CFA
California Faculty Association

DATA BOOK | CFA RESEARCH

BOLDLY FORWARD

CHANGING FACES OF CSU FACULTY AND STUDENTS VOL. IX

EQUITY CONFERENCE 2022
Council for Racial and Social Justice
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BOLDLY FORWARD
CHANGING FACES OF CSU FACULTY AND STUDENTS: VOL. IX

CFA RESEARCH & COMMUNICATIONS | MARCH 2022

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WELCOME LETTER FROM CO-CHAIRS

Dear Colleagues,

On behalf of the Council for Racial and Social Justice for the California Faculty Association (CFA), we welcome you to the 2022 Equity Conference! The conference, "From Here to There: Building the Social Justice Bridge", showcases the liberatory social justice work being done in educational institutions and our communities. We strive to envision a radical future where we identify and dismantle systems of oppression. We strategize the steps we need to take to realize that future. This future must actively address "the dynamics of oppression, privilege, and isms, recognizing that society is the product of historically rooted, institutionally sanctioned stratification along socially constructed group lines that include race, class, gender, sexual orientation, and ability" (Cochran-Smith, 2004). The themes for this year are: 1) Envisioning radically different futures; 2) Strategies for Co-liberation; 3) (In)/(Hyper)Visible Labor in the CSU; 4) Care and Healing.

Each Equity Conference includes a presentation of a data book that contains hundreds of data points about the 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).

This year's report will give you information on CSU faculty by race and ethnicity, gender, and students to faculty ratio. The report also focuses on the scope of cultural taxation on campuses.

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 because of a shared identity between a student and faculty member.

We encourage 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 difficult conversations 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.

Conference Co-Chairs:

Aparna Sinha (CSU Maritime Academy)
Talitha Matlin (CSU San Marcos)
Nicholas Centino (CSU Channels Islands)

INTRODUCTION AND ORIENTATION TO THE DATA

Our central narrative, our framework guiding this year's Equity Conference is "From Here to There—Building the Social Justice Bridge". Prior equity conferences have invited us to deeply focus on connecting with each other for co-liberation and on cementing our understanding of active solidarity as essential to fighting systemic oppressions. Recent years have also been defined by our efforts as CFA to reconcile our past as an organization with our current and future as we transitioned to an anti-racist union.

This year we want to build on what we have started. Empowered as we are with new skills and our commitment to continual learning, it is time to be imaginative and brave in applying them. It is time to lean even more into decolonizing our minds as well as the spaces we inhabit. As CFA, we want to shift into imagining beyond the existing constraints and systems of our world, and step boldly into a radically liberatory future for all. If we fail to do so, we will be keeping ourselves working within, and therefore justifying, the oppressive systems of cis white heteropatriarchy. We must take steps across the metaphorical social justice bridge which will get us closer to achieving our goal of true racial and social justice in higher education and in our communities.

One of the tangible things we can do in our anti-racism work is to apply a critical, questioning lens when interacting with data. Who collected the data we are viewing? How did they collect it? How did they organize it? Who does it benefit to report data in a certain way? What stories do we lose, what activism is stifled when data collection is not intentional and inclusive? Much of our activism in CFA—from campus equity campaigns to bargaining proposal defenses—is informed or based off of demographic data provided by the CSU. For each Equity Conference, we produce a data book summarizing the most recent faculty and student demographic data available to us. Prior to engaging with and drawing conclusions from the numbers included here in this year's data book, however, it is critical to have a clear understanding of their origin.

The following analyses in this data book are based on CSU payroll and enrollment data. Demographic data are pulled from self-reported onboarding material collected at the time of hire or application to be a student at the CSU. For example, the image below shows the demographic self-identification section of a new faculty member intake form at Humboldt State University.

Self-Identification Section of Humboldt State University faculty intake form.

Faculty members and students are presented with certain boxes to identify themselves with and the CSU organizes those data as they see fit. The information included in this data book, therefore, is reflective of the systemic choices the University makes in terms of how to collect demographic data, how to organize them, and how to package them when submitting those data to CFA. Though many of the CSU's decisions are driven by federal guidelines which require a minimum level of demographic statistic reporting[1], the University has the power to go beyond what is federally mandated. However, rather than enriching and supplementing faculty demographic information, the CSU narrows faculty demographic groups still further when providing data to CFA. The race and ethnicity groups ultimately included in the faculty data CFA receives are as follows:

- "American Indian"
- "Asian"
- "Black"
- "Hispanic"

- "Pacific Islander"
- "Two or More"
- "Other"
- "Unknown"

The "Two or More" category was first included in 2010. Additionally, the gender categories currently reported are "female", "male", and "nonbinary". Nonbinary gender was not included as a gender option until 2019.

These demographic categories are inadequate and limiting for a variety of reasons and contribute to the erasure and invisibilization of distinct and separate groups of faculty and students. Firstly, the existing categories for race do not create space for the intersectionality of identities. Many people do not fit neatly into only one race category. If a woman is both Black and Latinx, the CSU will likely categorize her as "Two or More". This then makes it impossible to represent her fully in her the day-to-day experience as an Afro-Latinx person. Secondly, there is currently no data gathering on LGBTQIA+ and disabled faculty. In the absence of this data, there is no way to even begin to report on the representation of folks in these communities within the CSU.

Thirdly, the race categories themselves represent the CSU's acceptance of many assumptions about race and ethnicity imposed by our dominant American culture and whiteness. For example, though not technically inaccurate, the way all Asian faculty and students are categorized under one "Asian" umbrella term is highly limiting. Asian and Pacific Islander activists have been calling for the breaking up, or disaggregation, of Asian demographic data into smaller, more representative sub-categories for decades. Over 300 languages are spoken by Asian Americans. In addition to tremendous differences in lived experience, historical conditions and oppression across various countries and regions in Asia, every ethnic Asian and Pacific Islander group in the United States has distinct and highly divergent experiences of immigration: ranging from indigenous Hawaiians and Pacific Islanders who suffered from US colonialism; to multi-generational Asian Americans in North America since the 1800s; to those who came as refugees or working class immigrants in the past three decades. The way demographic data are collected and reported must reflect those diverse experiences, including the collection of caste data. Failure to do so erases the existence of sub-groups of people by blocking them from ever being represented on paper.

The only disaggregation of Asian faculty data provided by the CSU is the inclusion of a "Pacific Islander" demographic category separate from the larger "Asian" category. However, we suspect the collection of Pacific Islander data to be incomplete at best. As is reported below, according to the CSU's own data, there were only 47 Pacific Islander faculty serving at the CSU in Fall of 2021. We believe that this is both likely an undercount of Pacific Islander faculty as well as a demonstration of how poorly represented Native Hawaiian, Pacific Islander,

[1] Integrated Postsecondary Education Data System, Collecting Race and Ethnicity Data from Students and Staff

and other ethnic Asian and Pacific Islander groups are within the CSU and other institutions of higher education. Further than being merely an over-simplification, the over-aggregation and possible mishandling of Asian faculty and student data directly contributes to the myth of Asian Americans being a "model minority" and the myth that Asian Americans are over-represented in academia.

A very similar issue is seen when it comes to Native American demographic data. By only having the one category of "Native American" in its data, the CSU erases the myriad different cultures and languages of indigenous peoples and assumes them all to be essentially one and the same. Without the ability to disaggregate by subgroup, the singular "Black" race category the CSU provides is also insufficient. This one category contains within it many different kinds of people with distinct histories and experiences—including folks born in the context of the United States as well as international Black faculty and students. The experiences of African, Caribbean, and other international Black members of the CSU community are currently obscured in the CSU's data and deserve to have their experiences specifically represented.

Palestinian and Arab faculty and students face the complete erasure of their identities and existence under the CSU's current data reporting systems. As is shown in the figure above, when asked to self-identify, Palestinian and Arab faculty are given no other option but to check "white" as their race. In the absence of any on-paper representation, the issues of Palestinian and Arab faculty are robbed of a platform where they can be acknowledged and meaningfully discussed. Similarly, there also exists deficit of data representing Muslim members of the CSU community. Though not an ethnic group, Muslim faculty and students face specific structural discrimination. It is therefore relevant and necessary to intentionally gather data reflecting the Muslim community at the CSU in order to highlight the impact of Islamophobia on faculty and students.

It is important to note as well, that even with the most comprehensive and inclusive demographic data reporting systems in place, self-identification with a certain group may not be safe for all people. Correctly identifying oneself on demographic surveys might always present a danger to some folks and they may choose to withhold as much demographic information about themselves as possible for their own safety. Finally, the numbers included in this report are not designed to speak to the many power dynamics at play at the systemwide, campus, or department level or and also cannot necessarily be used to investigate the issue of retention and faculty and student turnover.

In the face of the many flaws in these data, one might question the value of reporting these data at all. It is our belief, however, that to not report the data available to us would be to invisiblize our BIPOC faculty even further. We hope you view the data in this report with the understanding that they are imperfect tools and are meant to serve as a launching points for our activism in the year ahead. We intend to make demanding better demographic data collection and reporting by the CSU a central part of this activism. Our faculty and students deserve to be correctly and accurately represented. We call on the CSU to do better by BIPOC faculty. Inclusive data is accurate data. With accurate, specific demographic data, it will be more possible to identify potential disparities, seek justice, and intentionally build a liberatory future.

NOTE AND KEY TERMS

All data are from fall of 2021 unless otherwise stated. Due to the large number of part-time appointments of faculty at the CSU, there exist significant differences in total number of faculty depending on whether one is counting using the "headcount" or "FTE" units. Whether a given table or graph is based on headcount or FTE units is specified in its title.

Headcount – the total number of individual faculty members or students, regardless of full-time or part-time schedules.

Full Time Equivalent (FTE) – the equivalent of a part-time faculty's schedule compared to a full-time schedule. For example, one faculty member may work a 0.7 time schedule (70% of a full-time schedule) while another member works a 0.3 time schedule (30% of a full-time schedule). Together, these two faculty members would represent the equivalent of 1 full time faculty member and their FTE would be 1.0.

Tenure Density – The percentage of faculty that are either tenured or on the tenure-track.

BIPOC– Black, Indigenous, People of Color

LGBTQIA+ – Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus (as a representation of the numerous other sexual identities which exist)

ANALYSES OF FACULTY DATA

Figure 1 – CSU Faculty by Rank (Headcount and FTE), Fall 2021
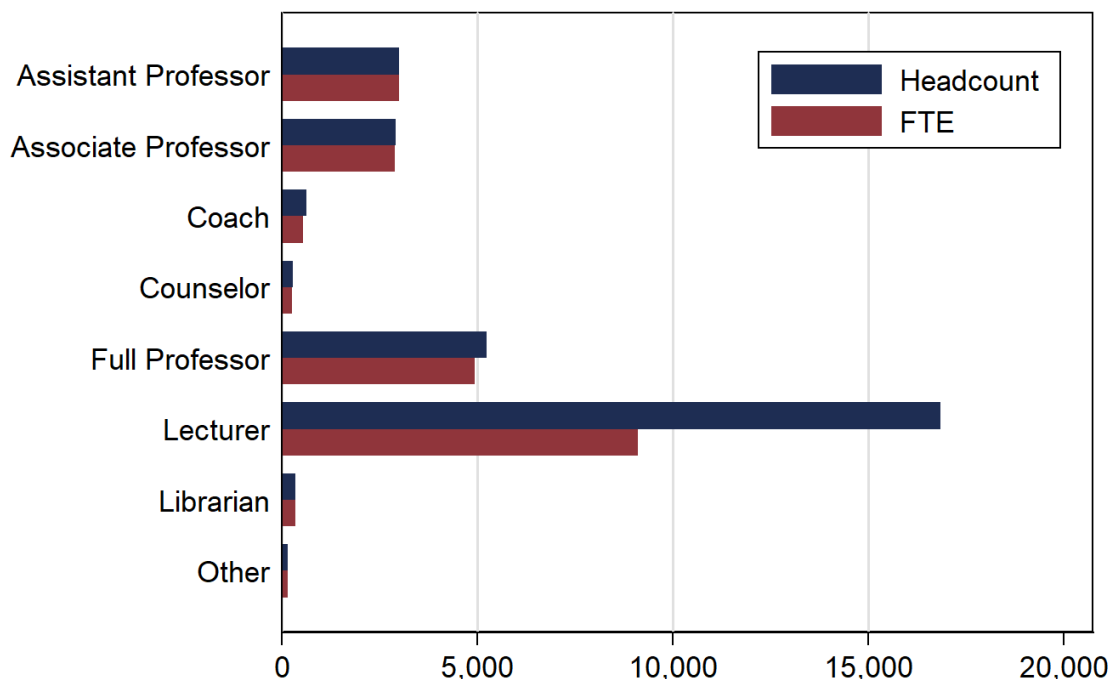
Table 1: CSU Faculty by Rank and Campus (Headcount), Fall 2021

Campus	Lecturer	Assistant Professor	Associate Professor	Full Professor	Coach	Counselor	Librarian	Other	Total
Bakersfield	458	95	66	85	34	5	11	0	754
Channel Islands	282	54	42	55	0	5	10	1	449
Chico	488	124	124	197	29	12	9	7	990
Dominguez Hills	620	99	87	129	30	9	10	5	989
East Bay	495	114	93	150	30	7	13	10	912
Fresno	859	185	156	265	28	10	19	5	1,527
Fullerton	1,228	184	260	406	23	22	25	7	2,155
Humboldt	260	53	70	109	18	11	9	1	531
Long Beach	1,494	215	227	411	33	21	18	7	2,426
Los Angeles	1,012	162	102	294	20	8	15	6	1,619
Maritime	32	15	22	15	6	3	3	4	100
Monterey	289	54	56	69	20	6	9	6	509
Northridge	1,323	147	211	428	36	19	28	26	2,218
Pomona	870	149	153	258	25	13	12	2	1,482
Sacramento	1,074	209	148	357	45	11	19	6	1,869
San Bernardino	603	117	107	229	25	14	10	5	1,110
San Diego	1,156	213	255	327	42	37	29	17	2,076
San Francisco	1,093	163	179	367	20	12	24	16	1,874
San Jose	1,316	279	166	310	54	16	33	10	2,184
San Luis Obispo	598	169	181	361	53	19	10	3	1,394
San Marcos	619	84	88	122	21	7	20	8	969
Sonoma	268	53	50	137	21	8	8	4	549
Stanislaus	420	65	78	149	18	8	11	1	750
Total	**16,857**	**3,002**	**2,921**	**5,230**	**631**	**283**	**355**	**157**	**29,436**

- In fall 2021, there were 29,436 faculty in the CSU system. The smallest campus in the system is Maritime Academy with 100 faculty and the largest campuses are Fullerton, Long Beach, North Ridge, San Diego, and San Jose which all have more than 2,000 faculty.
- Since the last Equity Report in 2020, the total number of faculty has increased only a small number. There has been a net increase of 29 faculty between fall 2019 (29,407 faculty) and fall 2021.

