Being accepted and told that we mattered or are wanted is the first step in facilitating our growth. Giving us time and space to explore is the next step in guiding us to become leaders. I know that many campuses are working on this but it doesn't feel like it.

Q: What was your tenure journey like as a faculty member of color?

A: Fresno has a probationary plan that clearly states what you need to accomplish in order to attain tenure. When I came on board, I didn't know any other faculty of color in the library. I had two very good RTP mentors but I didn't feel comfortable talking to them about anything else outside of RTP matters. I knew from other colleagues that when my file was going up for promotion from associate to full, grammar errors in my file were highlighted.

Q: In four words or less, what would you say to recruit a new CFA member?

A: You are not alone.

Q: How do you make sure your librarian colleagues' voices are heard at CFA and within the CSU system? This year's Equity Conference theme is "Connecting for Co-Liberation." How do you connect with your librarian colleagues for co-liberation?

A: Building trust one marble at a time (Brené Brown), because when we have trust, we have friendships and connections. It's these connections that help us to work with each other, and to learn about each other as individuals and a collective. It's what prompts us to assume good intentions so we can be kind and collaborative in our fight for social justice.

2.3 CSU Faculty by Rank & Campus (FTE)

Table 3: CSU Faculty by Rank and Campus (FTE), Fall 2019

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	100.7	45.2	84.4	231.1	25.6	5.2	8.2	0	500.4
Channel Islands	72.0	26.0	52.6	192.8	0	5.3	10.2	4.8	363.7
Chico	152.0	87.3	205.9	309.6	23.1	11.1	10.0	1.2	800.1
Dominguez	107.1	63.0	112.2	366.4	22.0	8.9	10.5	3.6	693.7
East Bay	129.1	80.6	139.3	246.0	20.9	4.6	12.8	11.2	644.4
Fresno	226.0	132.6	239.8	447.7	33.0	7.2	17.7	9.1	1,113.0
Fullerton	228.5	221.7	367.4	688.6	24.7	13.4	22.6	4.0	1,570.8
Humboldt	76.9	59.0	107.7	160.4	14.6	11.0	11.0	5.6	446.3
Long Beach	229.5	181.5	407.1	768.8	26.8	12.1	17.3	6.1	1,649.2
Los Angeles	177.8	84.0	273.5	597.0	18.2	9.0	14.0	9.9	1,183.2
Maritime	21.0	17.2	13.2	23.1	3.2	1.9	3.0	6.3	88.9
Monterey	78.3	33.6	65.1	157.6	14.1	6.0	9.6	14.9	379.1
Northridge	187.6	169.2	418.4	645.1	29.5	16.1	29.3	22.8	1,518.0
Pomona	178.0	98.4	267.1	494.2	19.6	12.0	10.3	5.2	1,084.8
Sacramento	246.2	103.8	355.4	504.2	43.7	18.0	22.4	6.0	1,299.6
San Bernardino	125.0	67.0	215.6	317.9	15.4	12.6	12.0	19.9	785.4
San Diego	213.5	230.3	333.5	516.1	47.6	27.4	25.7	3.7	1,397.8
San Francisco	202.9	170.2	367.8	507.2	20.1	11.9	22.0	11.7	1,313.7
San Jose	252.0	139.4	312.9	654.9	50.3	13.6	26.6	10.0	1,459.5
San Luis Obispo	203.5	146.7	353.7	399.6	42.9	20.0	7.0	4.0	1,177.5
San Marcos	92.2	83.2	111.6	293.9	16.6	6.3	17.5	10.9	632.2
Sonoma	73.2	40.0	144.0	145.6	20.7	7.0	7.6	5.3	443.2
Stanislaus	83.5	54.5	142.3	204.6	16.1	6.6	8.0	0	515.5
Systemwide	3,456.4	2,334.3	5,090.3	8,872.5	548.7	247.1	335.0	176.0	21,060.1

- The difference between counting faculty by headcount and FTE reflects the large number of part-time appointments in the CSU.

2.3.1 Percentages

Table 4: Percentage of CSU Faculty by Rank and Campus (FTE), Fall 2019

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Coach	Counselor	Librarian	Other	Total
Bakersfield	20.1%	9.0%	16.9%	46.2%	5.1%	1.0%	1.6%	0.0%	100.0%
Channel Islands	19.8%	7.1%	14.5%	53.0%	0.0%	1.4%	2.8%	1.3%	100.0%
Chico	19.0%	10.9%	25.7%	38.7%	2.9%	1.4%	1.2%	0.1%	100.0%
Dominguez	15.4%	9.1%	16.2%	52.8%	3.2%	1.3%	1.5%	0.5%	100.0%
East Bay	20.0%	12.5%	21.6%	38.2%	3.2%	0.7%	2.0%	1.7%	100.0%
Fresno	20.3%	11.9%	21.5%	40.2%	3.0%	0.6%	1.6%	0.8%	100.0%
Fullerton	14.5%	14.1%	23.4%	43.8%	1.6%	0.9%	1.4%	0.3%	100.0%
Humboldt	17.2%	13.2%	24.1%	35.9%	3.3%	2.5%	2.5%	1.3%	100.0%
Long Beach	13.9%	11.0%	24.7%	46.6%	1.6%	0.7%	1.0%	0.4%	100.0%
Los Angeles	15.0%	7.1%	23.1%	50.5%	1.5%	0.8%	1.2%	0.8%	100.0%
Maritime	23.6%	19.4%	14.9%	26.0%	3.6%	2.1%	3.4%	7.1%	100.0%
Monterey	20.7%	8.9%	17.2%	41.6%	3.7%	1.6%	2.5%	3.9%	100.0%
Northridge	12.4%	11.1%	27.6%	42.5%	1.9%	1.1%	1.9%	1.5%	100.0%
Pomona	16.4%	9.1%	24.6%	45.6%	1.8%	1.1%	0.9%	0.5%	100.0%
Sacramento	18.9%	8.0%	27.3%	38.8%	3.4%	1.4%	1.7%	0.5%	100.0%
San Bernardino	15.9%	8.5%	27.4%	40.5%	2.0%	1.6%	1.5%	2.5%	100.0%
San Diego	15.3%	16.5%	23.9%	36.9%	3.4%	2.0%	1.8%	0.3%	100.0%
San Francisco	15.4%	13.0%	28.0%	38.6%	1.5%	0.9%	1.7%	0.9%	100.0%
San Jose	17.3%	9.6%	21.4%	44.9%	3.4%	0.9%	1.8%	0.7%	100.0%
San Luis Obispo	17.3%	12.5%	30.0%	33.9%	3.6%	1.7%	0.6%	0.3%	100.0%
San Marcos	14.6%	13.2%	17.7%	46.5%	2.6%	1.0%	2.8%	1.7%	100.0%
Sonoma	16.5%	9.0%	32.5%	32.8%	4.7%	1.6%	1.7%	1.2%	100.0%
Stanislaus	16.2%	10.6%	27.6%	39.7%	3.1%	1.3%	1.6%	0.0%	100.0%
Systemwide	16.4%	11.1%	24.2%	42.1%	2.6%	1.2%	1.6%	0.8%	100.0%

3 CSU FACULTY – RACE & ETHNICITY

3.1 Faculty Spotlight - Krystle A. Clervaud

Krystle A. Clervaud is a Lecturer in the Sociology Department at CSU Dominguez Hills. Krystle has worked in the CSU for 5 years and serves as the Campus Faculty Rights Chair on campus. With only two tenure-track faculty and more than a dozen lecturers, the Sociology Department at CSU Dominguez Hills is in a tenuous position. It is a poster child for tenure-density issues highlighted in this Equity Report. CFA members are trying to change that.

Q: How did you find your way into teaching?

A: I started teaching right out of law school. I was awaiting bar results and like many, I was looking for a job to help me stay afloat for a while and a friend recommended me.

Q: Why have you participated or become active in your union?

A: I became an active member of CFA because I believe that there is strength in numbers and when you add a solid support system to that, detractors, bullies, and doubters have to respect you and pay attention to your cause.

Q: What could your campus/the CSU do to be more inclusive of women, Chicana/Latina, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: I believe that campuses, including CSUDH, have to make inclusivity the norm and purposeful, not just a quota. In other words, they should seek out individuals of various ethnicities and nationalities, sexual orientation and identification to ensure that there is a broad perspective on the issues that affect those people.

Q: In four words or less, what would you say to recruit a new CFA member?

A: CFA: it really works.

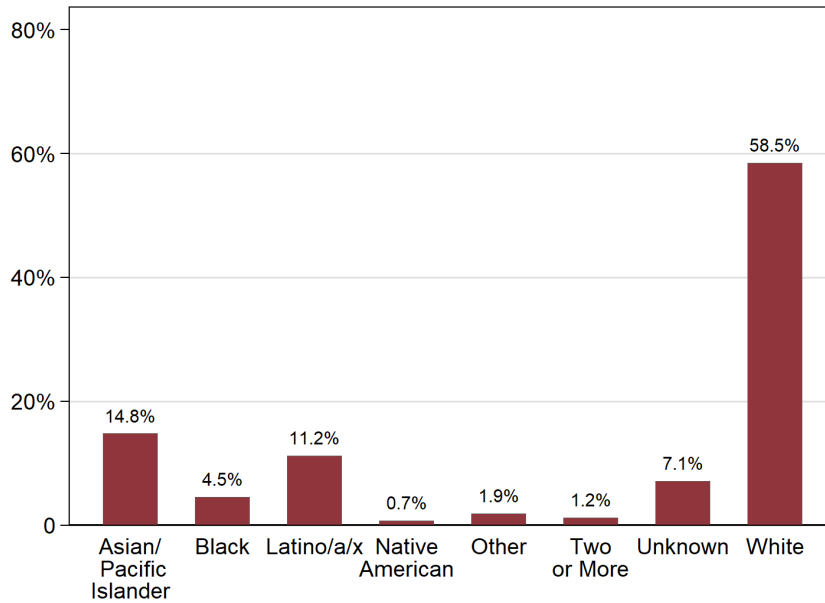
Q: This year's Equity Conference theme is "Connecting for Co-Liberation." You and your colleagues in the Sociology Department face severe tenure density issues. Can you describe the issue, what led to it and how you can connect for co-liberation to solve?

A: I think the tenure issues come from the Department's desire to not want to promote and create permanent and meaningful positions. Being "temporary" or in a subordinate position tends to keep people quiet and likely unwilling/unable to challenge their superiors and create necessary change. Thankfully, there are people willing to speak up, regardless, or should I say, in spite of their position.



3.2 CSU Faculty by Race and Ethnicity - Headcount

Figure 2: CSU Faculty by Race/Ethnicity (Headcount), Fall 2019



- This data comes from CSU records of faculty self-identification and is collected by CSU campuses, generally at the time of hire.
- In 2000, 76.7% of CSU faculty identified as white, compared to 58.5% today. This represents an almost 20% shift in the demographics of faculty over the last 20 years.