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Table 2: Percentages of CSU Faculty by Rank and Campus (Headcount), Fall 2021

Campus	Lecturer	Assistant Professor	Associate Professor	Full Professor	Coach	Counselor	Librarian	Other
Bakersfield	60.7%	12.6%	8.8%	11.3%	4.5%	0.7%	1.5%	0.0%
Channel Islands	62.8%	12.0%	9.4%	12.2%	0.0%	1.1%	2.2%	0.2%
Chico	49.3%	12.5%	12.5%	19.9%	2.9%	1.2%	0.9%	0.7%
Dominguez Hills	62.7%	10.0%	8.8%	13.0%	3.0%	0.9%	1.0%	0.5%
East Bay	54.3%	12.5%	10.2%	16.4%	3.3%	0.8%	1.4%	1.1%
Fresno	56.3%	12.1%	10.2%	17.4%	1.8%	0.7%	1.2%	0.3%
Fullerton	57.0%	8.5%	12.1%	18.8%	1.1%	1.0%	1.2%	0.3%
Humboldt	49.0%	10.0%	13.2%	20.5%	3.4%	2.1%	1.7%	0.2%
Long Beach	61.6%	8.9%	9.4%	16.9%	1.4%	0.9%	0.7%	0.3%
Los Angeles	62.5%	10.0%	6.3%	18.2%	1.2%	0.5%	0.9%	0.4%
Maritime	32.0%	15.0%	22.0%	15.0%	6.0%	3.0%	3.0%	4.0%
Monterey	56.8%	10.6%	11.0%	13.6%	3.9%	1.2%	1.8%	1.2%
Northridge	59.6%	6.6%	9.5%	19.3%	1.6%	0.9%	1.3%	1.2%
Pomona	58.7%	10.1%	10.3%	17.4%	1.7%	0.9%	0.8%	0.1%
Sacramento	57.5%	11.2%	7.9%	19.1%	2.4%	0.6%	1.0%	0.3%
San Bernardino	54.3%	10.5%	9.6%	20.6%	2.3%	1.3%	0.9%	0.5%
San Diego	55.7%	10.3%	12.3%	15.8%	2.0%	1.8%	1.4%	0.8%
San Francisco	58.3%	8.7%	9.6%	19.6%	1.1%	0.6%	1.3%	0.9%
San Jose	60.3%	12.8%	7.6%	14.2%	2.5%	0.7%	1.5%	0.5%
San Luis Obispo	42.9%	12.1%	13.0%	25.9%	3.8%	1.4%	0.7%	0.2%
San Marcos	63.9%	8.7%	9.1%	12.6%	2.2%	0.7%	2.1%	0.8%
Sonoma	48.8%	9.7%	9.1%	25.0%	3.8%	1.5%	1.5%	0.7%
Stanislaus	56.0%	8.7%	10.4%	19.9%	2.4%	1.1%	1.5%	0.1%
Total	**57.3%**	**10.2%**	**9.9%**	**17.8%**	**2.1%**	**1.0%**	**1.2%**	**0.5%**

Table 3: CSU Faculty by Rank and Campus (FTE), Fall 2021

Campus	Lecturer	Assistant Professor	Associate Professor	Full Professor	Coach	Counselor	Librarian	Other	Total
Bakersfield	235	95	65	80	29	5	9	0	517
Channel Islands	178	54	43	55	0	5	9	1	345
Chico	290	124	122	179	21	11	8	8	764
Dominguez Hills	336	99	84	121	21	8	10	6	683
East Bay	251	116	91	138	21	5	13	9	643
Fresno	505	185	154	251	28	9	18	5	1,155
Fullerton	687	186	259	405	22	22	24	7	1,612
Humboldt	136	53	70	102	16	11	9	1	396
Long Beach	797	214	227	384	29	20	16	7	1,693
Los Angeles	571	162	101	273	17	8	15	6	1,152
Maritime	22	15	22	14	3	2	3	4	85
Monterey	158	54	56	66	15	6	9	8	371
Northridge	683	147	211	401	34	18	27	24	1,545
Pomona	506	149	153	242	20	13	12	2	1,098
Sacramento	548	211	146	338	41	11	19	6	1,319
San Bernardino	322	116	107	203	18	13	10	5	793
San Diego	591	213	254	311	41	35	30	14	1,489
San Francisco	554	163	176	359	17	11	22	18	1,320
San Jose	704	279	166	289	51	15	30	10	1,544
San Luis Obispo	384	169	179	342	45	19	10	3	1,150
San Marcos	321	85	87	118	19	7	21	8	666
Sonoma	125	53	50	130	16	7	7	4	392
Stanislaus	209	65	78	140	14	8	10	1	525
Total	**9,112**	**3,005**	**2,900**	**4,941**	**536**	**267**	**340**	**158**	**21,259**

- The differences observed between counting faculty using headcount or FTE units is due to the large number of part-time appointments of faculty at the CSU.

Table 4: Percentage of CSU Faculty by Rank and Campus (FTE), Fall 2021

Campus	Lecturer	Assistant Professor	Associate Professor	Full Professor	Coach	Counselor	Librarian	Other
Bakersfield	45.4%	18.4%	12.6%	15.4%	5.6%	0.9%	1.7%	0.0%
Channel Islands	51.4%	15.7%	12.4%	16.0%	0.0%	1.4%	2.6%	0.4%
Chico	38.0%	16.3%	16.0%	23.5%	2.7%	1.5%	1.0%	1.1%
Dominguez Hills	49.2%	14.4%	12.3%	17.7%	3.0%	1.2%	1.5%	0.8%
East Bay	39.0%	18.0%	14.2%	21.4%	3.3%	0.8%	2.0%	1.4%
Fresno	43.7%	16.0%	13.3%	21.7%	2.4%	0.8%	1.6%	0.4%
Fullerton	42.6%	11.5%	16.0%	25.2%	1.3%	1.4%	1.5%	0.5%
Humboldt	34.3%	13.3%	17.6%	25.7%	4.0%	2.8%	2.1%	0.3%
Long Beach	47.1%	12.6%	13.4%	22.7%	1.7%	1.2%	1.0%	0.4%
Los Angeles	49.5%	14.1%	8.7%	23.7%	1.4%	0.7%	1.3%	0.5%
Maritime	25.6%	17.7%	26.0%	16.5%	3.4%	2.2%	3.3%	5.2%
Monterey	42.7%	14.6%	15.0%	17.8%	4.1%	1.6%	2.4%	2.0%
Northridge	44.2%	9.5%	13.7%	26.0%	2.2%	1.2%	1.8%	1.5%
Pomona	46.1%	13.6%	13.9%	22.0%	1.8%	1.2%	1.1%	0.2%
Sacramento	41.5%	16.0%	11.1%	25.6%	3.1%	0.8%	1.4%	0.5%
San Bernardino	40.6%	14.6%	13.5%	25.6%	2.3%	1.6%	1.3%	0.6%
San Diego	39.7%	14.3%	17.0%	20.9%	2.7%	2.4%	2.0%	1.0%
San Francisco	42.0%	12.3%	13.3%	27.2%	1.3%	0.8%	1.7%	1.3%
San Jose	45.6%	18.1%	10.8%	18.7%	3.3%	1.0%	2.0%	0.7%
San Luis Obispo	33.4%	14.7%	15.6%	29.7%	3.9%	1.6%	0.8%	0.3%
San Marcos	48.2%	12.8%	13.1%	17.7%	2.9%	1.1%	3.1%	1.3%
Sonoma	31.9%	13.5%	12.7%	33.0%	4.0%	1.9%	1.9%	1.1%
Stanislaus	39.8%	12.3%	14.9%	26.7%	2.7%	1.5%	1.9%	0.2%
Total	**42.9%**	**14.1%**	**13.6%**	**23.2%**	**2.5%**	**1.3%**	**1.6%**	**0.7%**

Figure 2: CSU Faculty by Race/Ethnicity (Headcount), Fall 2021
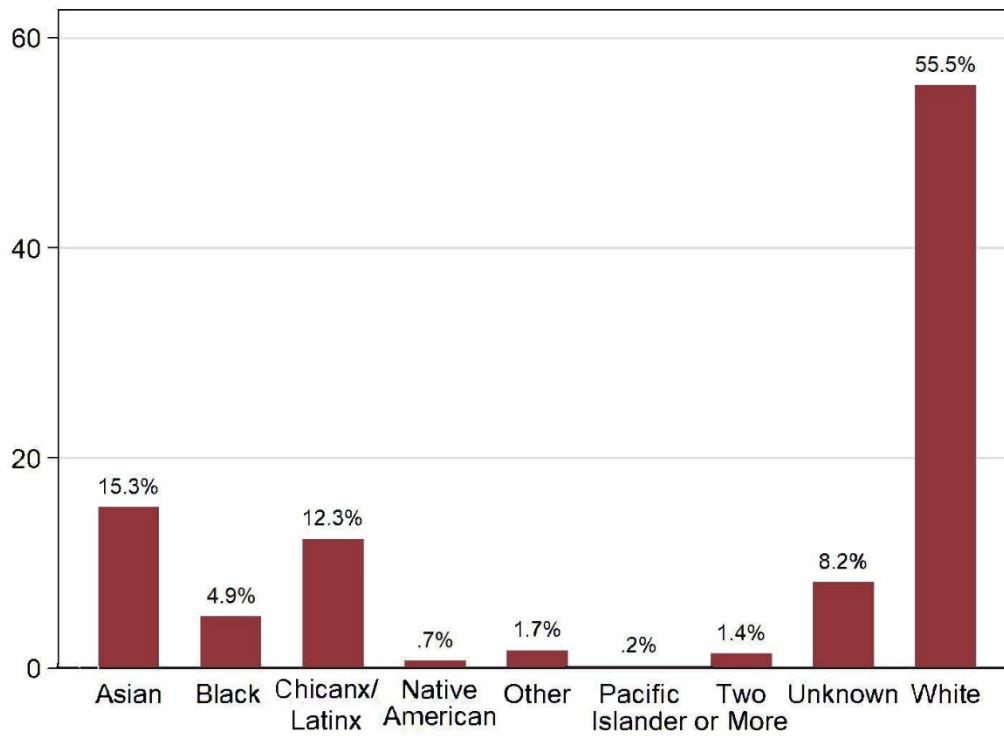
- In 2006, 71.9% of faculty identified as white. In 2011, the percentage was 67.8%. Today 55.5% identify as white. This represents a 16.4% change in the demographics of faculty over the last 20 years.

Table 5: CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other & Unknown	Total
Bakersfield	99	2	36	126	1	13	428	49	754
Channel Islands	37	1	14	72	3	11	285	26	449
Chico	72	0	21	45	8	12	712	120	990
Dominguez Hills	146	1	145	171	7	22	410	87	989
East Bay	156	0	70	76	2	10	502	96	912
Fresno	223	3	62	222	10	21	861	125	1,527
Fullerton	442	2	81	285	8	22	1,128	187	2,155
Humboldt	17	0	12	34	14	7	356	91	531
Long Beach	425	1	125	314	21	43	1,350	147	2,426
Los Angeles	348	0	103	341	10	24	595	198	1,619
Maritime	8	0	3	4	0	0	78	7	100
Monterey	51	0	16	76	3	4	244	115	509
Northridge	297	1	117	298	14	30	1,303	158	2,218
Pomona	321	0	61	199	5	9	755	132	1,482
Sacramento	217	2	89	141	20	18	1,063	319	1,869
San Bernardino	135	2	87	201	5	18	573	89	1,110
San Diego	240	4	90	290	15	29	1,203	205	2,076
San Francisco	399	13	106	179	17	28	981	151	1,874
San Jose	483	2	92	195	10	41	1,085	276	2,184
San Luis Obispo	134	4	25	70	7	13	1,054	87	1,394
San Marcos	113	3	38	148	15	20	581	51	969
Sonoma	43	1	8	32	3	3	329	130	549
Stanislaus	87	5	35	90	2	16	448	67	750
Total	**4,493**	**47**	**1,436**	**3,609**	**200**	**414**	**16,324**	**2,913**	**29,436**

Table 6: Percentage of CSU Faculty by Race/Ethnicity & Campus (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other & Unknown
Bakersfield	13.1%	0.3%	4.8%	16.7%	0.1%	1.7%	56.8%	6.5%
Channel Islands	8.2%	0.2%	3.1%	16.0%	0.7%	2.4%	63.5%	5.8%
Chico	7.3%	0.0%	2.1%	4.5%	0.8%	1.2%	71.9%	12.1%
Dominguez Hills	14.8%	0.1%	14.7%	17.3%	0.7%	2.2%	41.5%	8.8%
East Bay	17.1%	0.0%	7.7%	8.3%	0.2%	1.1%	55.0%	10.5%
Fresno	14.6%	0.2%	4.1%	14.5%	0.7%	1.4%	56.4%	8.2%
Fullerton	20.5%	0.1%	3.8%	13.2%	0.4%	1.0%	52.3%	8.7%
Humboldt	3.2%	0.0%	2.3%	6.4%	2.6%	1.3%	67.0%	17.1%
Long Beach	17.5%	0.0%	5.2%	12.9%	0.9%	1.8%	55.6%	6.1%
Los Angeles	21.5%	0.0%	6.4%	21.1%	0.6%	1.5%	36.8%	12.2%
Maritime	8.0%	0.0%	3.0%	4.0%	0.0%	0.0%	78.0%	7.0%
Monterey	10.0%	0.0%	3.1%	14.9%	0.6%	0.8%	47.9%	22.6%
Northridge	13.4%	0.0%	5.3%	13.4%	0.6%	1.4%	58.7%	7.1%
Pomona	21.7%	0.0%	4.1%	13.4%	0.3%	0.6%	50.9%	8.9%
Sacramento	11.6%	0.1%	4.8%	7.5%	1.1%	1.0%	56.9%	17.1%
San Bernardino	12.2%	0.2%	7.8%	18.1%	0.5%	1.6%	51.6%	8.0%
San Diego	11.6%	0.2%	4.3%	14.0%	0.7%	1.4%	57.9%	9.9%
San Francisco	21.3%	0.7%	5.7%	9.6%	0.9%	1.5%	52.3%	8.1%
San Jose	22.1%	0.1%	4.2%	8.9%	0.5%	1.9%	49.7%	12.6%
San Luis Obispo	9.6%	0.3%	1.8%	5.0%	0.5%	0.9%	75.6%	6.2%
San Marcos	11.7%	0.3%	3.9%	15.3%	1.5%	2.1%	60.0%	5.3%
Sonoma	7.8%	0.2%	1.5%	5.8%	0.5%	0.5%	59.9%	23.7%
Stanislaus	11.6%	0.7%	4.7%	12.0%	0.3%	2.1%	59.7%	8.9%
Total	**15.3%**	**0.2%**	**4.9%**	**12.3%**	**0.7%**	**1.4%**	**55.5%**	**9.9%**

- The majority of faculty on CSU campuses identify as white. However, BIPOC (defined as all faculty who do not identify as white or other/unknown in these analyses) make up approximately 50% of faculty at the Dominguez Hills (49.7%) and Los Angeles (51%) campuses. Los Angeles campus has the highest percentage of Chicanx/Latinx faculty with 21.1% identifying with that group. This was also true in 2020 when the last Equity Report was published—the Los Angeles campus faculty were 21.3% Chicanx/Latinx in fall of 2019.

Table 7: CSU Faculty by Race/Ethnicity & Rank (Headcount), Fall 2021

Rank	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other	Unknown	Total
Coach	29	6	74	75	1	19	330	4	93	631
Counselor	35	0	31	64	1	8	120	4	20	283
Lecturer	2,055	34	828	2,336	118	293	9,387	234	1,572	16,857
Librarian	44	0	16	43	1	5	209	5	32	355
Other	19	0	9	22	0	2	83	4	18	157
Assoc. Professor	592	2	117	271	24	22	1,619	50	224	2,921
Assist. Professor	660	5	193	353	27	63	1,301	5	395	3,002
Full Professor	1,059	0	168	445	28	2	3,275	191	62	5,230
Total	**4,493**	**47**	**1,436**	**3,609**	**200**	**414**	**16,324**	**497**	**2,416**	**29,436**

Table 8: CSU Faculty by Race/Ethnicity & Rank Percentages (Headcount), Fall 2021

Rank	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other	Unknown
Coach	4.6%	1.0%	11.7%	11.9%	0.2%	3.0%	52.3%	0.6%	14.7%
Counselor	12.4%	0.0%	11.0%	22.6%	0.4%	2.8%	42.4%	1.4%	7.1%
Lecturer	12.2%	0.2%	4.9%	13.9%	0.7%	1.7%	55.7%	1.4%	9.3%
Librarian	12.4%	0.0%	4.5%	12.1%	0.3%	1.4%	58.9%	1.4%	9.0%
Other	12.1%	0.0%	5.7%	14.0%	0.0%	1.3%	52.9%	2.5%	11.5%
Assoc. Professor	20.3%	0.1%	4.0%	9.3%	0.8%	0.8%	55.4%	1.7%	7.7%
Assist. Professor	22.0%	0.2%	6.4%	11.8%	0.9%	2.1%	43.3%	0.2%	13.2%
Full Professor	20.2%	0.0%	3.2%	8.5%	0.5%	0.0%	62.6%	3.7%	1.2%
Total	**15.3%**	**0.2%**	**4.9%**	**12.3%**	**0.7%**	**1.4%**	**55.5%**	**1.7%**	**8.2%**

Table 9: CSU Lecturers by Race/Ethnicity & Range (Headcount), Fall 2021

Rank	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other	Unknown	Total
Lecturer A	889	15	389	1,384	47	178	4,118	64	745	7,829
Lecturer B	915	19	395	834	55	110	4,078	119	747	7,272
Lecturer C	218	0	41	100	13	5	981	49	69	1,476
Lecturer D	33	0	3	18	3	0	203	2	10	272
Total	**2,055**	**34**	**828**	**2,336**	**118**	**293**	**9,380**	**234**	**1,571**	**16,849**

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Table 10: Coaches, Counselors, and Librarians by Race/Ethnicity & Range (Headcount), Fall 2021

Rank	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Other	Unknown	Total
COACHES										
Coach Assistant	17	6	37	53	1	14	157	1	62	348
Coach Specialist	4	0	11	12	0	3	62	1	19	112
Coach	5	0	12	5	0	2	71	1	9	105
Head Coach	3	0	14	5	0	0	40	1	3	66
Total	**29**	**6**	**74**	**75**	**1**	**19**	**330**	**4**	**93**	**631**
COUNSELORS										
SSP-AR I	18	0	18	40	1	8	59	0	14	158
SSP-AR III	6	0	8	13	0	0	36	2	6	71
SSP-AR III	11	0	5	11	0	0	25	2	0	54
Total	**35**	**0**	**31**	**64**	**1**	**8**	**120**	**4**	**20**	**283**
LIBRARIANS										
Assist. Librarian	6	0	1	5	0	0	20	0	5	37
Sr. Ass. Librarian	12	0	6	27	0	3	68	0	18	134
Assoc. Librarian	5	0	4	5	0	2	64	2	8	90
Librarian	21	0	5	6	1	0	57	3	1	94
Total	**44**	**0**	**16**	**43**	**1**	**5**	**209**	**5**	**32**	**355**

Table 11: Tenure Density (Headcount) by Race/Ethnicity, Fall 2021

Tenure Status	Temporary	Tenured	Tenure-Track	Tenured & Tenure-Track
Asian	48%	37%	15%	52%
Pacific Islander	85%	4%	11%	15%
Black	65%	21%	14%	35%
Chicanx/Latinx	69%	21%	10%	31%
Native American	61%	26%	14%	40%
Two or More	78%	7%	15%	22%
White	61%	30%	9%	39%
Other	49%	50%	1%	51%
Unknown	71%	12%	17%	29%
Systemwide	**61%**	**28%**	**11%**	**39%**

- Tenure density refers to the percentage of faculty that are either tenured or on the tenure-track.
- Systemwide, tenure density was 39% in fall 2021. Tenure density is lowest among faculty who identify as Pacific Islander (15%) and as being two or more races (22%). Tenure density is highest among faculty who identify as Asian (52%) and as other (51%) See discussion regarding the collection of Pacific Islander demographic data and the implications of a lack of disaggregation of Asian demographic data in the introduction section of this report.

Figure 3: Distributions of CSU Faculty Hire Year by Race & Ethnicity
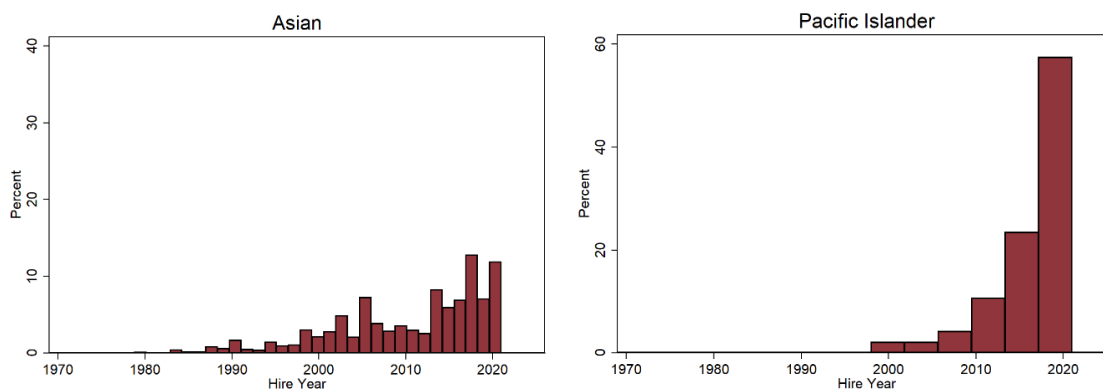
- These histograms show the distribution of year of hire for faculty by race/ethnicity.
- For all groups, much of the hiring has taken place since 2015. This percentage is the smallest for white faculty, who have a much longer "tail" extending back in time. In other words, white faculty tend to have been in the CSU longer than other groups, in general.

Figure 3: Distributions of CSU Faculty Hire Year by Race & Ethnicity (cont.)
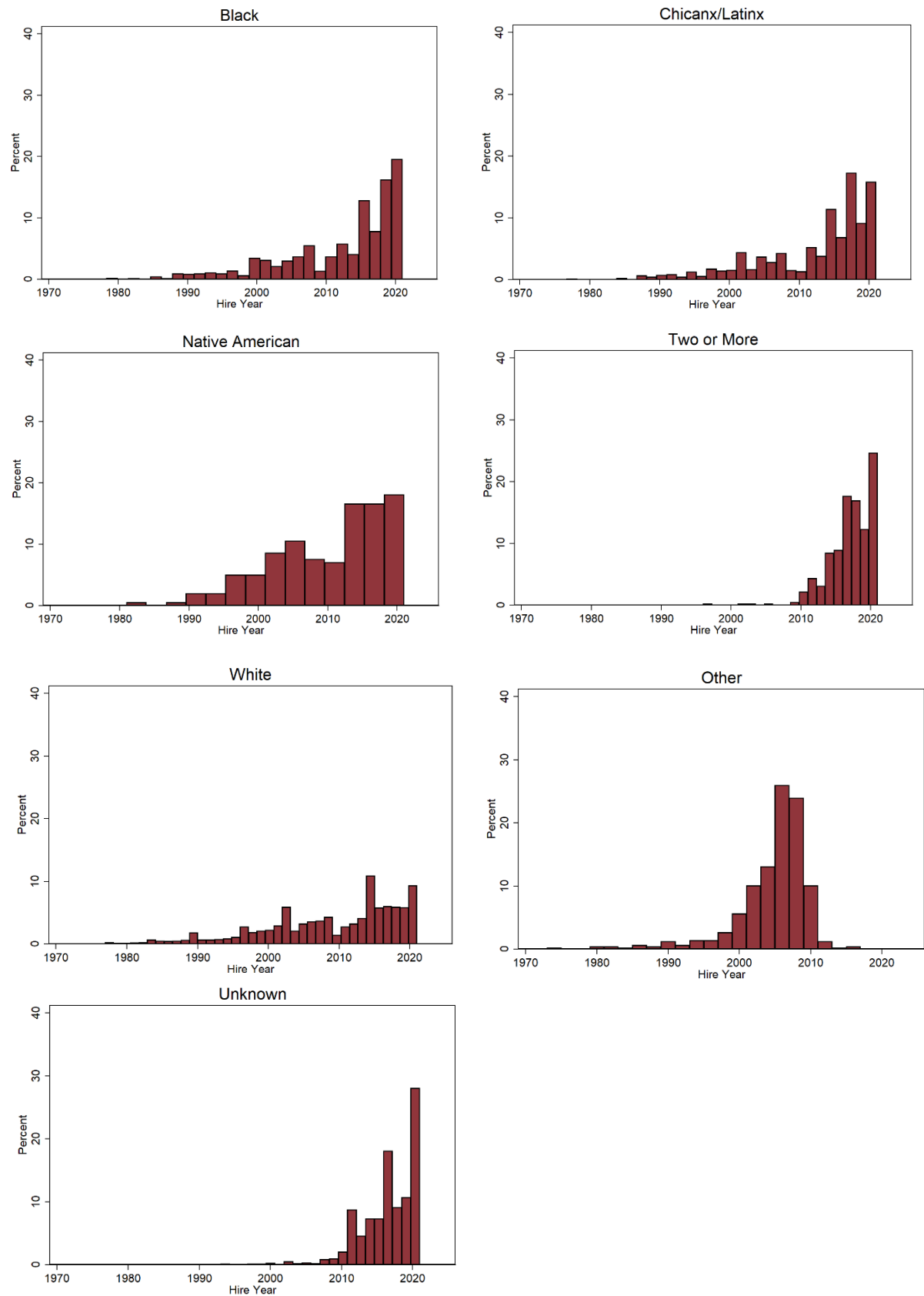
Table 12: CSU Faculty by Gender & Campus (Headcount), Fall 2021