Table 5: CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Bakersfield	96	39	126	3	0	10	50	419	743
Channel Islands	42	11	68	3	11	9	17	326	487
Chico	75	14	52	10	19	13	102	759	1,044
Dominguez	159	136	173	9	10	20	83	449	1,039
East Bay	152	66	61	2	32	7	55	532	907
Fresno	209	56	187	7	29	12	94	885	1,479
Fullerton	427	65	248	11	50	21	150	1,235	2,207
Humboldt	22	13	36	15	8	11	89	395	589
Long Beach	396	112	278	16	37	35	98	1,373	2,345
Los Angeles	368	119	373	12	42	26	120	690	1,750
Maritime	9	5	3	0	2	1	3	87	110
Monterey	54	16	87	4	9	4	64	279	517
Northridge	272	105	252	15	26	31	134	1,334	2,169
Pomona	334	61	183	4	35	9	75	776	1,477
Sacramento	218	85	127	18	31	14	195	1,145	1,833
San Bernardino	129	81	169	5	18	12	82	579	1,075
San Diego	223	68	232	16	16	28	161	1,205	1,949
San Francisco	377	98	156	19	51	16	103	1,043	1,863
San Jose	453	73	170	12	65	34	175	1,131	2,113
San Luis Obispo	116	27	67	6	27	9	65	1,104	1,421
San Marcos	96	35	128	14	17	24	29	586	929
Sonoma	42	10	37	2	14	6	113	395	619
Stanislaus	80	35	90	2	12	10	38	475	742
Total	4,349	1,330	3,303	205	561	362	2,095	17,202	29,407

3.2.1 CSU Faculty by Race and Ethnicity - Percentages

Table 6: Percentage of CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Bakersfield	12.9%	5.2%	17.0%	0.4%	0.0%	1.3%	6.7%	56.4%	100.0%
Channel Islands	8.6%	2.3%	14.0%	0.6%	2.3%	1.8%	3.5%	66.9%	100.0%
Chico	7.2%	1.3%	5.0%	1.0%	1.8%	1.2%	9.8%	72.7%	100.0%
Dominguez	15.3%	13.1%	16.7%	0.9%	1.0%	1.9%	8.0%	43.2%	100.0%
East Bay	16.8%	7.3%	6.7%	0.2%	3.5%	0.8%	6.1%	58.7%	100.0%
Fresno	14.1%	3.8%	12.6%	0.5%	2.0%	0.8%	6.4%	59.8%	100.0%
Fullerton	19.3%	2.9%	11.2%	0.5%	2.3%	1.0%	6.8%	56.0%	100.0%
Humboldt	3.7%	2.2%	6.1%	2.5%	1.4%	1.9%	15.1%	67.1%	100.0%
Long Beach	16.9%	4.8%	11.9%	0.7%	1.6%	1.5%	4.2%	58.6%	100.0%
Los Angeles	21.0%	6.8%	21.3%	0.7%	2.4%	1.5%	6.9%	39.4%	100.0%
Maritime	8.2%	4.5%	2.7%	0.0%	1.8%	0.9%	2.7%	79.1%	100.0%
Monterey	10.4%	3.1%	16.8%	0.8%	1.7%	0.8%	12.4%	54.0%	100.0%
Northridge	12.5%	4.8%	11.6%	0.7%	1.2%	1.4%	6.2%	61.5%	100.0%
Pomona	22.6%	4.1%	12.4%	0.3%	2.4%	0.6%	5.1%	52.5%	100.0%
Sacramento	11.9%	4.6%	6.9%	1.0%	1.7%	0.8%	10.6%	62.5%	100.0%
San Bernardino	12.0%	7.5%	15.7%	0.5%	1.7%	1.1%	7.6%	53.9%	100.0%
San Diego	11.4%	3.5%	11.9%	0.8%	0.8%	1.4%	8.3%	61.8%	100.0%
San Francisco	20.2%	5.3%	8.4%	1.0%	2.7%	0.9%	5.5%	56.0%	100.0%
San Jose	21.4%	3.5%	8.0%	0.6%	3.1%	1.6%	8.3%	53.5%	100.0%
San Luis Obispo	8.2%	1.9%	4.7%	0.4%	1.9%	0.6%	4.6%	77.7%	100.0%
San Marcos	10.3%	3.8%	13.8%	1.5%	1.8%	2.6%	3.1%	63.1%	100.0%
Sonoma	6.8%	1.6%	6.0%	0.3%	2.3%	1.0%	18.3%	63.8%	100.0%
Stanislaus	10.8%	4.7%	12.1%	0.3%	1.6%	1.3%	5.1%	64.0%	100.0%
Total	14.8%	4.5%	11.2%	0.7%	1.9%	1.2%	7.1%	58.5%	100.0%

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

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

Table 7: CSU Faculty by Race/Ethnicity & Rank (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Assistant Professor	737	171	361	30	7	65	367	1,721	3,459
Associate Professor	512	106	208	19	74	9	132	1,298	2,358
Full Professor	1,013	174	438	29	181	1	55	3,446	5,337
Lecturer	1,955	768	2,089	121	277	251	1,409	9,923	16,793
Coach	31	65	82	5	7	20	70	383	663
Counselor	33	24	62	0	4	6	16	124	269
Librarian	43	11	38	1	3	7	28	226	357
Other	25	11	25	0	8	3	18	81	171
All Ranks	4,349	1,330	3,303	205	561	362	2,095	17,202	29,407

Table 8: CSU Faculty by Race/Ethnicity & Rank Percentages (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Assistant Professor	21.3%	4.9%	10.4%	0.9%	0.2%	1.9%	10.6%	49.8%	100.0%
Associate Professor	21.7%	4.5%	8.8%	0.8%	3.1%	0.4%	5.6%	55.0%	100.0%
Full Professor	19.0%	3.3%	8.2%	0.5%	3.4%	0.0%	1.0%	64.6%	100.0%
Lecturer	11.6%	4.6%	12.4%	0.7%	1.6%	1.5%	8.4%	59.1%	100.0%
Coach	4.7%	9.8%	12.4%	0.8%	1.1%	3.0%	10.6%	57.8%	100.0%
Counselor	12.3%	8.9%	23.0%	0.0%	1.5%	2.2%	5.9%	46.1%	100.0%
Librarian	12.0%	3.1%	10.6%	0.3%	0.8%	2.0%	7.8%	63.3%	100.0%
Other	14.6%	6.4%	14.6%	0.0%	4.7%	1.8%	10.5%	47.4%	100.0%
All Ranks	14.8%	4.5%	11.2%	0.7%	1.9%	1.2%	7.1%	58.5%	100.0%

3.4 Lecturer Ranges by Race and Ethnicity

Table 9: CSU Lecturers by Race/Ethnicity & Range (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Lecturer A	918	391	1,296	58	99	167	698	4,702	8,329
Lecturer B	872	344	705	52	136	79	649	4,273	7,110
Lecturer C	144	25	68	9	38	44	48	734	1,110
Lecturer D	18	2	13	1	4	4	7	173	222
All Ranges	1,952	762	2,082	120	277	294	1,402	9,882	16,771

3.5 Coaches, Counselors, and Librarians by Race and Ethnicity

Table 10: Coaches, Counselors, and Librarians by Race/Ethnicity & Range (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other	Two or More	Unknown	White	Total
Coach									
Coach Assistant	24	31	53	4	1	15	45	204	377
Coach Specialist	2	13	13	1	3	4	13	62	111
Coach	3	12	11	0	2	1	11	78	118
Head Coach	2	9	5	0	1	0	1	39	57
Total	31	65	82	5	7	20	70	383	663
Counselor									
SSP-AR I	14	13	42	0	0	6	10	69	154
SSP-AR II	8	5	10	0	2	0	6	34	65
SSP-AR III	11	6	10	0	2	0	0	21	50
Total	33	24	62	0	4	6	16	124	269
Librarian									
Assistant Librarian	4	0	10	0	0	0	6	22	42
Sr. Assistant Librarian	13	4	19	0	0	4	18	76	134
Associate Librarian	6	3	2	0	1	3	4	70	89
Librarian	19	4	6	1	2	0	0	57	89
Total	42	11	37	1	3	7	28	225	354

3.6 CSU Faculty by Race/Ethnicity & Tenure Status

Table 11: Tenure Density (Headcount) by Race and Ethnicity, Fall 2019

	Temporary	Tenure-Track	Tenured	Tenured & Tenure-Track	Total
Asian & Pacific Islander	47%	18%	35%	53%	100%
Black	65%	14%	21%	35%	100%
Latino/a/x	68%	12%	20%	32%	100%
Native American	62%	15%	23%	38%	100%
Other	51%	1%	47%	49%	100%
Two or More	77%	19%	4%	23%	100%
Unknown	73%	19%	8%	27%	100%
White	61%	11%	28%	39%	100%
Systemwide	61%	13%	26%	39%	100%

- Tenure density is the lowest among faculty that identify with two or more race or ethnicities, at 23%. Overall, tenure density is 39%.

3.7 Faculty Spotlight - Anne Luna

Anne Luna is an Assistant Professor of Sociology and teaches theory, social inequalities, environmental sociology, social change, and gender at Sacramento State. Anne has been at Sac State since 2016 and is involved with the Native American Faculty & Staff Council, League of Revolutionaries for a New America, and is the Vice President of the Sacramento State CFA Chapter.



Q: How did you find your way into teaching?

A: I was a youth mentor at the MESA program at Intertribal Friendship House in Oakland when I was in high school and loved it! Later on, I was a Teaching Assistant in my American Indian Studies MA program and realized I wanted to become a professor.

Q: Why have you participated or become active in your union?

A: I saw the teaching and learning conditions of my colleagues and students and realized that it could only get better if we joined together in solidarity. Social change happens, but movements are only successful when we educate ourselves and develop long-term strategy to achieve the world we want.

Q: What could your campus/the CSU do to be more inclusive of women, Chicana/Latina, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: The CSU should focus on recruiting and retaining more tenure line hires of oppressed populations to serve our diverse students and communities. Faculty, staff, and student groups are also helpful, but honestly the most mentorship and support I have received has been through working with CFA!

Q: What was your tenure journey like as a faculty member of color?

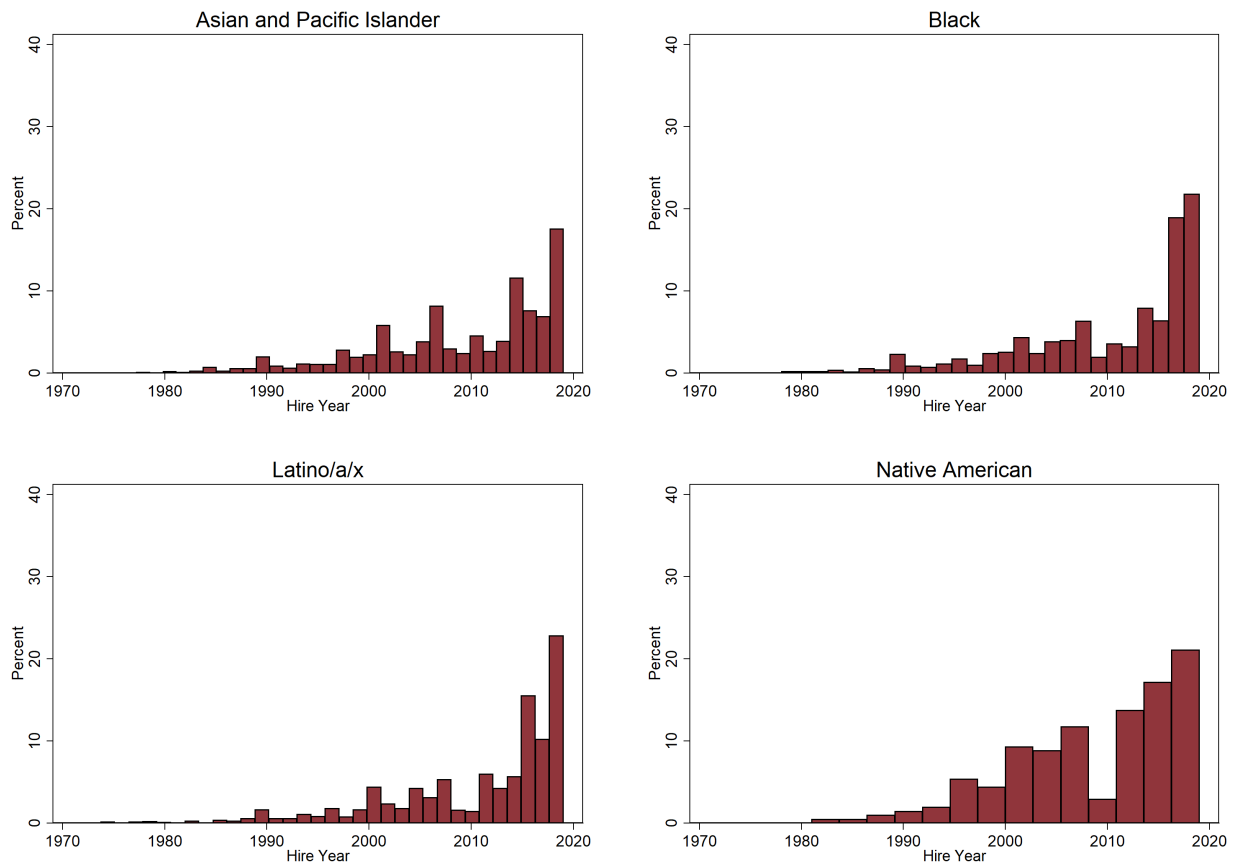
A: I am a person of invisible Indigenous descent. My white skin privilege protects me from many of the struggles that other faculty face. Nevertheless, I believe it enriches my perspective, contribution to the union, and the learning environment I facilitate with my students.

Q: In four words or less, what would you say to recruit a new CFA member?

A: CFA: it really works.