Campus	Women	Men	Nonbinary	Total	Percent Women	Percent Men	Percent Nonbinary
Bakersfield	410	344	0	754	54.4%	45.6%	0.0%
Channel Islands	265	183	1	449	59.0%	40.8%	0.2%
Chico	527	463	0	990	53.2%	46.8%	0.0%
Dominguez Hills	570	418	1	989	57.6%	42.3%	0.1%
East Bay	529	382	1	912	58.0%	41.9%	0.1%
Fresno	812	715	0	1,527	53.2%	46.8%	0.0%
Fullerton	1,131	1,016	8	2,155	52.5%	47.1%	0.4%
Humboldt	302	229	0	531	56.9%	43.1%	0.0%
Long Beach	1,316	1,106	4	2,426	54.2%	45.6%	0.2%
Los Angeles	873	745	1	1,619	53.9%	46.0%	0.1%
Maritime	33	67	0	100	33.0%	67.0%	0.0%
Monterey	304	205	0	509	59.7%	40.3%	0.0%
Northridge	1,159	1,053	6	2,218	52.3%	47.5%	0.3%
Pomona	661	821	0	1,482	44.6%	55.4%	0.0%
Sacramento	952	915	2	1,869	50.9%	49.0%	0.1%
San Bernardino	588	521	1	1,110	53.0%	46.9%	0.1%
San Diego	1,084	992	0	2,076	52.2%	47.8%	0.0%
San Francisco	1,065	804	5	1,874	56.8%	42.9%	0.3%
San Jose	1,168	1,013	3	2,184	53.5%	46.4%	0.1%
San Luis Obispo	579	814	1	1,394	41.5%	58.4%	0.1%
San Marcos	591	376	2	969	61.0%	38.8%	0.2%
Sonoma	313	236	0	549	57.0%	43.0%	0.0%
Stanislaus	402	346	2	750	53.6%	46.1%	0.3%
Total	**15,634**	**13,764**	**38**	**29,436**	**53.1%**	**46.8%**	**0.1%**

Table 13: CSU Faculty by Gender & Campus (FTE), Fall 2021

Campus	Women	Men	Nonbinary	Total	Percent Women	Percent Men	Percent Nonbinary
Bakersfield	264	253	0	517	51.1%	48.9%	0.0%
Channel Islands	203	142	0	345	58.9%	41.0%	0.1%
Chico	388	376	0	764	50.8%	49.2%	0.0%
Dominguez Hills	386	297	0	683	56.5%	43.5%	0.0%
East Bay	366	277	1	643	56.8%	43.0%	0.2%
Fresno	601	554	0	1,155	52.0%	48.0%	0.0%
Fullerton	851	757	3	1,612	52.8%	47.0%	0.2%
Humboldt	216	180	0	396	54.5%	45.5%	0.0%
Long Beach	909	783	1	1,693	53.7%	46.2%	0.1%
Los Angeles	618	534	1	1,152	53.6%	46.3%	0.1%
Maritime	26	59	0	85	30.7%	69.3%	0.0%
Monterey	218	153	0	371	58.7%	41.3%	0.0%
Northridge	803	740	2	1,545	52.0%	47.9%	0.1%
Pomona	492	606	0	1,098	44.8%	55.2%	0.0%
Sacramento	664	655	1	1,319	50.3%	49.6%	0.0%
San Bernardino	414	379	1	793	52.2%	47.7%	0.1%
San Diego	757	732	0	1,489	50.8%	49.2%	0.0%
San Francisco	721	596	3	1,320	54.6%	45.1%	0.2%
San Jose	823	720	1	1,544	53.3%	46.6%	0.1%
San Luis Obispo	467	682	1	1,150	40.6%	59.3%	0.1%
San Marcos	398	268	1	666	59.7%	40.2%	0.1%
Sonoma	219	174	0	392	55.7%	44.3%	0.0%
Stanislaus	269	255	1	525	51.2%	48.6%	0.2%
Total	**11,072**	**10,170**	**17**	**21,259**	**52.1%**	**47.8%**	**0.1%**

Figure 5: Percentage of Women Faculty on CSU Campuses (Headcount), Fall 2021
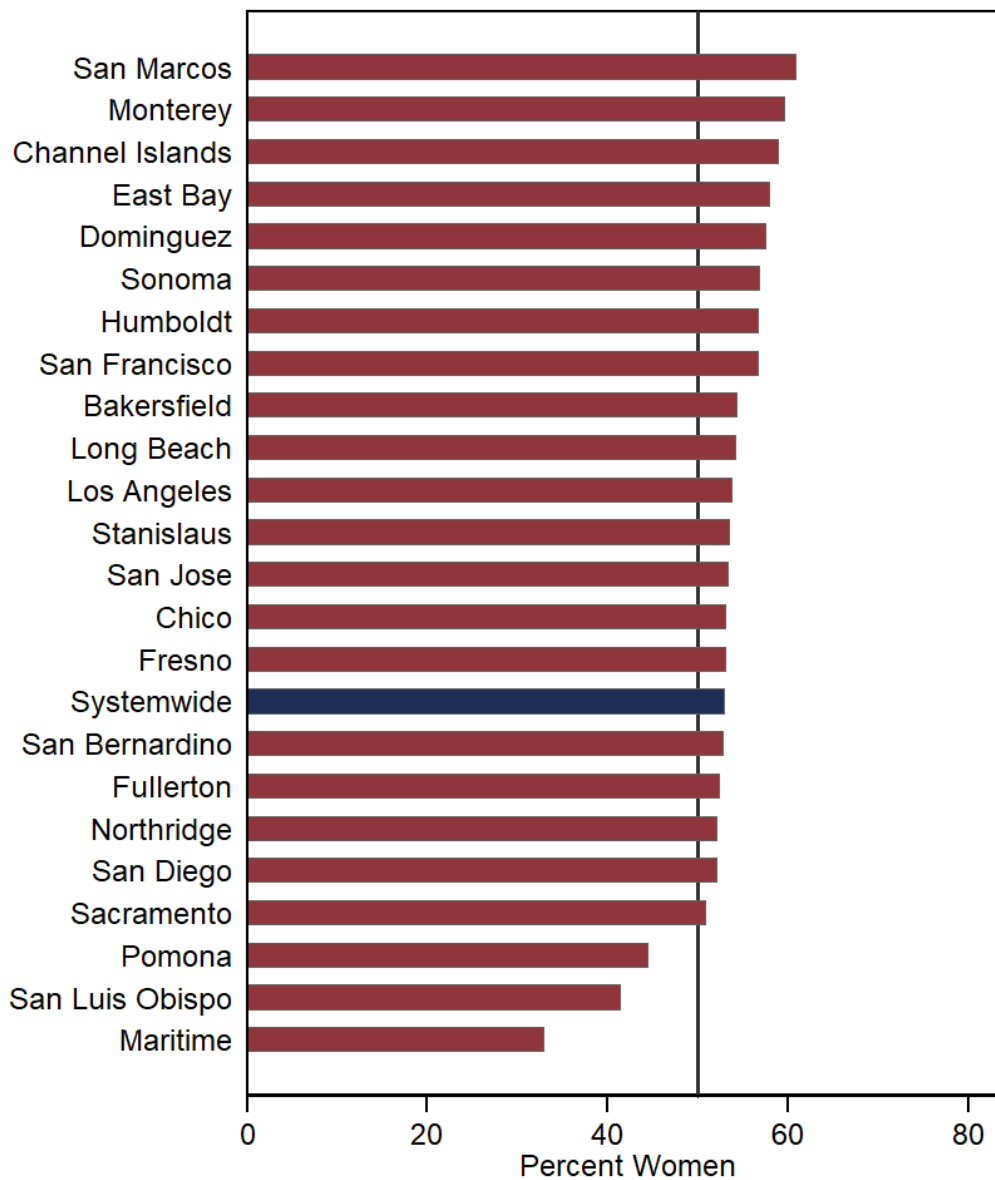
Table 14: CSU Faculty by Gender & Rank (Headcount), Fall 2021

Rank	Women	Men	Nonbinary	Total	Percent Women
Lecturer	9,405	7,422	30	16,857	56%
Assistant Professor	1,684	1,311	7	3,002	56%
Associate Professor	1,517	1,404	0	2,921	52%
Full Professor	2,263	2,967	0	5,230	43%
Coach	204	427	0	631	32%
Counselor	209	74	0	283	74%
Librarian	264	90	1	355	74%
Other	88	69	0	157	56%
Total	**15,634**	**13,764**	**38**	**29,436**	**53%**

Figure 6: CSU Faculty by Gender and Rank (Headcount), Fall 2021
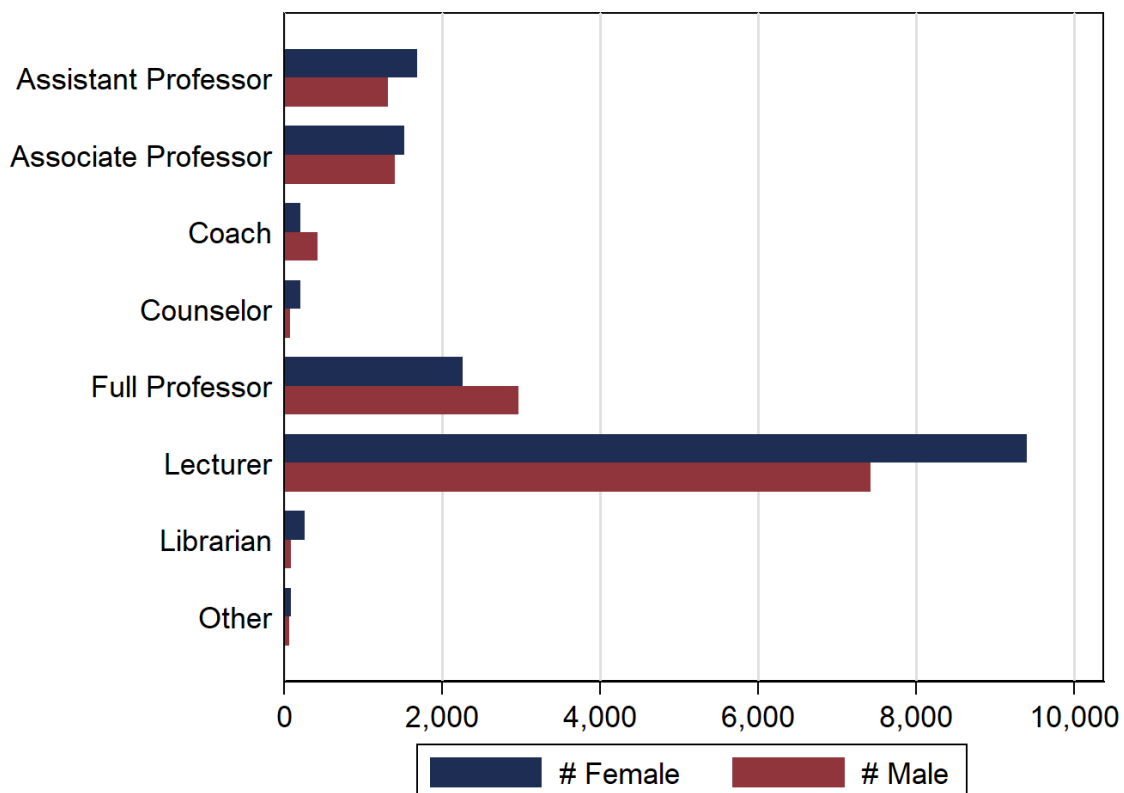
Table 15: CSU Lecturer Ranges by Gender (Headcount), Fall 2021

Rank	Women	Men	Nonbinary	Total	Percent Women
Lecturer A	4,637	3,173	19	7,829	59%
Lecturer B	3,877	3,385	10	7,272	53%
Lecturer C	758	717	1	1,476	51%
Lecturer D	131	141	0	272	48%
Total	**9,403**	**7,416**	**30**	**16,849**	**56%**

Table 16: CSU Faculty by Gender & Tenure Status (Headcount), 2011 and 2021

	2011			2021		
Tenure Status	**Percent Women**	**Percent Men**	**Percent Nonbinary**	**Percent Women**	**Percent Men**	**Percent Nonbinary**
Temporary	59.1%	50.0%	-	63.6%	58.0%	81.6%
Tenured	29.2%	39.9%	-	24.9%	32.0%	2.6%
Tenure-Track	11.6%	10.1%	-	36.4%	10.0%	15.8%
Tenured & Tenure-Track	**40.9%**	**50.0%**	**-**	**36.4%**	**42.0%**	**18.4%**

- Tenure density refers to the percentage of faculty that are either tenured or on the tenure-track.
- Tenure density has steadily decreased over time for all genders. Systemwide, tenure density was 39% in fall 2021, (see Table 11). This is the same level it was in fall 2019.
- Tenure density has consistently been higher among male faculty (they have made up a larger share of the full professor rank). This trend has remained essentially constant over the last two years. In fall 2019, 36% of female faculty and 42% of male faculty were tenured/tenured-track. In fall 2021, 36.4% of women and 42% are men are tenured/tenured/track faculty at the CSU.

Table 17: CSU Faculty by Gender (Headcount), 1985 to 2021

Year	Women	Men	Nonbinary	Total	Percent Women	Percent Men	Percent Nonbinary
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%	-
2020	1,4942	1,3446	20	2,8408	52.60%	47.33%	0.07%
2021	1,5634	1,3764	38	2,9436	53.11%	46.76%	0.13%
Change from 1985	9,800	610	-	10,448	22%	-22%	-

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Table 18: CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2021

Year	Asian & Pacific Islander	Black	Chicanx/ Latinx	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
2020	4,344	1,312	3,293	198	2,692	360	16,209	28,408
2021	4,540	1,436	3,609	200	2,913	414	16,324	29,436
Change from 1985	3,192	904	2,840	104	2,909	–	85	10,448

Table 19: Yearly % Change in CSU Faculty by Race/Ethnicity (Headcount), 1985 to 2021

Year	Asian & Pacific Islander	Black	Chicanx/ Latinx	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%	10−%	–	−1%	0%
1994	5%	2%	8%	−4%		–	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%
2020	0%	-1%	0%	-3%	1%	-6%	-6%	-3%
2021	5%	9%	10%	1%	8%	15%	1%	4%
Avg. Yearly Change	6%	5%	7%	7%	22%	35%	3%	3%

Table 20: Distribution of CSU Faculty by Race/Ethnicity & Year (Headcount), 1985 to 2021

Year	Asian & Pacific Islander	Black	Chicanx/Latinx	Native American	Other & Unknown	Two or More	White
1985	7.1%	2.8%	4.0%	0.5%	0.0%	-	85.5%
1986	7.3%	2.8%	4.0%	0.5%	0.0%	-	85.4%
1987	7.6%	2.9%	4.2%	0.5%	0.1%	-	84.6%
1988	8.0%	3.0%	4.5%	0.4%	0.0%	-	84.2%
1989	8.1%	3.3%	4.6%	0.5%	0.1%	-	83.5%
1990	8.3%	3.5%	5.0%	0.5%	0.0%	-	82.6%
1991	8.4%	3.8%	5.0%	0.5%	0.0%	-	82.2%
1992	8.9%	3.8%	5.3%	0.6%	0.0%	-	81.4%
1993	9.1%	4.0%	5.0%	0.6%	0.6%	-	80.7%
1994	9.1%	3.9%	5.2%	0.6%	0.7%	-	80.5%
1995	9.6%	3.9%	5.6%	0.7%	0.9%	-	79.3%
1996	9.7%	4.0%	5.7%	0.6%	0.9%	-	79.2%
1997	9.8%	3.8%	5.8%	0.7%	1.0%	-	78.9%
1998	10.1%	3.8%	6.1%	0.8%	1.0%	-	78.2%
1999	10.5%	3.9%	6.4%	0.7%	1.1%	-	77.4%
2000	11.0%	4.0%	6.5%	0.7%	1.1%	-	76.7%
2001	11.5%	4.0%	6.7%	0.7%	1.1%	-	76.0%
2002	10.0%	4.0%	7.5%	0.7%	2.5%	-	75.3%
2003	12.2%	4.0%	7.0%	0.6%	1.2%	-	74.9%
2004	11.1%	3.9%	7.4%	0.7%	2.6%	-	74.3%
2005	11.4%	3.9%	7.5%	0.7%	4.3%	-	72.2%
2006	11.7%	4.0%	7.7%	0.7%	3.9%	-	71.9%
2007	12.1%	4.0%	7.8%	0.7%	4.4%	-	71.0%
2008	12.4%	4.1%	8.1%	0.7%	4.7%	-	70.1%
2009	12.7%	3.9%	7.9%	0.7%	4.8%	-	70.1%
2010	12.8%	3.9%	8.1%	0.7%	5.3%	0.1%	69.2%
2011	13.2%	3.8%	8.3%	0.7%	6.0%	0.2%	67.8%
2012	13.2%	3.9%	8.5%	0.7%	6.5%	0.2%	67.1%
2013	13.3%	3.8%	8.8%	0.7%	7.0%	0.3%	66.1%
2014	13.5%	3.9%	9.1%	0.7%	7.4%	0.5%	64.9%
2015	13.8%	3.9%	9.6%	0.7%	7.8%	0.6%	63.6%
2016	13.9%	4.3%	10.0%	0.7%	8.0%	0.8%	62.1%
2017	14.3%	4.3%	10.4%	0.7%	8.2%	0.9%	60.8%
2018	14.4%	4.5%	10.8%	0.7%	8.6%	1.1%	59.7%
2019	14.8%	4.5%	11.2%	0.7%	9.0%	1.3%	58.5%
2020	15.3%	4.6%	11.6%	0.7%	9.5%	1.3%	57.1%
2021	15.4%	4.9%	12.3%	0.7%	9.9%	1.4%	55.5%
Change from 1985	**8.3%**	**2.1%**	**8.3%**	**0.2%**	**9.9%**	**-**	**-30.0%**

- This table shows the yearly distribution of faculty systemwide by race/ethnicity. Since 1985, white faculty have continued to comprise a smaller portion of faculty with the share of faculty, dropping 30.04% since 1985.

Figure 7: Percentage of BIPOC Faculty and White Faculty in the CSU, Fall 1985 to 2021
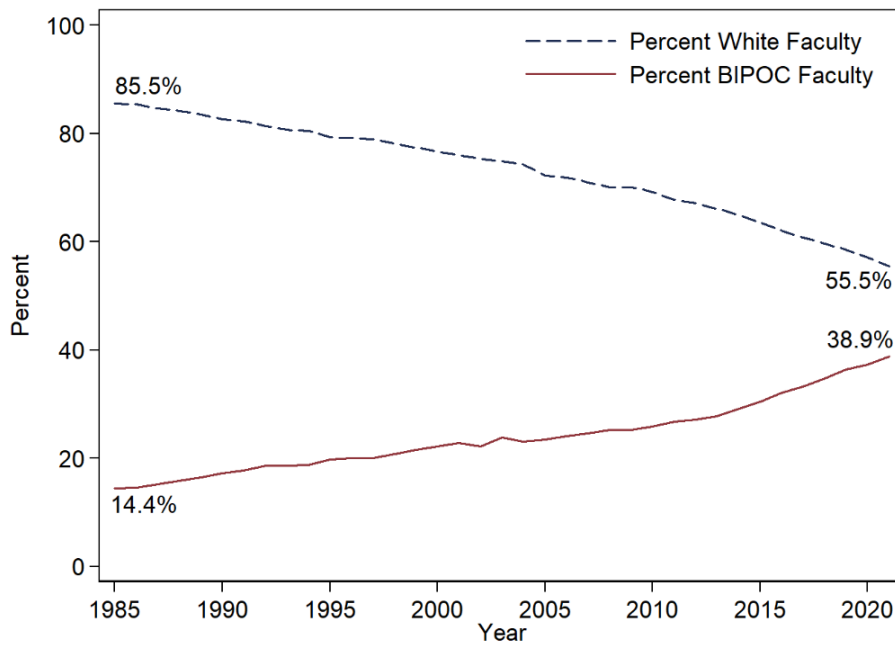
Figure 8: Percent of Women Faculty, Fall 1985 to 2021
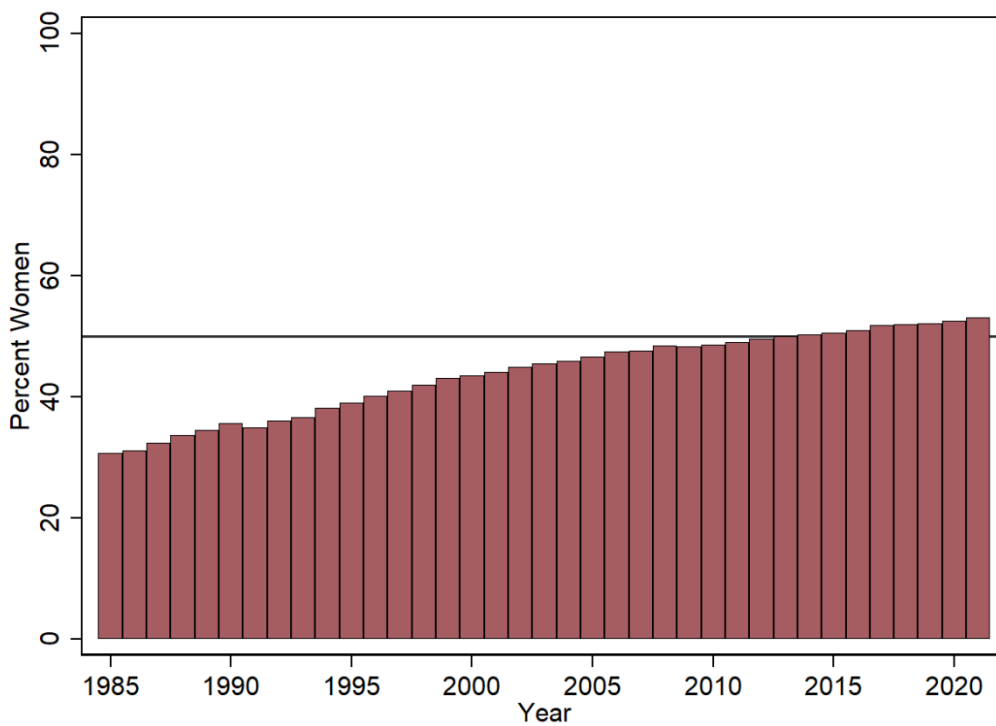
Table 21: Fall Hires of CSU Faculty by Race/Ethnicity (2021, 2016, 2011, 2006)

Year	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
2021	244	7	135	301	10	57	700	302	1,756
2016	350	2	140	291	12	49	1,290	324	2,458
2011	297	2	87	189	20	16	1,335	277	2,223
2006	321	-	114	185	15	-	1,407	202	2,244

Table 22: Percent Distribution of Fall Hires of CSU Faculty by Race/Ethnicity (2021, 2016, 2011, 2006)

Year	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown
2021	13.90%	0.40%	7.69%	17.14%	0.57%	3.25%	39.86%	17.20%
2016	14.24%	0.08%	5.70%	11.84%	0.49%	1.99%	52.48%	13.18%
2011	13.36%	0.09%	3.91%	8.50%	0.90%	0.72%	60.05%	12.46%
2006	14.30%	-	5.08%	8.24%	0.67%	-	62.70%	9.00%

Table 23: Fall Hires of CSU Faculty by Gender (2021, 2016, 2011, 2006)

Year	Women	Men	Nonbinary	Total
2021	1,031	705	20	1,756
2016	1,341	1,116	-	2,458
2011	1,157	1,065	-	2,223
2006	1,204	1,040	-	2,244

Table 24: Percent Distribution of Fall Hires of CSU Faculty by Gender (2021, 2016, 2011, 2006)

Year	Women	Men	Nonbinary
2021	58.7%	40.1%	1.1%
2016	54.6%	45.4%	-
2011	52.0%	47.9%	-
2006	53.7%	46.3%	-

Table 25: Fall Hires of CSU Women Faculty by Race/Ethnicity (2021, 2016, 2011, 2006)

Year	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
2021	153	3	79	185	3	32	415	161	1,031
2016	203	-	80	150	4	25	702	177	1,341
2011	160	1	50	100	8	12	686	140	1,157
2006	176	-	70	112	5	-	732	109	1,204

Table 26: Percent Distribution of Women Compared to All Fall Hires by Race/Ethnicity (2021, 2016, 2011, 2006)

Year	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	All Women of Color
2021	8.71%	0.17%	4.50%	10.54%	0.17%	1.82%	23.63%	9.17%	25.91%
2016	8.26%	-	3.25%	6.10%	0.16%	1.02%	28.56%	7.20%	18.80%
2011	7.20%	0.04%	2.25%	4.50%	0.36%	0.54%	30.86%	6.30%	14.89%
2006	7.84%	-	3.12%	4.99%	0.22%	-	32.62%	4.86%	16.18%

- In this analysis, "Women of Color" includes all female faculty except those categorized as white or unknown.
- This table shows that the percentage of new fall hires who are Women of Color has generally been increasing over the last 20 years. In fall 2021, nearly 26% of all new hires were Women of Color.

ANALYSES OF STUDENT DATA

Note: CalStateTEACH and International Program student enrollment numbers are not included in any of the below analyses.