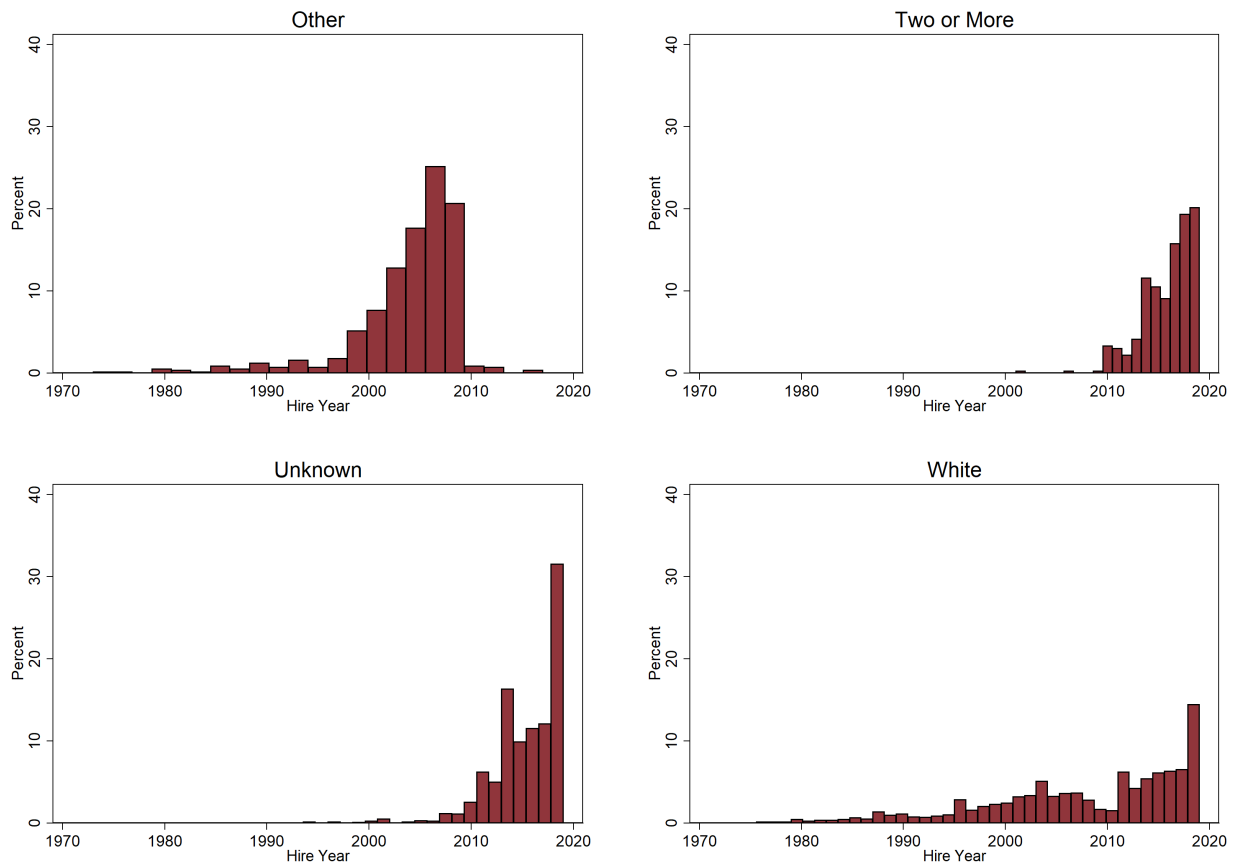
3.8 Hire Year Distribution of CSU Faculty by Race & Ethnicity

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



Continued on following page...

Figure 4: Distribution Year of Hire for CSU Faculty, by Race & Ethnicity (cont.)



- These histograms show the distribution of year of hire for faculty by race and ethnicity.
- For all groups, much of the hiring has taken place since 2015. This percentage is the smallest for white faculty, who have a much longer “tail,” they tend to have been in the CSU longer than others.

4 CSU FACULTY – GENDER

4.1 Faculty Spotlight - Alma Itzé Flores

Alma Itzé Flores is an Assistant Professor at Sacramento State and teaches Education with an emphasis in Race and Ethnic Studies. Alma has been in the CSU for 2 years and is involved with the Taskforce for the Center on Race, Immigration & Social Justice, and the Chicana/Latina Faculty & Staff Association.

The CFA Parental Rights Working Group, Dr. Alma Itzé Flores (CSU Sacramento), Dr. Mercedes Valadez (CSU Sacramento), and Dr. Michelle Soto-Peña (CSU Stanislaus), is organizing a collective voice to support the CFA Bargaining Team's efforts to fight for parental rights. The new mothers are circulating a petition for improved parental leave, access to lactation rooms, and affordable childcare at the CSU.



Q: How did you find your way into teaching?

A: I fell in love with teaching when I realized I could change the world through teaching. During my undergraduate career, I learned how Eurocentric and deficit my k-12 education had been. Since then, I have made it my mission to provide students with the critical tools to interrogate systems of oppression and work towards social justice.

Q: Why have you participated or become more active in your union?

A: I became more active in my union because it is one of the few spaces in my campus where I feel empowered. As a new mom and junior faculty member, the union has

been instrumental in helping me balance the demands of academia, while still being rooted in family and community.

Q: What could your campus/the CSU do to be more inclusive of women, Chicana/Latina, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: There is so much, but I'll focus on the need to create a family-friendly CSU. This includes giving faculty a semester (at minimum) of paid parental leave, having lactation rooms on all campus buildings that comply with federal and state regulations, and providing affordable on-campus child-care.

Q: In four words or less, what would you say to recruit a new CFA member?

A: La unión hace la fuerza.

Q: This year's Equity Conference theme is "Connecting for Co-Liberation." You and your colleagues are organizing a petition drive to expand parental rights for CFA members. How did this project come about, how does it relate to the Conference's theme?

A: This project came about because of my son, Xoaquín. As a first-time mom and new faculty member, I struggled to find the resources I needed during and post my pregnancy. I was frustrated to see how little support parenting faculty receive. This is just one way women, in particular Women of Color, are pushed out of academia. Our campaign speaks to this year's conference theme because this issue is connected to all members of the CSU community. We are all daughters, sons, and/or parents. If we are truly committed to liberation, the livelihood of families must be at the forefront.

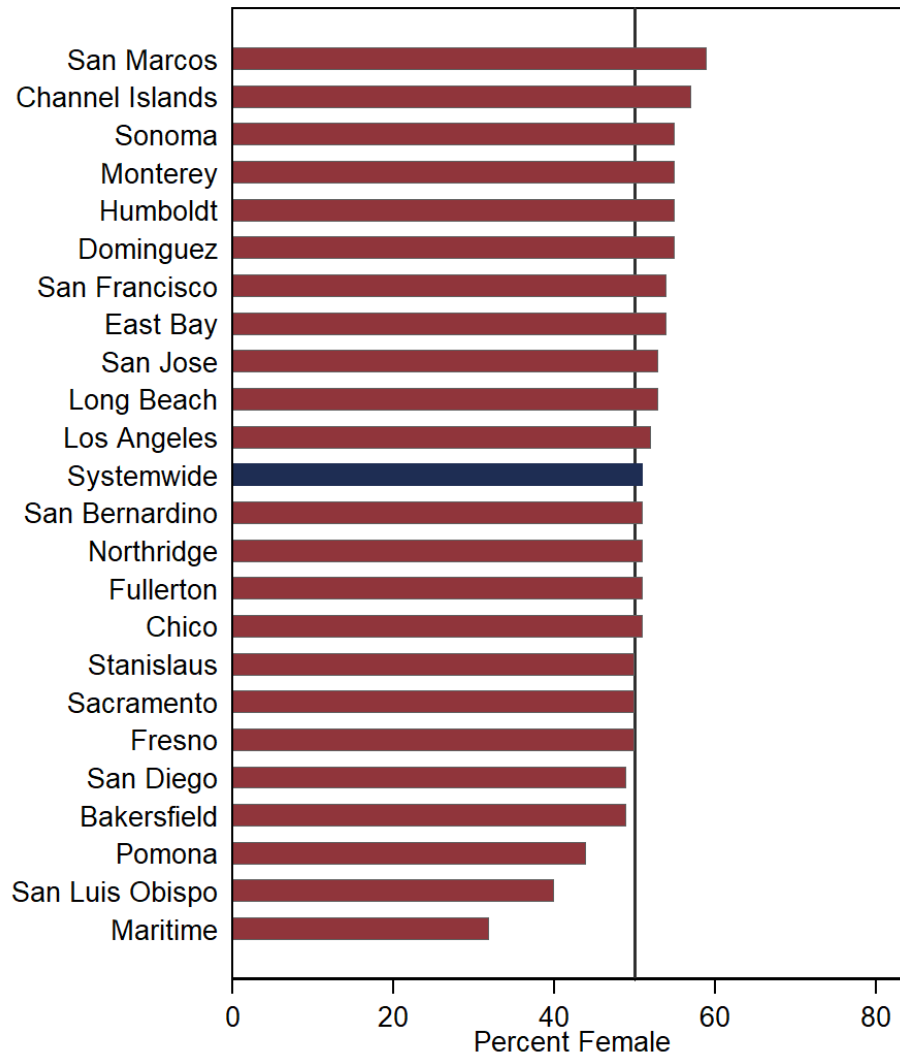
4.2 CSU Faculty by Gender & Campus (Headcount & FTEs)

Table 12: CSU Faculty by Gender & Campus (Headcount & FTE), Fall 2019

	Headcount				Full-Time Equivalent			
	Female	Male	Total	% Female	Female	Male	Total	% Female
Bakersfield	395	348	743	53.2%	247.2	253.2	500.4	49%
Channel Islands	282	205	487	57.9%	207.2	156.5	363.7	57%
Chico	543	501	1,044	52.0%	407.6	392.5	800.1	51%
Dominguez	577	462	1,039	55.5%	378.4	315.2	693.7	55%
East Bay	499	406	907	55.0%	346.9	297.0	644.4	54%
Fresno	776	703	1,479	52.5%	560.9	552.1	1,113.0	50%
Fullerton	1,148	1,051	2,207	52.0%	807.9	761.3	1,570.8	51%
Humboldt	337	252	589	57.2%	244.8	201.5	446.3	55%
Long Beach	1,248	1,096	2,345	53.2%	867.6	780.7	1,649.2	53%
Los Angeles	916	834	1,750	52.3%	618.9	564.3	1,183.2	52%
Maritime	36	74	110	32.7%	28.5	60.4	88.9	32%
Monterey	289	228	517	55.9%	209.9	169.2	379.1	55%
Northridge	1,103	1,066	2,169	50.9%	770.6	747.3	1,518.0	51%
Pomona	644	833	1,477	43.6%	478.6	606.2	1,084.8	44%
Sacramento	926	906	1,833	50.5%	655.9	643.5	1,299.6	50%
San Bernardino	556	518	1,075	51.7%	402.0	382.4	785.4	51%
San Diego	997	951	1,949	51.2%	686.3	711.3	1,397.8	49%
San Francisco	1,042	820	1,863	55.9%	709.1	604.2	1,313.7	54%
San Jose	1,117	995	2,113	52.9%	777.2	681.3	1,459.5	53%
San Luis Obispo	595	826	1,421	41.9%	471.6	705.9	1,177.5	40%
San Marcos	569	360	929	61.2%	372.6	259.6	632.2	59%
Sonoma	339	280	619	54.8%	243.6	199.7	443.2	55%
Stanislaus	395	346	742	53.2%	257.5	257.1	515.5	50%
Systemwide	15,329	14,061	29,407	52.1%	10,750.7	10,302.5	21,060.1	51%

4.2.1 *Percentage Female by Campus*

Figure 5: Percentage of Faculty on CSU Campuses that is Female, by Headcount, Fall 2019