Table 27: Headcount, Full-Time Equivalent, and Student-to-Faculty Ratio of CSU Students by Campus, Fall 2021

Campus	Student Headcount	Student FTE	Student to Faculty Ratio*
Bakersfield	10,624	9,050	17.5
Channel Islands	6,437	5,581	16.2
Chico	15,421	14,231	18.6
Dominguez Hills	16,916	13,679	20.0
East Bay	13,499	11,757	18.3
Fresno	24,946	21,773	18.9
Fullerton	40,087	32,731	20.3
Humboldt	5,739	5,285	13.3
Long Beach	39,434	33,336	19.7
Los Angeles	27,029	22,885	19.9
Maritime	880	938	11.1
Monterey	6,995	6,419	17.3
Northridge	38,551	32,214	20.9
Pomona	29,103	25,136	22.9
Sacramento	31,573	27,182	20.6
San Bernardino	19,182	16,057	20.2
San Diego	35,732	32,540	21.9
San Francisco	26,620	22,121	16.8
San Jose	33,848	28,609	18.5
San Luis Obispo	22,028	21,180	18.4
San Marcos	14,503	12,427	18.6
Sonoma	7,182	6,630	16.9
Stanislaus	10,028	8,475	16.1
Total	**476,357**	**410,237**	**19.3**

Student-to-faculty ratio compares FTE students to FTE faculty

Table 28: CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	692	18	418	6,637	28	225	1,615	592	10,624
Channel Islands	391	16	121	3,648	11	246	1,563	220	6,437
Chico	864	37	418	5,503	69	810	6,678	596	15,421
Dominguez Hills	1,280	41	1,819	11,088	23	341	1,045	461	16,916
East Bay	3,007	143	1,229	4,816	17	646	2,048	488	13,499
Fresno	3,026	40	706	13,966	84	642	4,429	844	24,946
Fullerton	8,727	71	819	18,947	27	1,502	7,027	1,007	40,087
Humboldt	162	18	178	1,833	81	359	2,734	298	5,739
Long Beach	8,086	90	1,460	18,083	37	1,660	6,687	962	39,434
Los Angeles	3,052	25	1,017	18,856	29	386	1,474	602	27,029
Maritime	98	12	25	195	5	96	406	38	880
Monterey Bay	405	24	191	3,625	17	332	1,770	282	6,995
Northridge	3,395	52	1,754	20,198	37	1,154	8,225	1,359	38,551
Pomona	6,320	55	847	14,421	32	993	4,235	917	29,103
Sacramento	6,005	268	1,965	11,252	75	1,791	7,829	1,117	31,573
San Bernardino	1,024	28	961	12,687	30	411	2,333	655	19,182
San Diego	4,592	87	1,465	11,838	95	2,365	12,243	1,095	35,732
San Francisco	6,344	167	1,475	9,176	45	1,370	4,597	1,577	26,620
San Jose	12,057	162	1,160	9,584	32	1,617	4,948	1,189	33,848
San Luis Obispo	2,961	50	159	4,272	27	1,648	11,695	731	22,028
San Marcos	1,337	31	474	7,171	42	741	3,758	446	14,503
Sonoma	372	24	186	2,622	30	396	3,076	269	7,182
Stanislaus	882	63	189	5,854	20	256	1,966	441	10,028
Total	75,079	1,522	19,036	216,272	893	19,987	102,381	16,186	476,357

- Totals include international student enrollment.

Table 29: Distribution of CSU Students by Race/Ethnicity & Campus (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown
Bakersfield	6.5%	0.2%	3.9%	62.5%	0.3%	2.1%	15.2%	5.6%
Channel Islands	6.1%	0.2%	1.9%	56.7%	0.2%	3.8%	24.3%	3.4%
Chico	5.6%	0.2%	2.7%	35.7%	0.4%	5.3%	43.3%	3.9%
Dominguez Hills	7.6%	0.2%	10.8%	65.5%	0.1%	2.0%	6.2%	2.7%
East Bay	22.3%	1.1%	9.1%	35.7%	0.1%	4.8%	15.2%	3.6%
Fresno	12.1%	0.2%	2.8%	56.0%	0.3%	2.6%	17.8%	3.4%
Fullerton	21.8%	0.2%	2.0%	47.3%	0.1%	3.7%	17.5%	2.5%
Humboldt	2.8%	0.3%	3.1%	31.9%	1.4%	6.3%	47.6%	5.2%
Long Beach	20.5%	0.2%	3.7%	45.9%	0.1%	4.2%	17.0%	2.4%
Los Angeles	11.3%	0.1%	3.8%	69.8%	0.1%	1.4%	5.5%	2.2%
Maritime	11.1%	1.4%	2.8%	22.2%	0.6%	10.9%	46.1%	4.3%
Monterey Bay	5.8%	0.3%	2.7%	51.8%	0.2%	4.7%	25.3%	4.0%
Northridge	8.8%	0.1%	4.5%	52.4%	0.1%	3.0%	21.3%	3.5%
Pomona	21.7%	0.2%	2.9%	49.6%	0.1%	3.4%	14.6%	3.2%
Sacramento	19.0%	0.8%	6.2%	35.6%	0.2%	5.7%	24.8%	3.5%
San Bernardino	5.3%	0.1%	5.0%	66.1%	0.2%	2.1%	12.2%	3.4%
San Diego	12.9%	0.2%	4.1%	33.1%	0.3%	6.6%	34.3%	3.1%
San Francisco	23.8%	0.6%	5.5%	34.5%	0.2%	5.1%	17.3%	5.9%
San Jose	35.6%	0.5%	3.4%	28.3%	0.1%	4.8%	14.6%	3.5%
San Luis Obispo	13.4%	0.2%	0.7%	19.4%	0.1%	7.5%	53.1%	3.3%
San Marcos	9.2%	0.2%	3.3%	49.4%	0.3%	5.1%	25.9%	3.1%
Sonoma	5.2%	0.3%	2.6%	36.5%	0.4%	5.5%	42.8%	3.7%
Stanislaus	8.8%	0.6%	1.9%	58.4%	0.2%	2.6%	19.6%	4.4%
Total	**15.8%**	**0.3%**	**4.0%**	**45.4%**	**0.2%**	**4.2%**	**21.5%**	**3.4%**

- Totals include international student enrollment.

Table 30: CSU Students by Race/Ethnicity (Headcount), 1985 to 2021

Year	Asian & Pacific Islander	Black	Chicanx/ Latinx	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
990	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
2020	76,458	19,614	216,871	983	17,409	20,764	106,164	484,563
2021	76,601	19,036	216,272	893	16,186	19,987	102,381	476,357
Change from 1985	38,256	2,136	188,142	-2,724	-16,273	–	-102,794	151,731

- Totals include international student enrollment.

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Table 31: CSU Students by Gender & Campus, Fall 2021

Campus	Women	Men	Total	Percent Women	Percent Men
Bakersfield	7,059	3,565	10,624	66.4%	33.6%
Channel Islands	4,257	2,180	6,437	66.1%	33.9%
Chico	8,512	6,909	15,421	55.2%	44.8%
Dominguez Hills	10,895	6,021	16,916	64.4%	35.6%
East Bay	8,240	5,259	13,499	61.0%	39.0%
Fresno	15,175	9,771	24,946	60.8%	39.2%
Fullerton	23,770	16,317	40,087	59.3%	40.7%
Humboldt	3,400	2,339	5,739	59.2%	40.8%
Long Beach	23,110	16,324	39,434	58.6%	41.4%
Los Angeles	16,171	10,858	27,029	59.8%	40.2%
Maritime	170	710	880	19.3%	80.7%
Monterey Bay	4,422	2,573	6,995	63.2%	36.8%
Northridge	21,572	16,979	38,551	56.0%	44.0%
Pomona	13,656	15,447	29,103	46.9%	53.1%
Sacramento	18,180	13,393	31,573	57.6%	42.4%
San Bernardino	12,093	7,089	19,182	63.0%	37.0%
San Diego	20,645	15,087	35,732	57.8%	42.2%
San Francisco	15,053	11,567	26,620	56.5%	43.5%
San Jose	17,019	16,829	33,848	50.3%	49.7%
San Luis Obispo	10,784	11,244	22,028	49.0%	51.0%
San Marcos	8,803	5,700	14,503	60.7%	39.3%
Sonoma	4,515	2,667	7,182	62.9%	37.1%
Stanislaus	6,811	3,217	10,028	67.9%	32.1%
Total	**274,312**	**202,045**	**476,357**	**57.6%**	**42.4%**

- Totals include international student enrollment.

Table 32: CSU Students by Gender, 1985 to 2021

Year	Women	Men	Total	Percent Women	Percent Men
1985	171,194	153,432	324,626	53.0%	47.0%
1986	177,319	156,105	333,424	53.0%	47.0%
1987	184,633	158,143	342,776	54.0%	46.0%
1988	192,484	162,622	355,106	54.0%	46.0%
1989	196,278	164,560	360,838	54.0%	46.0%
1990	201,548	167,505	369,053	55.0%	45.0%
1991	198,010	163,894	361,904	55.0%	45.0%
1992	190,325	157,368	347,693	55.0%	45.0%
1993	178,476	147,163	325,639	55.0%	45.0%
1994	175,943	143,425	319,368	55.0%	45.0%
1995	181,056	144,548	325,604	56.0%	44.0%
1996	189,360	147,443	336,803	56.0%	44.0%
1997	196,084	147,695	343,779	57.0%	43.0%
1998	202,035	147,769	349,804	58.0%	42.0%
1999	208,847	150,100	358,947	58.0%	42.0%
2000	215,139	152,224	367,363	59.0%	41.0%
2001	227,695	159,616	387,311	59.0%	41.0%
2002	239,287	167,228	406,515	59.0%	41.0%
2003	240,839	166,691	407,530	59.0%	41.0%
2004	233,470	162,355	395,825	59.0%	41.0%
2005	237,121	166,873	403,994	59.0%	41.0%
2006	243,760	172,056	415,816	59.0%	41.0%
2007	250,879	180,753	431,632	58.0%	42.0%
2008	252,685	182,978	435,663	58.0%	42.0%
2009	249,391	182,364	431,755	58.0%	42.0%
2010	235,909	175,230	411,139	57.0%	43.0%
2011	242,042	183,295	425,337	57.0%	43.0%
2012	246,684	188,814	435,498	57.0%	43.0%
2013	250,678	194,687	445,365	56.0%	44.0%
2014	257,330	201,567	458,897	56.0%	44.0%
2015	265,105	208,133	473,238	56.0%	44.0%
2016	269,237	209,401	478,638	56.0%	44.0%
2017	272,366	210,389	482,755	56.0%	44.0%
2018	272,779	208,431	481,210	57.0%	43.0%
2019	274,026	207,742	481,929	57.0%	43.0%
2020	278,552	206,011	484,563	57.5%	42.5%
2021	274,312	202,045	476,357	57.6%	42.4%
Change from 1985	**103,118**	**48,613**	**151,731**	**4.6%**	**-4.6%**

- Totals include international student enrollment.

Figure 9: Percentage of Students of Color and White Students in the CSU, Fall 1985 to 2021
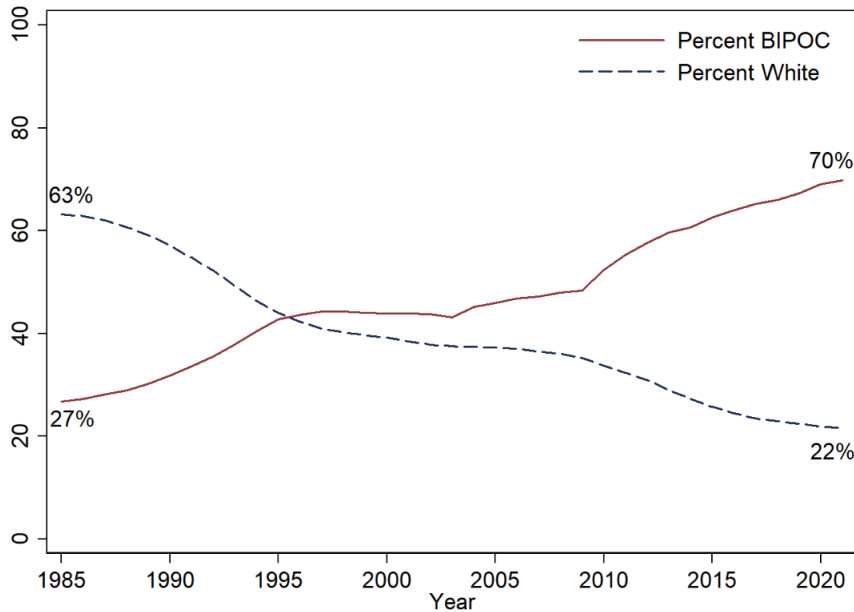
- As Figure 9 shows, 70% of CSU students identify as BIPOC (have self-identified as Asian, Pacific Islander, Black, Chicanx/Latinx, Native American, or two or more races).

Figure 10: Percentage of Female and Male Students in the CSU, Fall 1985 to 2021
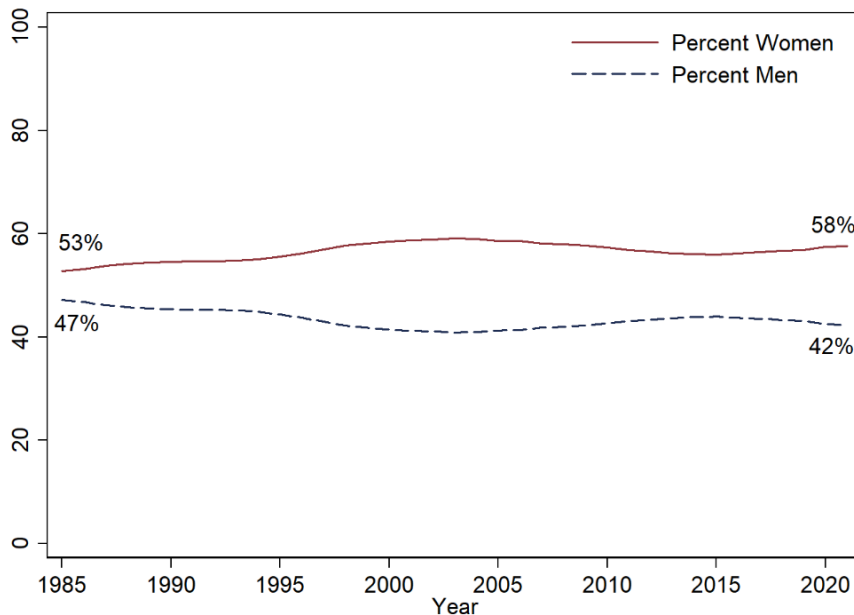
- The percentage of female students on CSU campuses has steadily increased since 1985, though by a relatively moderate amount overall.