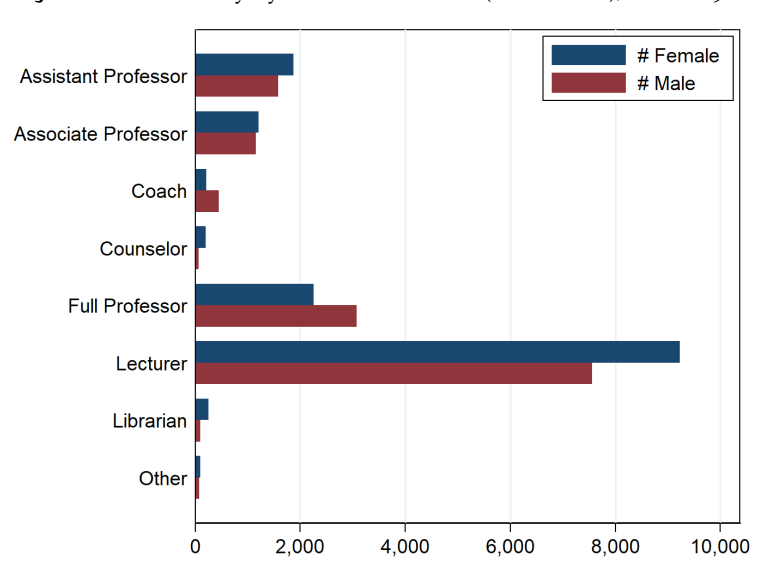


4.3 CSU Faculty by Gender & Rank (Headcount)

Table 13: CSU Faculty by Gender & Rank (Headcount), Fall 2019

	Female	Male	Total	% Female
Assistant Professor	1,875	1,580	3,459	54%
Associate Professor	1,207	1,151	2,358	51%
Full Professor	2,258	3,079	5,337	42%
Lecturer	9,223	7,557	16,793	55%
Coach	212	451	663	32%
Counselor	201	68	269	75%
Librarian	256	101	357	72%
Other	97	74	171	57%
Systemwide	15,329	14,061	29,407	52%

Figure 6: CSU Faculty by Gender and Rank (Headcount), Fall 2019



4.3.1 Lecturer Ranges

Table 14: CSU Lecturer Ranges by Gender (Headcount), Fall 2019

	Female	Male	Total	% Female
Lecturer A	4,844	3,475	8,329	58%
Lecturer B	3,707	3,400	7,110	52%
Lecturer C	551	518	1,069	52%
Lecturer D	76	142	218	35%
All Ranges	9,178	7,535	16,726	55%

- A majority of Lecturer A, B, and C are women, while only 35% of those in the Lecturer D range identify as women.

4.3.2 *Tenure Status*

Table 15: CSU Faculty by Gender & Tenure Status (Headcount), 2009 and 2019

	2009		2019	
	Female	Male	Female	Male
Temporary	56%	46%	64%	58%
Tenured	29%	41%	23%	30%
Tenure-Track	15%	13%	13%	12%
Tenure/Tenure-Track	44%	54%	36%	42%

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

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

5.1 CSU Faculty by Gender (Headcount), 1985 to 2019

Table 16: CSU Faculty by Gender (Headcount), 1985 to 2019

	Female	Male	Total	Percent Female	Percent Male
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%
2012	11,656	11,851	23,507	50%	50%
2013	11,626	11,592	23,218	50%	50%
2014	12,315	12,140	24,455	50%	50%
2015	12,850	12,539	25,389	51%	49%
2016	14,226	13,669	27,898	51%	49%
2017	14,751	13,742	28,494	52%	48%
2018	14,976	13,858	28,838	52%	48%
2019	15,329	14,061	29,407	52%	48%
Change from 1985	9,495	907	10,419	21%	-21%

5.2 CSU Instructional Faculty by Race/Ethnicity (Headcount), 1985 to 2019

Table 17: CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
1985	1,348	532	769	96	4	–	16,239	18,988
1986	1,326	517	718	88	6	–	15,499	18,154
1987	1,500	576	832	95	13	–	16,614	19,630
1988	1,626	604	910	86	6	–	17,196	20,428
1989	1,709	689	974	98	11	–	17,656	21,137
1990	1,763	737	1,062	113	9	–	17,463	21,147
1991	1,477	666	877	90	5	–	14,409	17,524
1992	1,469	626	864	92	2	–	13,377	16,430
1993	1,485	652	827	103	105	–	13,229	16,401
1994	1,555	662	893	99	116	–	13,711	17,036
1995	1,693	690	996	115	158	–	14,004	17,656
1996	1,770	725	1,044	116	160	–	14,524	18,339
1997	1,858	721	1,096	133	182	–	14,897	18,887
1998	2,007	754	1,207	155	209	–	15,583	19,915
1999	2,199	808	1,327	155	222	–	16,157	20,868
2000	2,374	858	1,395	155	233	–	16,536	21,551
2001	2,590	908	1,508	168	257	–	17,167	22,598
2002	2,303	922	1,746	157	579	–	17,428	23,135
2003	2,698	876	1,557	143	269	–	16,570	22,113
2004	2,363	817	1,576	149	556	–	15,755	21,216
2005	2,586	880	1,697	160	971	–	16,360	22,654
2006	2,735	944	1,811	172	924	–	16,812	23,398
2007	2,923	963	1,887	169	1,074	–	17,138	24,154
2008	2,929	964	1,928	165	1,114	–	16,612	23,712
2009	2,721	830	1,696	142	1,039	–	15,081	21,509
2010	2,688	821	1,700	142	1,116	19	14,542	21,028
2011	2,908	841	1,822	160	1,322	37	14,932	22,022
2012	2,939	873	1,897	150	1,441	49	14,976	22,325
2013	3,089	886	2,046	174	1,614	70	15,339	23,218
2014	3,296	945	2,235	180	1,810	123	15,857	24,446
2015	3,502	986	2,437	184	1,968	160	16,134	25,371
2016	3,889	1,193	2,777	192	2,220	214	17,326	27,898
2017	4,073	1,238	2,967	203	2,342	265	17,338	28,494
2018	4,163	1,305	3,109	197	2,481	321	17,206	28,838
2019	4,349	1,330	3,303	205	2,656	382	17,202	29,407
Change from 1985	3,001	798	2,534	109	2,652	–	963	10,419

5.3 Percent Change in CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2019

Table 18: Yearly % Change in CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
1985	—	—	—	—	—	—	—	—
1986	-2%	-3%	-7%	-8%	—	—	-5%	-4%
1987	13%	11%	16%	8%	—	—	7%	8%
1988	8%	5%	9%	-9%	—	—	4%	4%
1989	5%	14%	7%	14%	—	—	3%	3%
1990	3%	7%	9%	15%	—	—	-1%	0%
1991	-16%	-10%	-17%	-20%	—	—	-17%	-17%
1992	-1%	-6%	-1%	2%	—	—	-7%	-6%
1993	1%	4%	-4%	12%	—	—	-1%	0%
1994	5%	2%	8%	-4%	10%	—	4%	4%
1995	9%	4%	12%	16%	36%	—	2%	4%
1996	5%	5%	5%	1%	1%	—	4%	4%
1997	5%	-1%	5%	15%	14%	—	3%	3%
1998	8%	5%	10%	17%	15%	—	5%	5%
1999	10%	7%	10%	0%	6%	—	4%	5%
2000	8%	6%	5%	0%	5%	—	2%	3%
2001	9%	6%	8%	8%	10%	—	4%	5%
2002	-11%	2%	16%	-7%	125%	—	2%	2%
2003	17%	-5%	-11%	-9%	-54%	—	-5%	-4%
2004	-12%	-7%	1%	4%	107%	—	-5%	-4%
2005	9%	8%	8%	7%	75%	—	4%	7%
2006	6%	7%	7%	8%	-5%	—	3%	3%
2007	7%	2%	4%	-2%	16%	—	2%	3%
2008	0%	0%	2%	-2%	4%	—	-3%	-2%
2009	-7%	-14%	-12%	-14%	-7%	—	-9%	-9%
2010	-1%	-1%	0%	0%	7%	—	-4%	-2%
2011	8%	2%	7%	13%	18%	95%	3%	5%
2012	1%	4%	4%	-6%	9%	32%	0%	1%
2013	5%	1%	8%	16%	12%	43%	2%	4%
2014	7%	7%	9%	3%	12%	76%	3%	5%
2015	6%	4%	9%	2%	9%	30%	2%	4%
2016	11%	21%	14%	4%	13%	34%	7%	10%
2017	5%	4%	7%	6%	5%	24%	0%	2%
2018	2%	5%	5%	-3%	6%	21%	-1%	1%
2019	4%	2%	6%	4%	7%	19%	0%	2%
Avg. Yearly Change	4%	3%	5%	3%	18%	42%	0%	1%

- The table shows the percentage change from the previous year for the number of faculty, by race and ethnicity. Data for other, unknown, and two or more ethnicities did not begin collection until later.

5.4 Distribution of CSU Faculty by Race and Ethnicity, 1985 to 2019

Table 19: Distribution of CSU Faculty by Race/Ethnicity & Year (Headcount), 1985 to 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
1985	7.1%	2.8%	4.0%	0.5%	0.0%		85.5%	100%
1986	7.3%	2.8%	4.0%	0.5%	0.0%		85.4%	100%
1987	7.6%	2.9%	4.2%	0.5%	0.1%		84.6%	100%
1988	8.0%	3.0%	4.5%	0.4%	0.0%		84.2%	100%
1989	8.1%	3.3%	4.6%	0.5%	0.1%		83.5%	100%
1990	8.3%	3.5%	5.0%	0.5%	0.0%		82.6%	100%
1991	8.4%	3.8%	5.0%	0.5%	0.0%		82.2%	100%
1992	8.9%	3.8%	5.3%	0.6%	0.0%		81.4%	100%
1993	9.1%	4.0%	5.0%	0.6%	0.6%		80.7%	100%
1994	9.1%	3.9%	5.2%	0.6%	0.7%		80.5%	100%
1995	9.6%	3.9%	5.6%	0.7%	0.9%		79.3%	100%
1996	9.7%	4.0%	5.7%	0.6%	0.9%		79.2%	100%
1997	9.8%	3.8%	5.8%	0.7%	1.0%		78.9%	100%
1998	10.1%	3.8%	6.1%	0.8%	1.0%		78.2%	100%
1999	10.5%	3.9%	6.4%	0.7%	1.1%		77.4%	100%
2000	11.0%	4.0%	6.5%	0.7%	1.1%		76.7%	100%
2001	11.5%	4.0%	6.7%	0.7%	1.1%		76.0%	100%
2002	10.0%	4.0%	7.5%	0.7%	2.5%		75.3%	100%
2003	12.2%	4.0%	7.0%	0.6%	1.2%		74.9%	100%
2004	11.1%	3.9%	7.4%	0.7%	2.6%		74.3%	100%
2005	11.4%	3.9%	7.5%	0.7%	4.3%		72.2%	100%
2006	11.7%	4.0%	7.7%	0.7%	3.9%		71.9%	100%
2007	12.1%	4.0%	7.8%	0.7%	4.4%		71.0%	100%
2008	12.4%	4.1%	8.1%	0.7%	4.7%		70.1%	100%
2009	12.7%	3.9%	7.9%	0.7%	4.8%		70.1%	100%
2010	12.8%	3.9%	8.1%	0.7%	5.3%	0.1%	69.2%	100%
2011	13.2%	3.8%	8.3%	0.7%	6.0%	0.2%	67.8%	100%
2012	13.2%	3.9%	8.5%	0.7%	6.5%	0.2%	67.1%	100%
2013	13.3%	3.8%	8.8%	0.7%	7.0%	0.3%	66.1%	100%
2014	13.5%	3.9%	9.1%	0.7%	7.4%	0.5%	64.9%	100%
2015	13.8%	3.9%	9.6%	0.7%	7.8%	0.6%	63.6%	100%
2016	13.9%	4.3%	10.0%	0.7%	8.0%	0.8%	62.1%	100%
2017	14.3%	4.3%	10.4%	0.7%	8.2%	0.9%	60.8%	100%
2018	14.4%	4.5%	10.8%	0.7%	8.6%	1.1%	59.7%	100%
2019	14.8%	4.5%	11.2%	0.7%	9.0%	1.3%	58.5%	100%
Change from 1985	+7.7%	+1.7%	+7.2%	+0.2%	+9.0%	+1.3%	-27.0%	

- This table shows the yearly distribution of faculty, by race and ethnicity, for the system. Since 1985, white faculty have continued to comprise a smaller portion of faculty with the share of faculty they make up dropping 27%.

5.5 Faculty Spotlight - Loren Cannon

Loren Cannon is a Lecturer teaching Philosophy and a class on Trans Theory in the Department of Critical Race, Gender, and Sexuality Studies at Humboldt State University. Loren has been in the CSU for 14 years and is a Keynote Speaker at CFA's 2020 Equity Conference

Loren's studies and career have taken him to a lot of places. After studying math, secondary education, and Spanish, Loren lived and taught in a wide variety of domestic and international contexts. After earning a Master's in math and teaching at a community college for nearly a decade, Loren resigned that position to earn his PhD in Philosophy. This summer, Loren's advocacy includes riding his bicycle from San Francisco to Los Angeles with the annual AIDS Lifecycle ride that provides funds to the San Francisco AIDS Foundation and the Los Angeles LGBT Center. He hopes to raise \$5,000 this year that will assist these organizations in their efforts toward Health Care Justice.



Q: Why have you participated or become more active in your union?

A: My father was in the Postal Workers Union and his unexpected death when I was quite young meant that my family was dependent on his union negotiated pension to keep us from the gravest of economic circumstances. It is through this experience that I first came to value Unions. Additionally, being with HSU for 14 years as a Lecturer has given me a perspective on the racial and social justice issues that exist on our campuses, and I believe that being unified in our goals and actions is the only way to meet these challenges.

Q: You've been with the CSU for 14 years. How have the CSU campuses changed over the years?

A: Over the last 14 years I have witnessed in our students and colleagues a motivation to challenge the status quo in ways that will radically change dominant assumptions and practices into those that are more just and environmentally sustainable. I believe the time is ripe to work for real change, and I think CFA has an important role in this.

Q: What could your campus/the CSU do to be more inclusive of women, Chicax/Latinx, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: We all need to listen to the experiences of those who have been burdened by injustice and recognize the gravity of those injustices, whether or not the experiences shared are similar to our own. Then we need to, in solidarity, work towards our co-liberation.

Q: In four words or less, what would you say to recruit a new CFA member?

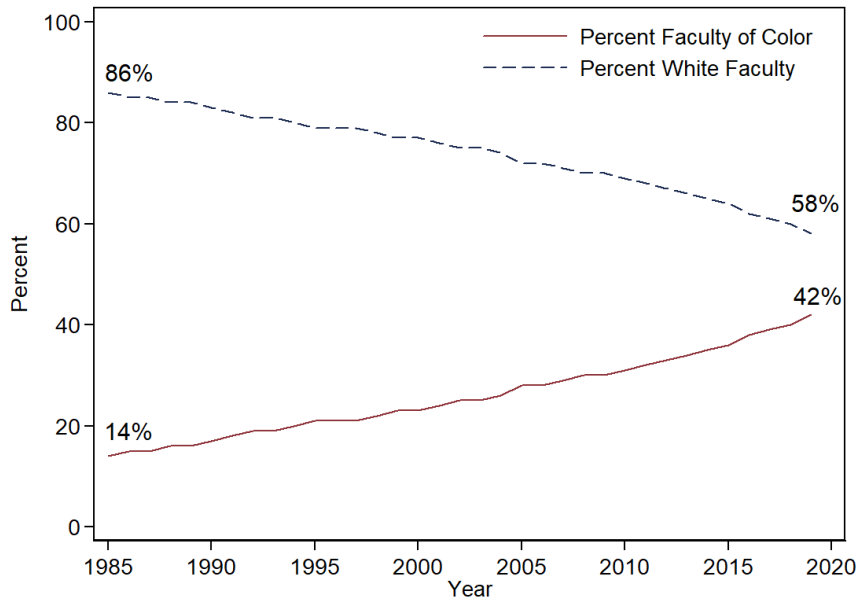
A: Unity is our Power.

Q: You'll be speaking at the Equity Conference. What topics will you touch on? How do they intersect with co-liberation and the larger Labor community?

A: The name of my presentation is "Trans Directed Injustice: What We Need to Know, What We Need to Do." The recent politicization of our identities has come in the form of harm causing legislation, trans directed violence, and federal government invisibilizing tactics. Understanding these challenges, and how they affect CSU students and faculty, requires an explicit intersectional approach – one that supports our co-liberation and our unified efforts of racial and social justice.

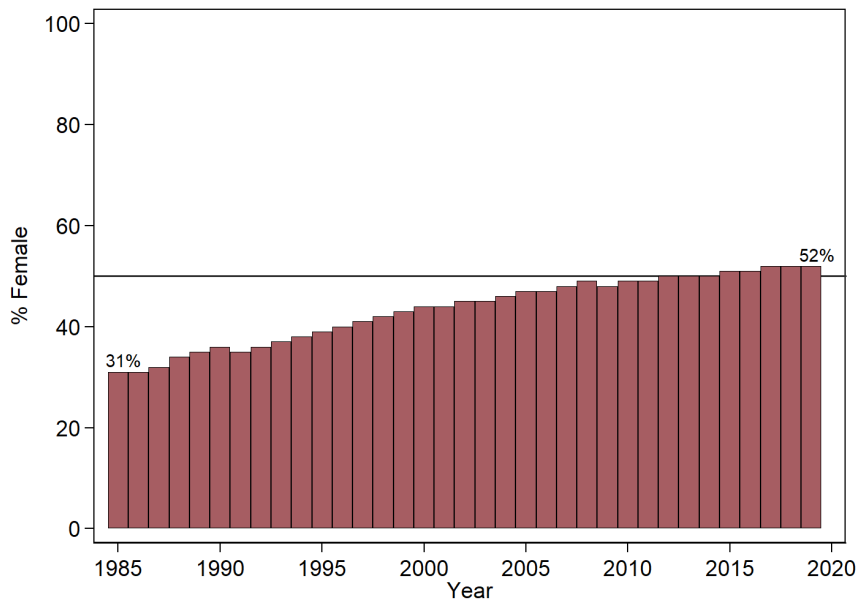
5.6 Percentage Faculty of Color and White Faculty, 1985 to 2019

Figure 7: Percentage of Faculty of Color and White Faculty in the CSU, Fall 1985 to 2019



5.7 Percentage of Female Faculty (Headcount), 1985 to 2019

Figure 8: Percent of Female Faculty, Fall 1985 to 2019



6 CSU STUDENTS

6.1 CSU Students by Campus (Headcount & FTEs)

Table 20: Headcount, Full-Time Equivalent, and Student-to-Faculty Ratio of CSU Students by Campus, Fall 2019

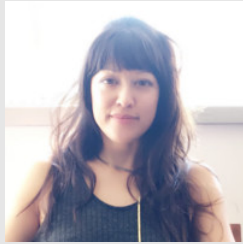
	Student Headcount	Full-Time Equivalent Students	Student-to-Faculty Ratio*
Bakersfield	11,199	9,919.6	19.8
Channel Islands	7,093	6,405.9	17.6
Chico	17,019	16,181.2	20.2
Dominguez	17,027	13,947.8	20.1
East Bay	14,705	12,805.4	19.9
Fresno	24,139	21,640.7	19.4
Fullerton	39,868	33,202.3	21.1
Humboldt	6,983	6,658.2	14.9
Long Beach	38,074	32,673.0	19.8
Los Angeles	26,361	22,678.0	19.2
Maritime	911	989.6	11.1
Monterey	7,123	6,604.6	17.4
Northridge	38,391	32,470.8	21.4
Pomona	27,914	24,783.7	22.8
Sacramento	31,156	27,144.0	20.9
San Bernardino	20,311	18,319.5	23.3
San Diego	35,081	32,169.3	23.0
San Francisco	28,880	24,582.9	18.7
San Jose	33,282	28,490.3	19.5
San Luis Obispo	21,242	20,697.6	17.6
San Marcos	14,519	12,389.2	19.6
Sonoma	8,649	8,250.1	18.6
Stanislaus	10,614	9,216.5	17.9
Systemwide	481,929	423,491.9	20.1

*Student-to-faculty ratio compares full-time equivalent students to full-time equivalent faculty
 Note: Totals include CalStateTEACH and International Program enrollment

6.2 Faculty Spotlight - Jaimy Mann

Jaimy Mann is a Lecturer at San Francisco State and teaches Race and Resistance Studies and “Writing as Empowerment” GWAR course. Jaimy has been in the CSU for 4 years and is the College of Ethnic Studies Representative at SFSU.

Jaimy encapsulates the plight that many of her students face: shaky employment, high housing costs, shortage of affordable childcare, identity struggles, among others.



Q: What could your campus/the CSU do to be more inclusive of women, Chicana/Latina, African American, Asian Pacific Islander, Indigenous, and LGBT faculty and students?

A: SFSU could be more inclusive by providing free childcare for extracurricular events and campus meetings, and subsidized affordable childcare during working hours. I have felt included – even embraced – as a LGBTQ faculty member. And just being in the Race and Resistance Studies Department and College of Ethnic Studies is healing as an Asian American woman. However, childcare is a HUGE issue. The on-campus childcare center is extremely difficult to get into and costs \$950 per month for two days a week of care (payment required even when a child is absent or the center is closed for holidays). Nanny shares in the area and in-home childcare services are comparable. And, as most of you reading this know, my job teaching three or four classes a semester requires more work than two days (including commute, grading, building iLearn courses). Housing is a top issue affecting everyone in the Bay Area. I have moved into three different rentals in less than four years and have used airbnb. Although I continue to find solace, respect, and opportunities as a Lecturer at SFSU, the external factors affecting student retention affect me. Furthermore, students go to me for advising and nurturing since I am Asian, out about my sexuality, and a first-generation student — in short, for emotional care work that I value and prioritize, but that I literally pay for (childcare!) rather than being rightfully compensated.

Q: What hurdles have you experienced through your academic journey?

A: I am a lecturer without my PhD in hand. . . I am “all-but dissertation” status. And, to my despair, I will not obtain my PhD because of sexism, racism, misogyny, elitism, and all of the other reasons detailed in the book *Fight the Tower: Asian American Women Scholars’ Resistance and Renewal in the Academy*. Less dramatically, as a PhD student of color, my academic work increasingly centered around race and therefore no professors could mentor or guide my work. I write this now because it parallels what I teach and what is exposed as I continue my never-ending journey to understand racism, and sexism – the personal interwoven with the systemic. This is another reason I am active in CFA, because of its focus on racial and social justice.

Q: In four words or less, what would you say to recruit a new CFA member?

A: We will work together!!

Q: You’re known to relate with students in an active way. How does that connection help you convey your teachings? This year’s Equity Conference theme is “Connecting for Co-Liberation.” How are you connecting with students for co-liberation?

A: I connect with students for co-liberation by strategically sharing aspects of my personal life and identity because it mirrors so many of theirs: race, gender, sexual orientation, first-generation college student status – even as it is completely unique. We can work together; we need allies. Those messages repeat. I also incorporate a lot of active-learning and overt transparency regarding readings, assignments, and pedagogy. I look forward to re-answering this question after this year’s CFA Equity Conference, as I am sure I will have a new framework for thinking through co-liberation.

6.3 CSU Students by Race/Ethnicity & Campus (Headcount)

Table 21: CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	701	514	6,534	52	1,363	259	1,776	11,199
Channel Islands	437	143	3,768	16	531	296	1,902	7,093
Chico	971	461	5,769	88	1,417	900	7,413	17,019
Dominguez	1,398	1,799	10,897	15	1,349	445	1,124	17,027
East Bay	3,386	1,430	5,007	12	1,902	706	2,262	14,705
Fresno	3,065	636	12,734	98	2,396	655	4,555	24,139
Fullerton	8,234	794	17,443	51	4,106	1,535	7,705	39,868
Humboldt	213	217	2,338	91	541	467	3,116	6,983
Long Beach	7,812	1,462	16,549	42	3,733	1,675	6,801	38,074
Los Angeles	3,349	882	17,640	22	2,506	394	1,568	26,361
Maritime	109	27	204	6	54	97	414	911
Monterey	384	230	3,478	16	867	355	1,793	7,123
Northridge	3,711	1,804	19,153	39	4,192	1,150	8,342	38,391
Pomona	5,972	936	13,027	40	2,631	1,003	4,305	27,914
Sacramento	6,104	1,843	10,467	78	2,695	1,854	8,115	31,156
San Bernardino	1,063	1,001	13,066	37	2,257	452	2,435	20,311
San Diego	4,519	1,374	11,019	118	3,914	2,161	11,976	35,081
San Francisco	7,310	1,703	9,481	48	3,499	1,598	5,241	28,880
San Jose	11,210	1,074	8,996	20	5,259	1,513	5,210	33,282
San Luis Obispo	2,893	178	3,707	29	1,392	1,627	11,416	21,242
San Marcos	1,289	433	6,832	38	1,305	755	3,867	14,519
Sonoma	458	187	2,963	22	686	563	3,770	8,649
Stanislaus	985	225	5,885	27	942	349	2,201	10,614
Systemwide	75,672	19,384	207,441	1,015	49,621	20,864	107,932	481,929