Table 33: Student Headcount to FTE Faculty Ratios by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	8.2	10.0	16.6	85.5	28.0	23.1	5.7	18.2	20.5
Channel Islands	14.1	16.0	11.8	69.5	4.3	30.0	7.1	9.5	18.7
Chico	13.5	0.0	26.4	155.5	18.5	104.4	12.2	6.6	20.2
Dominguez Hills	11.9	102.5	21.6	97.9	4.5	23.8	3.5	7.8	24.8
East Bay	24.7	0.0	27.5	98.0	14.2	101.2	5.9	6.8	21.0
Fresno	16.3	36.2	15.2	87.1	10.7	50.4	6.8	9.2	21.6
Fullerton	25.9	44.4	14.0	97.2	4.2	94.9	8.2	7.4	24.9
Humboldt	11.1	0.0	19.5	76.7	7.5	98.1	10.1	4.6	14.5
Long Beach	25.1	409.1	17.2	89.7	2.6	75.6	7.0	9.7	23.3
Los Angeles	11.8	0.0	14.3	84.3	4.9	21.5	3.4	4.3	23.5
Maritime	14.2	0.0	10.4	58.5	0.0	0.0	6.0	8.3	10.4
Monterey Bay	8.9	0.0	13.7	62.0	8.2	102.2	10.0	4.0	18.8
Northridge	14.4	86.7	21.6	102.3	3.6	57.5	9.2	12.5	25.0
Pomona	24.7	0.0	19.8	104.8	8.9	207.7	7.6	9.6	26.5
Sacramento	35.8	182.7	31.1	117.9	5.5	175.9	10.3	5.4	23.9
San Bernardino	9.0	105.0	17.6	98.5	7.1	39.3	5.5	10.8	24.2
San Diego	23.8	37.3	22.4	61.7	8.2	117.2	14.3	7.5	24.0
San Francisco	21.2	23.2	23.6	81.0	3.3	92.0	6.5	15.3	20.2
San Jose	34.8	105.7	18.0	72.6	3.7	52.9	6.5	6.0	21.9
San Luis Obispo	24.7	27.2	6.7	81.0	4.5	224.2	13.5	10.2	19.2
San Marcos	14.8	16.6	20.5	74.6	4.6	46.7	9.6	11.9	21.8
Sonoma	9.7	24.0	44.5	105.2	13.2	180.0	12.7	3.5	18.3
Stanislaus	12.2	16.8	6.8	94.4	10.0	32.3	6.4	10.4	19.1
Total	**21.4**	**54.4**	**19.4**	**89.1**	**6.1**	**75.1**	**8.6**	**8.0**	**22.4**

- ▪ Ratios in totals column are based on data which include international student enrollment.

Table 34: Female Students by Campus and Race/Ethnicity (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	385	11	280	4,560	22	140	1,050	368	7,059
Channel Islands	219	9	78	2,597	5	136	935	122	4,257
Chico	438	14	231	3,259	40	454	3,564	324	8,512
Dominguez Hills	673	29	1,271	7,224	17	207	617	314	10,895
East Bay	1,601	83	814	3,206	9	377	1,213	289	8,240
Fresno	1,689	25	389	8,880	54	373	2,648	468	15,175
Fullerton	4,691	40	487	11,985	17	919	4,014	537	23,770
Humboldt	87	10	98	1,122	60	216	1,598	165	3,400
Long Beach	4,348	40	909	11,198	20	964	3,860	493	23,110
Los Angeles	1,546	17	628	11,671	21	224	821	324	16,171
Maritime	22	3	6	46	1	22	61	8	170
Monterey Bay	220	16	109	2,411	12	211	1,077	168	4,422
Northridge	1,578	26	1,057	11,946	21	640	4,327	700	21,572
Pomona	2,503	27	425	7,458	17	439	1,773	409	13,656
Sacramento	3,079	152	1,152	7,020	46	1,027	4,422	564	18,180
San Bernardino	512	15	628	8,326	20	260	1,373	384	12,093
San Diego	2,540	45	857	7,216	63	1,368	7,078	570	20,645
San Francisco	3,222	90	909	5,625	26	784	2,578	816	15,053
San Jose	5,701	67	585	5,478	20	816	2,440	562	17,019
San Luis Obispo	1,438	13	53	2,074	17	831	5,823	319	10,784
San Marcos	703	16	242	4,736	27	443	2,124	216	8,803
Sonoma	223	15	105	1,762	19	254	1,845	162	4,515
Stanislaus	527	33	133	4,161	13	167	1,259	261	6,811
Total	**37,945**	**796**	**11,446**	**133,961**	**567**	**11,272**	**56,500**	**8,543**	**274,312**

- Totals include international student enrollment.

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Table 35: Male Students by Campus and Race/Ethnicity (Headcount), Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	307	7	138	2,077	6	85	565	224	3,565
Channel Islands	172	7	43	1,051	6	110	628	98	2,180
Chico	426	23	187	2,244	29	356	3,114	272	6,909
Dominguez Hills	607	12	548	3,864	6	134	428	147	6,021
East Bay	1,406	60	415	1,610	8	269	835	199	5,259
Fresno	1,337	15	317	5,086	30	269	1,781	376	9,771
Fullerton	4,036	31	332	6,962	10	583	3,013	470	16,317
Humboldt	75	8	80	711	21	143	1,136	133	2,339
Long Beach	3,738	50	551	6,885	17	696	2,827	469	16,324
Los Angeles	1,506	8	389	7,185	8	162	653	278	10,858
Maritime	76	9	19	149	4	74	345	30	710
Monterey Bay	185	8	82	1,214	5	121	693	114	2,573
Northridge	1,817	26	697	8,252	16	514	3,898	659	16,979
Pomona	3,817	28	422	6,963	15	554	2,462	508	15,447
Sacramento	2,926	116	813	4,232	29	764	3,407	553	13,393
San Bernardino	512	13	333	4,361	10	151	960	271	7,089
San Diego	2,052	42	608	4,622	32	997	5,165	525	15,087
San Francisco	3,122	77	566	3,551	19	586	2,019	761	11,567
San Jose	6,356	95	575	4,106	12	801	2,508	627	16,829
San Luis Obispo	1,523	37	106	2,198	10	817	5,872	412	11,244
San Marcos	634	15	232	2,435	15	298	1,634	230	5,700
Sonoma	149	9	81	860	11	142	1,231	107	2,667
Stanislaus	355	30	56	1,693	7	89	707	180	3,217
Total	**37,134**	**726**	**7,590**	**82,311**	**326**	**8,715**	**45,881**	**7,643**	**202,045**

- Totals include international student enrollment.

Table 36: Ratios of Female Student Headcounts to Female FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	9.5	6.1	20.9	113.5	0.0	38.9	6.9	28.7	26.7
Channel Islands	12.9	0.0	9.6	81.2	5.0	28.7	7.5	8.1	21.0
Chico	13.2	0.0	25.0	181.4	26.3	81.3	12.9	7.4	21.9
Dominguez Hills	10.2	72.5	26.0	105.7	6.3	22.9	3.8	11.4	28.3
East Bay	22.0	0.0	25.4	141.5	45.0	132.3	6.0	8.4	22.5
Fresno	20.5	29.9	16.4	100.5	9.3	55.0	7.7	9.2	25.3
Fullerton	26.8	0.0	14.4	109.9	3.8	109.4	9.0	7.3	27.9
Humboldt	10.4	0.0	31.2	78.3	6.0	154.4	11.0	4.9	15.7
Long Beach	24.3	181.8	19.9	104.1	2.0	66.9	7.7	9.7	25.4
Los Angeles	11.3	0.0	17.4	98.6	4.3	17.0	3.7	3.8	26.2
Maritime	7.6	0.0	0.0	34.5	0.0	0.0	2.8	0.0	6.6
Monterey Bay	7.9	0.0	17.3	70.9	10.0	93.8	10.0	4.3	20.3
Northridge	13.1	0.0	21.3	115.3	3.0	53.7	9.4	13.6	26.9
Pomona	19.9	0.0	22.2	124.9	17.0	274.4	7.2	10.6	27.8
Sacramento	39.8	152.0	34.9	145.1	5.5	237.4	11.3	5.7	27.4
San Bernardino	8.6	225.0	21.4	126.3	6.3	37.1	6.3	12.8	29.2
San Diego	24.3	26.0	27.2	75.9	18.2	117.4	16.6	7.0	27.3
San Francisco	18.8	29.0	24.7	85.3	4.6	80.4	7.0	13.6	20.9
San Jose	30.1	125.6	17.6	80.7	5.6	57.7	5.9	5.6	20.7
San Luis Obispo	28.7	195.0	7.6	81.4	7.6	253.0	16.7	10.7	23.1
San Marcos	14.1	24.0	17.2	77.6	4.8	46.1	8.9	11.5	22.1
Sonoma	14.0	15.0	31.7	119.9	19.0	141.1	13.8	3.4	20.6
Stanislaus	15.1	12.0	9.1	105.1	6.5	29.6	8.7	11.0	25.3
Total	**20.6**	**56.1**	**21.5**	**102.9**	**6.7**	**73.7**	**9.3**	**8.2**	**24.8**

▪ Ratios in totals column are based on data which include international student enrollment.

Table 37: Ratios of Male Student Headcounts to Male FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	6.9	0.0	11.7	55.4	6.0	13.9	4.3	11.4	14.1
Channel Islands	16.0	7.0	19.9	51.3	3.9	31.7	6.7	12.3	15.4
Chico	13.9	0.0	28.4	128.8	13.2	163.9	11.5	5.8	18.4
Dominguez Hills	14.5	0.0	15.5	86.0	2.5	26.3	3.2	4.7	20.3
East Bay	28.8	0.0	32.9	60.8	8.0	76.1	5.7	5.4	19.0
Fresno	12.9	56.3	14.0	70.7	14.8	45.1	5.8	9.2	17.6
Fullerton	24.8	19.4	13.7	81.5	5.0	78.5	7.3	7.6	21.5
Humboldt	12.0	0.0	13.4	74.3	25.6	63.3	9.1	4.3	13.0
Long Beach	26.0	0.0	14.3	73.1	4.1	95.6	6.3	9.7	20.9
Los Angeles	12.3	0.0	11.1	68.2	7.5	34.0	3.1	5.2	20.3
Maritime	19.0	0.0	7.9	74.5	0.0	0.0	7.5	6.6	12.1
Monterey Bay	10.2	0.0	10.7	49.7	5.8	121.0	9.9	3.6	16.8
Northridge	15.9	43.3	22.1	88.6	4.8	62.9	9.0	11.5	22.9
Pomona	29.4	0.0	17.8	89.3	5.8	174.2	7.9	9.0	25.5
Sacramento	32.4	248.6	26.9	90.0	5.5	130.5	9.2	5.2	20.5
San Bernardino	9.5	65.0	13.2	69.3	10.0	43.6	4.7	9.2	18.7
San Diego	23.1	70.0	17.9	47.8	3.9	116.8	12.0	8.1	20.6
San Francisco	24.4	20.8	22.7	75.0	2.4	114.2	6.0	18.5	19.4
San Jose	40.4	95.0	18.6	64.0	2.4	50.6	7.2	6.5	23.4
San Luis Obispo	21.8	20.9	6.4	80.7	2.6	200.9	11.4	9.9	16.5
San Marcos	15.6	12.5	25.7	70.3	4.4	47.6	10.6	12.3	21.3
Sonoma	6.7	0.0	93.8	84.2	8.7	355.0	11.4	3.5	15.3
Stanislaus	9.4	30.0	4.3	75.5	0.0	38.7	4.4	9.8	12.6
Total	**22.2**	**54.1**	**17.1**	**73.3**	**5.4**	**77.6**	**8.0**	**7.8**	**19.9**

- Ratios in totals column are based on data which include international student enrollment.