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6.3.1 Percentages

Table 22: Distribution of CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	6.3%	4.6%	58.3%	0.5%	12.2%	2.3%	15.9%	100.0%
Channel Islands	6.2%	2.0%	53.1%	0.2%	7.5%	4.2%	26.8%	100.0%
Chico	5.7%	2.7%	33.9%	0.5%	8.3%	5.3%	43.6%	100.0%
Dominguez	8.2%	10.6%	64.0%	0.1%	7.9%	2.6%	6.6%	100.0%
East Bay	23.0%	9.7%	34.0%	0.1%	12.9%	4.8%	15.4%	100.0%
Fresno	12.7%	2.6%	52.8%	0.4%	9.9%	2.7%	18.9%	100.0%
Fullerton	20.7%	2.0%	43.8%	0.1%	10.3%	3.9%	19.3%	100.0%
Humboldt	3.1%	3.1%	33.5%	1.3%	7.7%	6.7%	44.6%	100.0%
Long Beach	20.5%	3.8%	43.5%	0.1%	9.8%	4.4%	17.9%	100.0%
Los Angeles	12.7%	3.3%	66.9%	0.1%	9.5%	1.5%	5.9%	100.0%
Maritime	12.0%	3.0%	22.4%	0.7%	5.9%	10.6%	45.4%	100.0%
Monterey	5.4%	3.2%	48.8%	0.2%	12.2%	5.0%	25.2%	100.0%
Northridge	9.7%	4.7%	49.9%	0.1%	10.9%	3.0%	21.7%	100.0%
Pomona	21.4%	3.4%	46.7%	0.1%	9.4%	3.6%	15.4%	100.0%
Sacramento	19.6%	5.9%	33.6%	0.3%	8.7%	6.0%	26.0%	100.0%
San Bernardino	5.2%	4.9%	64.3%	0.2%	11.1%	2.2%	12.0%	100.0%
San Diego	12.9%	3.9%	31.4%	0.3%	11.2%	6.2%	34.1%	100.0%
San Francisco	25.3%	5.9%	32.8%	0.2%	12.1%	5.5%	18.1%	100.0%
San Jose	33.7%	3.2%	27.0%	0.1%	15.8%	4.5%	15.7%	100.0%
San Luis Obispo	13.6%	0.8%	17.5%	0.1%	6.6%	7.7%	53.7%	100.0%
San Marcos	8.9%	3.0%	47.1%	0.3%	9.0%	5.2%	26.6%	100.0%
Sonoma	5.3%	2.2%	34.3%	0.3%	7.9%	6.5%	43.6%	100.0%
Stanislaus	9.3%	2.1%	55.4%	0.3%	8.9%	3.3%	20.7%	100.0%
Systemwide	15.7%	4.0%	43.0%	0.2%	10.3%	4.3%	22.4%	100.0%

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

6.4 CSU Students by Race/Ethnicity (Headcount), 1985 to 2019

Table 23: CSU Students by Race/Ethnicity (Headcount), 1985 to 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
1985	38,345	16,900	28,130	3,617	32,459	—	205,175	324,626
1986	41,344	16,781	29,325	3,378	32,913	—	209,683	333,424
1987	44,017	17,161	31,837	3,351	33,831	—	212,579	342,776
1988	47,120	17,739	34,587	3,280	36,776	—	215,604	355,106
1989	49,797	18,507	37,268	3,202	38,501	—	213,563	360,838
1990	53,368	19,648	41,372	3,312	40,820	—	210,533	369,053
1991	54,572	19,719	43,996	3,250	42,174	—	198,193	361,904
1992	54,601	19,647	45,931	3,263	42,613	—	181,638	347,693
1993	53,961	18,861	47,843	3,091	41,483	—	160,400	325,639
1994	55,466	19,307	51,421	3,082	42,137	—	147,955	319,368
1995	58,261	20,661	56,998	3,353	43,121	—	143,210	325,604
1996	60,150	21,824	61,551	3,520	47,389	—	142,369	336,803
1997	61,504	22,005	65,079	3,583	50,793	—	140,815	343,779
1998	62,428	21,524	67,387	3,501	54,130	—	140,834	349,804
1999	63,333	21,602	70,232	3,342	58,502	—	142,708	359,719
2000	64,077	21,549	73,097	3,149	62,126	—	144,471	368,469
2001	66,723	22,500	78,497	3,110	68,177	—	149,598	388,605
2002	69,728	23,138	82,125	3,123	74,858	—	154,116	407,088
2003	67,529	22,942	83,111	3,064	78,917	—	153,383	408,946
2004	69,843	22,585	84,150	2,904	68,999	—	148,554	397,035
2005	71,041	23,765	88,445	2,859	68,059	—	151,113	405,282
2006	73,043	25,106	94,094	2,905	67,554	—	154,410	417,112
2007	75,567	26,019	99,807	2,986	70,573	—	158,065	433,017
2008	76,180	26,193	104,202	2,956	69,729	—	157,748	437,008
2009	73,474	24,614	109,193	2,373	70,781	—	152,619	433,054
2010	68,660	21,330	112,572	2,005	57,221	11,592	138,992	412,372
2011	71,753	21,462	125,219	1,821	52,584	15,708	137,987	426,534
2012	73,920	20,824	136,652	1,635	49,777	17,819	134,871	435,498
2013	75,631	20,450	148,884	1,479	50,358	19,282	129,281	445,365
2014	76,747	19,926	159,654	1,416	55,274	20,543	125,337	458,897
2015	78,096	20,098	174,971	1,199	55,641	21,551	121,682	473,238
2016	77,774	19,957	184,260	1,179	55,028	21,966	116,999	477,163
2017	77,529	19,763	193,784	1,179	54,724	22,449	113,327	482,755
2018	76,386	19,301	199,521	1,064	52,978	21,390	110,570	481,210
2019	75,672	19,384	207,441	1,015	49,621	20,864	107,932	481,929
Change from 1985	37,327	2,484	179,311	−2,602	17,162		−97,243	157,303

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

6.5 CSU Students by Gender & Campus (Headcount)

Table 24: CSU Students by Gender & Campus, Fall 2019

	Female	Male	Total	% Female
Bakersfield	7,061	4,318	11,199	63%
Channel Islands	4,611	2,480	7,093	65%
Chico	9,191	7,823	17,019	54%
Dominguez	10,830	6,192	17,027	64%
East Bay	8,968	5,731	14,705	61%
Fresno	14,495	9,643	24,139	60%
Fullerton	22,944	16,911	39,868	58%
Humboldt	4,034	2,948	6,983	58%
Long Beach	21,860	16,208	38,074	57%
Los Angeles	15,503	10,846	26,361	59%
Maritime	155	755	911	17%
Monterey	4,493	2,625	7,123	63%
Northridge	21,397	16,968	38,391	56%
Pomona	13,203	14,704	27,914	47%
Sacramento	17,436	13,709	31,156	56%
San Bernardino	12,465	7,844	20,311	61%
San Diego	19,613	15,448	35,081	56%
San Francisco	16,242	12,620	28,880	56%
San Jose	16,945	16,326	33,282	51%
San Luis Obispo	10,281	10,958	21,242	48%
San Marcos	8,773	5,745	14,519	60%
Sonoma	5,419	3,228	8,649	63%
Stanislaus	7,038	3,575	10,614	66%
Systemwide	274,026	207,742	481,929	57%

- Only three campuses in the CSU have a student body that is less than 50% female. These are Maritime (17%), Pomona (47%), and San Luis Obispo (48%).

6.6 CSU Students by Gender (Headcount), 1985 to 2019

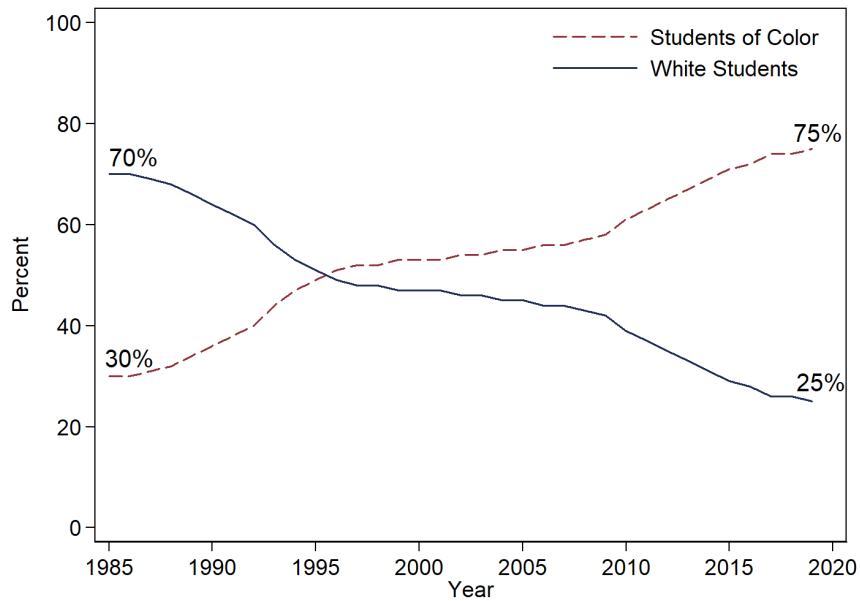
Table 25: CSU Students by Gender, 1985 to 2019

	Female	Male	Total	Percent Female	Percent Male
1985	171,194	153,432	324,626	53%	47%
1986	177,319	156,105	333,424	53%	47%
1987	184,633	158,143	342,776	54%	46%
1988	192,484	162,622	355,106	54%	46%
1989	196,278	164,560	360,838	54%	46%
1990	201,548	167,505	369,053	55%	45%
1991	198,010	163,894	361,904	55%	45%
1992	190,325	157,368	347,693	55%	45%
1993	178,476	147,163	325,639	55%	45%
1994	175,943	143,425	319,368	55%	45%
1995	181,056	144,548	325,604	56%	44%
1996	189,360	147,443	336,803	56%	44%
1997	196,084	147,695	343,779	57%	43%
1998	202,035	147,769	349,804	58%	42%
1999	208,847	150,100	358,947	58%	42%
2000	215,139	152,224	367,363	59%	41%
2001	227,695	159,616	387,311	59%	41%
2002	239,287	167,228	406,515	59%	41%
2003	240,839	166,691	407,530	59%	41%
2004	233,470	162,355	395,825	59%	41%
2005	237,121	166,873	403,994	59%	41%
2006	243,760	172,056	415,816	59%	41%
2007	250,879	180,753	431,632	58%	42%
2008	252,685	182,978	435,663	58%	42%
2009	249,391	182,364	431,755	58%	42%
2010	235,909	175,230	411,139	57%	43%
2011	242,042	183,295	425,337	57%	43%
2012	246,684	188,814	435,498	57%	43%
2013	250,678	194,687	445,365	56%	44%
2014	257,330	201,567	458,897	56%	44%
2015	265,105	208,133	473,238	56%	44%
2016	269,237	209,401	478,638	56%	44%
2017	272,366	210,389	482,755	56%	44%
2018	272,779	208,431	481,210	57%	43%
2019	274,026	207,742	481,929	57%	43%
Change from 1985	102,832	54,310	157,303	4.1%	-4.2%

- The CSU student body, since 1985, has grown by more than 100,000 female students and more than 50,000 male students.

6.7 Change in Percentage of Students of Color, 1985 to 2019

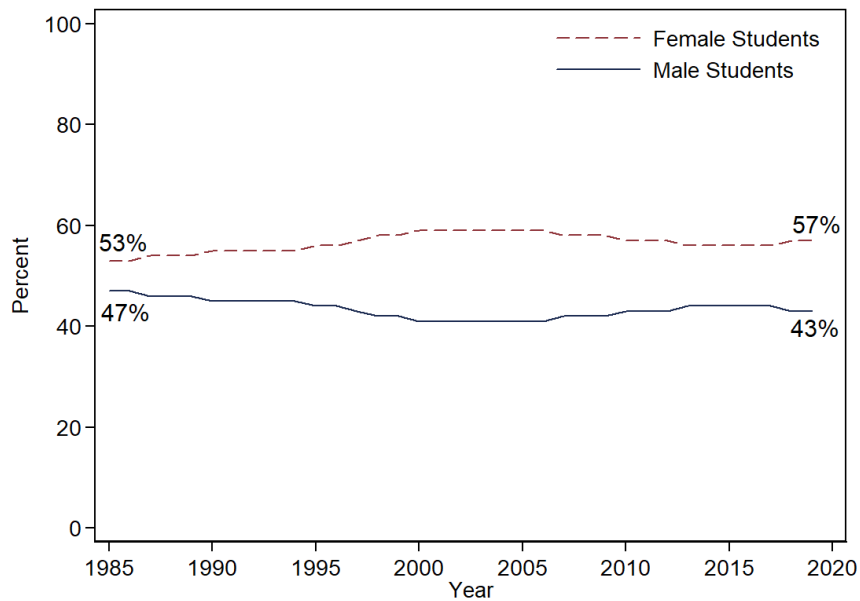
Figure 9: Percentage of Students of Color and White Students in the CSU, Fall 1985 to 2019



- As the figure shows, among those who identify, three-fourths of CSU students identify as students of color.

6.8 Change in Percentage of Female Students, 1985 to 2019

Figure 10: Percentage of Female and Male Students in the CSU, Fall 1985 to 2019



- The amount of female students on CSU campuses has increased since 1985, though by a relatively small amount.

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

7.1 Faculty Spotlight - Mohamed Abumaye

Mohamed Abumaye is an Assistant Professor of Sociology at CSU San Marcos. Mohamed has been with the CSU for 3 years and serves as Secretary of the CFA San Marcos chapter.

Mohamed's work centers on the intersections between military and police violence, with a focus on the San Diego Police Department's counter-terrorism unit and U.S. military drone attacks in Somalia, and their impacts on shaping Somali refugee flight.



Q: How did you find your way into teaching?

A: I became interested in teaching during my time in community college when I met a dynamic black professor who made me believe that one day, I could do the same. I also saw teaching as a way to be an activist in the classroom and give students the tools needed to dismantle white supremacy.

Q: Why have you participated or become more active in your union?

A: I decided to become more active in the union when I saw how visible and mobilized the black faculty were in the union. I joined the union because it was a space that has a large contingent of activist black faculty and I wanted to be a part of that.

Q: What was your tenure journey like as a faculty member of color?

A: My tenure journey has been fraught because of the daily racism I experience as a black faculty member. Yet, it has also been fruitful because I have the rare privilege of being in a department that has four black faculty members.

Q: In four words or less, what would you say to recruit a new CFA member?

A: Join the CFA if you want to dismantle white supremacy.

Q: CFA's Equity Conference Data Book looks at cultural taxation on campuses. How does cultural taxation impact your work and life? How can faculty co-liberate on this issue?

A: As one of the few black professors on campus, I have been tasked with doing significant service relating to students of color and diversity. We can co-liberate on this issue if white faculty did more in the name of anti-racism on campus rather than leaving that work to faculty of color.

7.2 Continuing the Conversation on Cultural Taxation

In Vol. VII of this report, we began work on ways to quantify some aspects of cultural taxation that faculty can experience on their campuses. The first step in this was looking at student headcount-to-FTE faculty ratios broken down by race/ethnicity (Table 26). This meant looking at the ratio of, for example, Latinx students to Latinx faculty on CSU campuses. Since then, we have expanded on this work by looking more deeply at these ratios across tenure status and gender. It is not simply a faculty members' race/ethnicity that determines if they experience cultural taxation with respect to student advising.

Faculty of color, faculty from underrepresented groups, and especially women, are often burdened with heavier advising and service workloads due to their identity. Cultural taxation can be experienced in much of the work faculty do on campuses, but here we focus on student advising and mentoring and the impact it can have on workload. This is only done indirectly — student-to-faculty ratios do not guarantee faculty members on a particular campus are, or are not, experiencing cultural taxation. This work is likely not distributed evenly across faculty members or departments. It does, though, allow for the beginning of a conversation and to thoughtfully have a deeper dive into these issues and faculty experiences.

It is also important to note that increases to workload related to student engagement can also directly impact scholarship. These two pieces are intimately tied. The more time a faculty member spends with students on direct instruction, mentoring, and advising, the less they have to devote to scholarship. This is work that often does not find itself rewarded or acknowledged in review for tenure and promotion.

We begin with the assumption that cultural taxation, as a concept, exists at the CSU. Data availability means that directly measuring/estimating a concept as complex as cultural taxation is near impossible. But, we attempt to approximate how a campus is dealing with cultural taxation and how much of a burden a faculty member may experience as being an advocate and advisor for students.

We use student headcount and FTE faculty in this calculation. This accounts for the reality that each student, regardless of the number of courses they may take, requires the same amount of mentoring and advocacy. At the same time, a faculty member is compensated and has a workload expectation related to their timebase.

You can find Vol. VII of the report on the CFA website at: www.calfac.org/faculty

7.3 A deeper look at demographics data - Students and Faculty by Race/ Ethnicity, Gender, and Campus

Table 26: Student Headcount to FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	9.02	22.06	85.61	35.45	41.75	55.70	6.25	22.38
Channel Islands	13.38	18.98	74.67	5.43	25.05	47.92	7.82	19.49
Chico	14.39	39.56	145.12	17.97	16.32	99.01	12.77	21.26
Dominguez	12.14	21.58	97.91	2.21	25.73	35.66	3.60	24.53
East Bay	26.70	34.07	117.66	4.85	30.43	117.81	6.25	22.83
Fresno	18.01	13.59	91.65	17.86	27.95	94.65	6.91	21.69
Fullerton	25.54	16.76	107.84	5.78	29.04	103.45	8.82	25.40
Humboldt	12.65	20.14	83.00	7.69	8.33	74.07	10.14	15.64
Long Beach	25.48	20.16	90.04	3.73	42.51	94.06	7.02	23.10
Los Angeles	12.52	11.39	79.88	2.55	23.06	22.97	3.24	22.27
Maritime	12.98	8.96	68.00	–	17.01	970.00	5.83	10.28
Monterey	8.22	17.34	52.93	5.00	16.60	242.05	9.10	18.77
Northridge	16.96	24.72	112.00	3.41	41.34	53.37	9.05	25.27
Pomona	22.72	23.49	102.47	11.76	34.09	204.97	7.54	25.72
Sacramento	35.98	30.43	119.86	6.09	16.87	205.06	10.13	23.97
San Bernardino	10.06	18.39	116.12	8.41	33.91	50.67	5.64	25.89
San Diego	24.79	28.84	75.09	13.83	33.22	104.56	13.69	25.09
San Francisco	25.05	28.28	90.86	3.62	33.38	183.68	7.17	21.98
San Jose	35.99	20.47	77.43	1.72	33.04	69.42	6.61	22.81
San Luis Obispo	26.96	6.83	76.60	5.76	18.16	286.09	12.57	18.04
San Marcos	16.41	19.19	82.65	4.42	38.01	51.42	9.89	22.96
Sonoma	12.10	35.47	109.39	15.71	8.96	131.75	13.30	19.73
Stanislaus	14.78	9.51	101.04	13.50	27.44	79.49	6.77	20.63
Systemwide	22.28	21.39	93.89	6.86	27.41	91.51	8.68	22.82

Table 27: Female Students by Campus and Race/Ethnicity (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American*	Other & Unknown	Two or More	White	Total
Bakersfield	379	338	4,305	34	805	156	1,044	7,061
Channel Islands	255	90	2,648	7	311	173	1,126	4,610
Chico	485	246	3,320	48	696	503	3,893	9,191
Dominguez	717	1,236	7,123	10	845	259	630	10,820
East Bay	1,837	977	3,273	7	1,108	415	1,350	8,967
Fresno	1,738	346	8,009	64	1,300	396	2,642	14,495
Fullerton	4,298	462	10,768	33	2,109	917	4,357	22,944
Humboldt	119	122	1,437	60	307	273	1,716	4,034
Long Beach	4,118	925	10,029	27	1,991	974	3,796	21,860
Los Angeles	1,654	538	10,751	13	1,401	229	917	15,503
Maritime	21	8	50	3	8	18	51	159
Monterey	200	129	2,336	7	489	232	1,100	4,493
Northridge	1,723	1,088	11,368	21	2,154	600	4,443	21,397
Pomona	2,492	471	6,751	15	1,204	458	1,812	13,203
Sacramento	3,094	1,042	6,303	46	1,417	1,012	4,522	17,436
San Bernardino	536	655	8,335	19	1,220	288	1,412	12,465
San Diego	2,412	779	6,544	77	1,812	1,263	6,726	19,613
San Francisco	3,792	1,004	5,806	25	1,839	918	2,858	16,242
San Jose	5,292	571	5,169	11	2,453	793	2,656	16,945
San Luis Obispo	1,387	72	1,800	15	613	820	5,575	10,282
San Marcos	679	240	4,526	23	697	456	2,152	8,773
Sonoma	253	114	1,972	11	423	358	2,288	5,419
Stanislaus	590	151	4,031	16	613	223	1,414	7,038
Systemwide	38,071	11,604	126,654	601	25,815	11,734	58,480	272,959

* CSU data only provides headcounts for fields with more than 10 students, FTE (rounded up) is used in these cases

Note: This data does not include students enrolled in CalStateTeach or International Programs

Table 28: Male Students by Campus and Race/Ethnicity (Headcount), Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American*	Other & Unknown	Two or More	White	Total
Bakersfield	322	176	2,229	18	558	103	732	4,138
Channel Islands	182	53	1,118	7	220	123	776	2,479
Chico	486	215	2,448	40	721	396	3,517	7,823
Dominguez	679	563	3,772	5	503	176	494	6,192
East Bay	1,549	453	1,731	4	793	291	910	5,731
Fresno	1,327	290	4,725	34	1,096	259	1,912	9,643
Fullerton	3,932	332	6,671	18	1,996	618	3,344	16,911
Humboldt	94	95	900	31	234	194	1,400	2,948
Long Beach	3,694	536	6,518	15	1,740	701	3,004	16,208
Los Angeles	1,695	343	6,882	7	1,101	165	651	10,844
Maritime	88	20	154	4	47	79	363	755
Monterey	184	101	1,140	8	377	123	691	2,624
Northridge	1,986	714	7,772	18	2,037	549	3,892	16,968
Pomona	3,479	465	6,273	25	1,425	545	2,482	14,694
Sacramento	3,009	798	4,164	32	1,277	842	3,587	13,709
San Bernardino	527	346	4,729	18	1,037	164	1,023	7,844
San Diego	2,109	595	4,473	41	2,089	898	5,246	15,451
San Francisco	3,512	699	3,670	23	1,659	680	2,377	12,620
San Jose	5,915	503	3,822	5	2,806	718	2,553	16,322
San Luis Obispo	1,505	106	1,906	14	779	807	5,841	10,958
San Marcos	610	193	2,305	15	608	299	1,715	5,745
Sonoma	205	73	990	11	262	205	1,582	3,328
Stanislaus	395	74	1,853	11	329	126	787	3,575
Systemwide	37,484	7,743	80,239	404	23,711	9,061	48,876	207,518

* CSU data only provides headcounts for fields with more than 10 students, FTE (rounded up) is used in these cases

Note: This data does not include students enrolled in CalStateTeach or International Programs

7.4 Student Headcount to FTE Faculty Ratios by Race/Ethnicity, Gender, and Campus

Table 29: Female Student to Female FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	11.3	27.6	117.3	72.9	57.6	137.6	7.0	28.6
Channel Islands	12.2	15.7	97.3	7.0	22.5	52.3	8.3	22.3
Chico	14.3	35.5	161.3	25.5	15.4	73.8	13.3	22.5
Dominguez	10.3	26.3	111.7	3.8	35.5	30.8	3.9	28.6
East Bay	27.1	35.1	145.1	5.5	39.4	183.7	6.9	25.8
Fresno	23.9	13.9	110.4	20.0	29.3	126.7	7.8	25.8
Fullerton	26.5	17.5	122.4	6.3	28.7	103.4	9.8	28.4
Humboldt	12.4	24.0	88.4	6.1	8.1	121.6	10.5	16.5
Long Beach	24.8	22.4	101.2	3.6	48.4	83.9	7.6	25.2
Los Angeles	11.9	14.2	88.1	2.2	22.4	19.7	3.8	25.0
Maritime	6.2	–	50.0	–	–	–	2.1	5.6
Monterey	7.0	24.3	66.8	7.0	20.3	1740.0	9.5	21.4
Northridge	15.0	25.5	130.7	2.6	48.6	46.8	9.6	27.8
Pomona	19.7	25.2	126.2	15.0	44.1	255.4	7.2	27.6
Sacramento	39.0	30.6	133.8	5.9	18.9	276.4	11.1	26.6
San Bernardino	9.7	21.6	154.6	7.9	36.6	49.7	6.4	31.0
San Diego	25.0	32.0	95.1	26.3	28.3	95.7	16.1	28.6
San Francisco	22.3	30.1	102.4	4.0	30.3	130.5	7.6	22.9
San Jose	31.7	18.8	85.1	3.3	31.7	79.8	6.2	21.8
San Luis Obispo	30.4	10.3	82.7	6.7	20.6	312.9	15.4	21.8
San Marcos	17.0	21.1	89.2	3.7	50.3	46.8	8.9	23.5
Sonoma	14.6	27.5	125.4	27.5	10.7	92.4	14.1	22.2
Stanislaus	18.5	12.1	108.0	8.0	32.7	65.8	9.3	27.3
Systemwide	21.8	23.7	109.4	7.3	28.9	88.0	9.4	25.4