Table 38: Ratios of Female Student Headcounts to Female Tenured/Tenure-Track FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	14.4	0.0	35.0	285.0	0.0	0.0	17.9	92.0	62.2
Channel Islands	27.4	0.0	19.5	141.1	0.0	45.3	17.7	17.4	45.7
Chico	18.3	0.0	33.0	362.1	0.0	227.0	23.6	23.1	41.2
Dominguez Hills	18.6	0.0	97.8	253.5	11.3	69.0	7.5	31.4	62.5
East Bay	33.2	0.0	99.9	246.3	0.0	377.0	12.8	18.1	45.5
Fresno	36.3	0.0	35.4	246.7	54.0	0.0	16.1	23.4	54.4
Fullerton	43.7	0.0	19.1	239.7	8.5	229.8	17.9	17.3	53.5
Humboldt	12.4	0.0	32.7	112.2	10.0	0.0	21.0	9.7	28.5
Long Beach	34.7	0.0	45.9	276.5	3.3	321.3	16.7	25.9	52.0
Los Angeles	20.1	0.0	39.3	319.8	26.3	37.3	7.8	6.8	55.9
Maritime	11.0	0.0	0.0	46.0	0.0	0.0	4.2	0.0	9.8
Monterey Bay	9.9	0.0	44.5	159.4	12.0	0.0	21.3	14.6	43.0
Northridge	19.2	0.0	33.9	278.0	5.3	91.4	19.9	40.9	53.6
Pomona	31.3	0.0	60.7	310.8	17.0	439.0	15.0	22.7	54.8
Sacramento	59.7	152.0	53.6	264.9	15.3	1027.0	21.6	10.8	50.4
San Bernardino	12.0	0.0	52.3	314.2	6.7	130.0	11.7	32.0	56.0
San Diego	39.4	0.0	46.3	200.1	21.0	273.6	35.2	13.1	55.5
San Francisco	28.3	90.0	73.3	223.2	6.5	261.3	13.2	22.8	38.5
San Jose	53.3	0.0	32.5	223.6	20.0	136.0	12.7	11.7	43.0
San Luis Obispo	42.3	0.0	7.6	165.5	8.5	415.5	31.3	18.1	41.3
San Marcos	27.0	0.0	30.3	192.4	13.5	86.9	23.8	27.0	54.0
Sonoma	15.9	15.0	70.0	172.7	0.0	254.0	22.6	8.8	35.3
Stanislaus	20.3	0.0	19.0	287.0	6.5	0.0	15.6	29.0	49.0
Total	**32.4**	**265.3**	**43.7**	**247.3**	**13.1**	**204.6**	**18.9**	**17.9**	**49.5**

- Ratios in totals column are based on data which include international student enrollment.

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Table 39: Ratios of Male Student Headcounts to Male Tenured/Tenure-Track FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	7.9	0.0	27.6	113.4	6.0	85.0	8.6	44.8	26.4
Channel Islands	34.4	7.0	43.0	93.0	0.0	0.0	14.6	19.6	32.9
Chico	17.4	0.0	37.4	264.0	14.5	356.0	18.7	14.7	30.6
Dominguez Hills	19.6	0.0	39.1	220.8	6.0	33.5	7.4	11.1	43.6
East Bay	37.8	0.0	59.3	102.8	8.0	134.5	11.2	9.9	33.4
Fresno	16.9	0.0	25.4	145.3	30.0	89.7	9.7	22.1	29.6
Fullerton	36.7	0.0	22.1	165.8	5.0	0.0	12.6	20.3	37.8
Humboldt	12.0	0.0	26.7	237.0	0.0	143.0	13.5	8.9	20.8
Long Beach	44.5	0.0	29.0	156.5	8.5	348.0	12.6	19.5	40.9
Los Angeles	22.8	0.0	24.0	184.1	0.0	0.0	6.2	8.4	41.9
Maritime	19.0	0.0	9.5	74.5	0.0	0.0	12.4	12.0	18.5
Monterey Bay	14.8	0.0	23.4	83.7	5.8	121.0	17.6	10.2	31.0
Northridge	21.9	0.0	39.6	174.3	10.7	171.3	17.9	27.4	43.1
Pomona	49.3	0.0	52.8	232.1	15.0	277.0	15.3	16.7	49.9
Sacramento	47.2	0.0	67.8	172.7	8.3	0.0	17.5	9.9	37.9
San Bernardino	12.4	0.0	26.6	129.2	10.0	151.0	8.1	18.7	31.9
San Diego	27.9	0.0	33.8	87.2	16.0	332.3	20.0	13.8	33.8
San Francisco	38.1	38.5	51.5	188.9	3.2	586.0	11.5	63.4	37.5
San Jose	70.5	0.0	39.7	124.4	3.0	114.4	14.6	13.9	46.0
San Luis Obispo	26.5	0.0	9.6	116.3	5.0	817.0	18.5	14.1	25.7
San Marcos	21.1	15.0	38.7	122.8	15.0	149.0	23.0	15.2	39.1
Sonoma	7.4	0.0	0.0	163.8	11.0	0.0	16.3	10.7	23.8
Stanislaus	12.7	0.0	7.0	125.4	0.0	89.0	7.9	16.4	21.3
Total	**32.5**	**181.5**	**34.2**	**150.0**	**9.6**	**242.1**	**14.5**	**16.2**	**35.9**

- Ratios in totals column are based on data which include international student enrollment.

Table 40: Ratios of Female Student Headcounts to Female Lecturer FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	31.6	11.8	51.9	196.8	0.0	38.9	11.7	52.6	49.8
Channel Islands	28.5	0.0	24.9	206.6	5.0	78.5	13.5	17.3	41.6
Chico	52.7	0.0	108.3	400.7	26.3	202.7	31.4	11.9	52.2
Dominguez Hills	25.2	72.5	40.2	205.6	14.2	37.0	7.9	17.8	55.6
East Bay	80.6	0.0	40.4	354.7	45.0	290.0	13.7	23.9	54.5
Fresno	51.3	29.9	33.2	181.5	11.3	55.0	15.7	18.2	50.6
Fullerton	76.7	0.0	77.2	218.5	6.9	208.9	19.1	12.6	62.1
Humboldt	64.2	0.0	682.5	259.1	15.3	541.9	26.5	13.6	41.2
Long Beach	86.2	181.8	41.4	187.7	5.1	92.5	14.9	15.9	52.8
Los Angeles	27.0	0.0	36.3	150.5	6.8	38.9	7.1	9.4	52.0
Maritime	55.0	0.0	0.0	0.0	0.0	0.0	10.1	0.0	26.5
Monterey Bay	48.6	0.0	28.2	147.4	60.0	211.0	20.7	7.5	44.1
Northridge	44.0	0.0	73.1	208.7	7.0	163.5	19.3	22.3	58.2
Pomona	58.6	0.0	34.9	243.0	0.0	731.7	14.5	20.4	59.8
Sacramento	127.2	0.0	117.8	353.1	8.6	308.7	24.7	13.5	64.2
San Bernardino	32.1	225.0	38.8	225.7	100.0	57.8	15.2	22.3	66.7
San Diego	70.8	61.4	77.6	137.8	135.0	205.7	34.7	17.1	60.0
San Francisco	59.2	42.9	40.1	174.5	15.3	136.3	16.7	35.3	50.7
San Jose	74.2	125.6	54.7	147.8	7.9	114.2	11.7	12.3	43.8
San Luis Obispo	104.2	195.0	0.0	189.5	72.9	646.9	41.0	28.7	60.1
San Marcos	35.0	24.0	45.5	150.7	7.4	98.4	15.3	22.1	41.1
Sonoma	115.3	0.0	57.8	819.5	19.0	317.5	39.1	7.4	58.9
Stanislaus	59.2	12.0	23.6	204.6	0.0	32.9	20.2	18.9	57.3
Total	**61.9**	**85.5**	**49.0**	**196.7**	**14.0**	**129.9**	**19.6**	**16.8**	**54.3**

- Ratios in totals column are based on data which include international student enrollment.

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Table 41: Ratios of Male Student Headcounts to Male Lecturer FTE Faculty by Campus and Race/Ethnicity, Fall 2021

Campus	Asian	Pacific Islander	Black	Chicanx/ Latinx	Native American	Two or More	White	Unknown	Total
Bakersfield	56.7	0.0	29.0	125.2	0.0	27.1	10.7	21.4	38.3
Channel Islands	29.9	0.0	65.2	114.4	3.9	31.7	12.3	32.7	29.2
Chico	68.1	0.0	117.9	449.4	145.0	303.7	35.2	11.1	54.3
Dominguez Hills	56.6	0.0	32.7	158.5	4.2	121.8	6.3	8.5	43.1
East Bay	138.9	0.0	79.3	169.1	0.0	175.4	14.1	14.3	52.9
Fresno	54.6	56.3	67.4	145.4	29.0	90.7	15.5	17.3	47.7
Fullerton	78.8	19.4	40.7	202.6	0.0	107.4	18.4	12.4	54.0
Humboldt	0.0	0.0	300.0	173.0	25.6	113.5	33.7	10.2	44.0
Long Beach	65.0	0.0	33.2	144.5	7.8	200.0	13.5	21.6	45.5
Los Angeles	26.7	0.0	22.5	114.7	7.5	34.0	6.6	15.0	41.9
Maritime	0.0	0.0	47.5	0.0	0.0	0.0	25.6	21.4	46.5
Monterey Bay	33.1	0.0	38.1	122.2	0.0	0.0	28.1	7.3	44.4
Northridge	58.9	43.3	53.6	207.9	8.8	162.3	20.3	22.4	54.6
Pomona	76.7	0.0	33.1	152.9	9.4	814.7	17.3	20.0	55.6
Sacramento	103.1	248.6	61.4	200.0	16.0	198.2	21.9	14.0	50.7
San Bernardino	41.4	65.0	29.6	163.4	0.0	61.2	12.7	23.0	50.5
San Diego	142.7	70.0	62.3	118.0	6.2	230.1	33.9	25.4	61.2
San Francisco	70.9	45.1	52.6	142.9	10.6	141.8	13.8	34.7	45.3
San Jose	97.9	0.0	90.9	141.3	12.0	117.5	15.7	13.3	53.5
San Luis Obispo	149.3	0.0	51.3	263.3	5.6	395.3	34.6	39.6	55.0
San Marcos	59.6	75.0	102.7	190.2	10.7	69.8	23.0	63.6	53.6
Sonoma	127.6	0.0	285.9	275.9	41.3	355.0	47.1	6.3	55.1
Stanislaus	40.0	30.0	20.0	228.3	0.0	68.5	11.4	26.3	35.6
Total	**73.0**	**109.3**	**46.6**	**159.5**	**13.1**	**141.0**	**19.7**	**17.7**	**49.9**

- Ratios in totals column are based on data which include international student enrollment.

CONCLUSION

This data book is intended to serve as one tool out of many as we engage in various liberatory fights this upcoming year. Gaining an understanding of who makes up the CSU community today invites us to practice active solidarity with a sense of renewed urgency. It invites us to refocus on the fights we have ahead of us as we take steps to create a CSU that is just and equitable for everyone. We know the University, like all power structures, will not take substantive action unless we demand it. The priorities and structural decisions of the University must be focused on meeting the unique workplace and safety needs of all faculty and student groups. In addition to calling on the CSU to improve its processes of gathering and reporting demographic data, we also call on ourselves as CFA members to organize in the wake of several wins coming out of our newly ratified collective bargaining agreement. To do this effectively and to imagine beyond our current reality will require each of us to actively resist and dismantle many assumptions which uphold harmful systems.

One major victory in our new contract is the creation of a joint CSU/CFA workgroup to study all forms of faculty parental support and leave. In order to secure crucial support for parents through this workgroup, we will need to reject the current, largely accepted notion in the United States that parents deserve minimal support in starting or expanding their families. We must reject the false opposition between being a responsible, present family member and being a successful scholar. We must instead call this rhetoric what it is—punitive, misogynist, and ultimately a detriment to the University and its students.

We must similarly mobilize around a second workgroup we won in this contract focused on investigating alternatives to police on our campuses and the improvement of conflict mediation options. The group will be comprised of a diverse group of CSU faculty, staff, unions, students, and other stakeholders. Meeting the moment with this fight requires those of us who are not Black to continue to dismantle the ways in which white supremacy and anti-Blackness manifest within ourselves. Specifically, we must continue to counter the narrative that policing on campuses is necessary and ensures safety when we know police present an active physical and psychological danger to Black faculty and students.

Our new contract also ushers in the inclusion of caste as a protected identity under our anti-discrimination article. We are called to proactively educate ourselves on the nuances of caste discrimination and its effects on the lives of lower-caste people. This is a space of learning for many who are not affected by this system of oppression. It must therefore be seen as an opportunity to show up more fully for faculty and students who are affected and who have been advocating tirelessly for their oppression to be recognized in policy.

Though not a fight specifically tied to wins in our contract, recent events have recentered gendered violence as another space where we must work to radicalize our mindset. Particularly in the sphere of higher education, the belief that the prevalence of gendered violence on campuses is proof of its inevitability is widely accepted. It is a myth of the patriarchy to conceptualize instances of gendered

violence as individual, unconnected crimes rather than symptoms of systemic oppression. Rape culture and cis-heteropatriarchy are systems of oppression which disproportionately affect women and girls. Educating ourselves on the dynamics of rape culture, calling out the ways we uphold it in our day-to-day conversations and interactions, unknowingly or otherwise, and demanding the University do right by survivors and women in our community are necessary prerequisites for change in this area.

Throughout the bargaining process, the CSU consistently resisted each of our proposals which focused with any specificity on anti-racism and social justice—from valuing parents to addressing the cultural taxation of diverse faculty. Thanks to the passion and dedication of our CFA bargaining team, however, we overcame the University's resistance on the latter and won a significant increase in the number of awards for exceptional service to students available to faculty. Additionally, we were successful in codifying language in our contract which specifically names cultural taxation as a major driver for the need for these awards. This win calls us continue to highlight that cultural taxation exists at the CSU—that BIPOC, LGBTQIA+, women, and disabled faculty are often burdened with heavier advising and service workloads specifically because of their identity or identities. We must reject narratives that benefit those in power which focus on hero-worship rhetoric rather than compensation and structural correction through hiring and student services which our faculty and students deserve.

As a note, we will be releasing an updated version of this report in the coming weeks. It is our intention to include data and greater context in regard to the necessity of the exceptional service to students program, incorporate more intersectional demographic data analyses, and take deeper dives into a number of the subject areas discussed in this first iteration.

For any questions or details concerning these data or figures, please contact CFA Research Specialist Emilia Delgado Heinz at 916.715.7101 or edelgadoheinz@calfac.org.