Table 30: Male Student to Male FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	7.3	16.0	56.3	18.0	29.9	29.3	5.4	16.3
Channel Islands	15.6	29.6	48.2	4.4	29.7	42.9	7.2	15.8
Chico	14.5	45.6	127.8	13.3	17.3	174.7	12.2	19.9
Dominguez	14.9	15.5	79.4	1.2	17.6	46.3	3.3	19.6
East Bay	26.3	32.0	86.7	4.0	23.1	77.9	5.5	19.3
Fresno	13.6	13.2	71.2	14.9	26.5	68.3	6.0	17.5
Fullerton	24.5	15.8	90.5	5.1	29.4	103.5	7.8	22.2
Humboldt	13.0	16.7	75.6	15.6	8.6	47.8	9.8	14.6
Long Beach	26.3	17.2	76.9	4.0	37.3	113.2	6.4	20.8
Los Angeles	13.1	8.7	69.8	3.9	24.0	29.9	2.7	19.2
Maritime	17.6	6.4	77.0	–	14.5	790.0	7.7	12.5
Monterey	10.1	12.7	37.2	4.0	13.4	92.3	8.5	15.5
Northridge	19.1	23.7	92.6	5.6	35.7	63.1	8.5	22.7
Pomona	25.5	22.0	85.2	10.4	28.6	175.8	7.8	24.2
Sacramento	33.3	30.2	103.6	6.4	15.1	156.5	9.2	21.3
San Bernardino	10.5	14.4	80.7	9.0	31.2	52.6	4.8	20.5
San Diego	24.6	25.5	57.4	7.3	39.1	120.3	11.5	21.7
San Francisco	28.9	26.0	77.1	3.3	37.6	408.0	6.7	20.9
San Jose	41.0	22.7	69.0	0.8	34.3	60.7	7.1	24.0
San Luis Obispo	24.4	5.6	71.6	5.0	16.6	263.2	10.7	15.5
San Marcos	15.8	17.3	72.2	6.3	29.7	60.4	11.4	22.1
Sonoma	10.0	65.0	87.2	11.0	7.1	512.5	12.3	16.7
Stanislaus	11.4	6.6	88.6	–	21.1	126.0	4.5	13.9
Systemwide	22.9	18.6	76.7	6.4	25.9	96.6	8.0	20.1

7.5 Student Headcount to FTE Tenured/Tenure-Track Faculty Ratios by Race/Ethnicity, Gender, and Campus

Table 31: Female Student to Female Tenured/Tenure-Track FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	18.8	56.3	358.8	–	201.3	–	19.2	73.1
Channel Islands	27.7	30.0	180.1	–	51.8	86.5	23.4	55.5
Chico	19.0	49.2	415.0	–	63.3	251.5	24.6	43.8
Dominguez	19.4	103.0	346.3	10.0	140.8	129.5	8.7	71.6
East Bay	40.7	97.5	249.5	–	85.2	–	15.1	52.5
Fresno	43.5	26.6	262.6	–	92.9	396.0	16.1	55.2
Fullerton	44.5	24.3	272.5	16.5	70.1	458.5	20.8	57.5
Humboldt	17.0	40.7	143.7	10.0	19.2	–	20.6	32.2
Long Beach	36.1	66.1	263.9	6.8	132.7	324.7	17.1	53.4
Los Angeles	22.3	35.9	299.5	6.5	48.3	45.8	8.3	57.1
Maritime	10.5	–	50.0	–	–	–	4.2	10.5
Monterey	9.5	64.5	145.1	7.0	60.4	–	23.9	47.7
Northridge	22.0	40.3	287.1	4.2	153.9	100.0	21.2	56.4
Pomona	35.1	87.2	355.3	15.0	92.6	–	15.1	57.5
Sacramento	59.0	46.3	242.4	15.3	31.5	1,012.0	22.2	49.3
San Bernardino	14.1	53.8	361.1	9.5	101.7	144.0	13.7	64.8
San Diego	41.2	57.7	232.1	38.5	54.9	252.6	34.4	58.5
San Francisco	30.9	66.5	207.4	5.0	51.1	306.0	14.8	40.3
San Jose	57.6	34.2	265.1	11.0	67.2	198.3	13.9	46.9
San Luis Obispo	43.3	10.3	157.0	7.5	38.3	410.0	30.2	40.4
San Marcos	32.3	34.3	244.6	11.5	77.4	152.0	25.5	60.6
Sonoma	15.8	41.5	239.0	–	36.8	179.0	24.5	40.5
Stanislaus	27.1	21.6	366.5	8.0	111.5	–	17.7	55.4
Systemwide	34.8	48.7	268.3	14.7	67.3	260.8	20.0	52.5

Table 32: Male Student to Male Tenured/Tenure-Track FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	8.6	35.2	127.9	18.0	73.4	103.0	11.4	31.0
Channel Islands	36.4	53.0	91.3	–	44.0	–	17.5	36.7
Chico	18.0	71.7	272.0	20.0	39.0	396.0	20.1	33.2
Dominguez	21.8	40.2	243.4	2.5	45.7	88.0	8.9	47.2
East Bay	33.2	56.6	116.3	4.0	44.9	145.5	10.3	32.2
Fresno	17.6	22.3	118.1	34.0	68.5	86.3	10.2	28.7
Fullerton	36.7	36.9	185.3	9.0	86.0	–	13.9	40.4
Humboldt	13.4	31.7	225.0	62.0	19.5	194.0	15.4	24.9
Long Beach	44.0	35.7	171.5	6.0	79.1	701.0	12.2	39.7
Los Angeles	24.4	18.1	180.9	–	42.3	–	5.9	41.1
Maritime	17.6	10.0	77.0	–	94.0	–	13.6	20.9
Monterey	16.0	28.9	76.0	8.0	34.3	123.0	17.4	31.7
Northridge	26.2	46.5	186.9	9.0	87.8	183.0	16.6	42.9
Pomona	40.9	58.1	207.7	25.0	54.5	272.5	15.3	46.8
Sacramento	48.1	72.5	191.9	9.1	27.2	–	17.4	39.0
San Bernardino	14.6	40.7	166.4	9.0	69.1	–	8.2	36.6
San Diego	27.8	44.1	102.8	13.7	74.6	299.3	19.1	35.0
San Francisco	40.6	48.2	195.2	4.6	110.6	–	12.0	37.4
San Jose	72.0	55.9	136.5	1.7	80.2	119.7	14.3	47.7
San Luis Obispo	30.0	9.6	100.3	14.0	25.5	807.0	17.4	24.4
San Marcos	21.0	27.6	124.6	15.0	46.8	299.0	23.6	40.4
Sonoma	10.8	146.0	182.8	11.0	23.8	–	18.3	27.0
Stanislaus	14.6	9.9	154.4	–	32.9	126.0	8.3	23.5
Systemwide	33.0	38.5	157.6	11.4	55.9	312.4	14.6	36.6

7.6 Student Headcount to FTE Lecturer Faculty Ratios by Race/Ethnicity, Gender, and Campus

Table 33: Female Student to Female Lecturer FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	32.4	64.2	188.5	72.9	112.3	137.6	12.5	53.5
Channel Islands	23.7	51.7	240.3	7.0	53.7	132.1	14.6	42.3
Chico	76.0	127.2	288.8	25.5	24.5	131.9	32.1	52.4
Dominguez	24.3	38.7	198.7	6.3	47.5	40.5	7.8	53.1
East Bay	94.2	60.6	368.0	5.5	93.2	329.6	15.4	61.2
Fresno	68.4	31.8	227.3	20.0	49.5	186.2	16.6	55.2
Fullerton	70.3	85.8	272.8	14.6	49.7	156.3	19.8	60.9
Humboldt	45.4	58.7	372.9	15.6	21.0	1115.3	25.6	42.7
Long Beach	86.4	41.6	185.2	7.7	79.2	127.9	14.5	51.8
Los Angeles	28.7	28.7	138.1	4.3	43.0	43.7	7.5	48.8
Maritime	15.0	–	–	–	–	–	8.5	21.5
Monterey	32.0	39.1	183.5	–	37.9	1740.0	19.8	49.5
Northridge	57.6	92.8	270.9	6.5	79.1	194.8	20.4	63.8
Pomona	54.8	38.4	232.9	–	92.4	624.5	14.9	59.4
Sacramento	150.0	132.9	368.1	9.5	57.1	380.2	24.2	65.9
San Bernardino	48.1	40.6	303.3	47.5	59.9	129.0	15.1	72.7
San Diego	77.8	99.7	171.8	82.5	64.8	242.9	35.0	64.6
San Francisco	88.6	58.2	230.6	19.7	81.3	302.6	17.9	59.8
San Jose	79.5	49.1	175.8	4.8	68.0	133.6	12.6	46.7
San Luis Obispo	116.0	–	246.8	64.3	48.0	1322.0	36.7	55.6
San Marcos	45.7	54.5	185.1	7.2	183.4	98.4	15.3	44.8
Sonoma	196.6	81.4	448.2	27.5	21.3	268.5	38.7	61.8
Stanislaus	64.0	30.3	176.3	–	54.4	69.7	21.4	59.8
Systemwide	67.4	53.9	218.1	15.5	58.0	173.1	19.9	56.2

Table 34: Male Student to Male Lecturer FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2019

	Asian & Pacific Islander	Black	Latino/a/x	Native American	Other & Unknown	Two or More	White	Total
Bakersfield	46.0	43.6	121.6	–	64.1	118.8	12.2	41.8
Channel Islands	27.2	66.8	113.3	4.4	91.7	42.9	13.0	29.6
Chico	76.3	125.0	395.0	54.5	34.3	312.6	36.3	58.3
Dominguez	47.4	34.6	131.0	2.3	30.9	97.8	6.0	38.1
East Bay	161.8	73.6	405.0	–	57.4	396.8	14.1	57.9
Fresno	62.8	81.9	201.9	26.4	45.0	326.5	17.3	52.1
Fullerton	75.7	36.9	259.2	11.5	46.8	155.6	19.1	54.5
Humboldt	427.3	95.0	165.1	20.8	18.4	63.4	33.3	44.6
Long Beach	69.0	40.5	150.8	11.8	84.3	207.8	14.2	46.7
Los Angeles	29.5	19.0	119.4	3.9	55.3	29.9	5.5	38.8
Maritime	–	17.8	–	–	19.6	790.0	30.0	48.0
Monterey	27.2	40.9	90.7	8.0	28.4	369.0	22.7	39.3
Northridge	79.1	61.7	227.6	14.8	65.5	116.8	19.3	54.8
Pomona	69.9	45.0	160.3	17.9	60.3	908.3	16.9	54.0
Sacramento	126.3	74.2	271.6	21.8	45.7	249.1	22.9	57.3
San Bernardino	43.1	31.8	174.4	–	57.1	52.6	13.6	53.5
San Diego	238.3	128.4	167.7	15.8	120.2	201.0	35.5	72.7
San Francisco	103.4	77.8	146.2	11.5	76.9	408.0	16.7	53.7
San Jose	103.6	89.1	143.0	5.0	80.3	123.1	15.9	55.9
San Luis Obispo	154.6	26.1	272.3	7.8	54.2	390.5	33.2	51.0
San Marcos	63.5	72.4	201.9	10.7	134.1	87.9	26.3	58.6
Sonoma	131.4	117.3	297.9	–	14.2	512.5	47.2	57.5
Stanislaus	56.4	51.0	288.8	–	65.8	–	11.7	41.1
Systemwide	79.1	52.0	175.2	15.7	57.1	166.8	20.0	51.7

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