



PROFILE OF
CSU EMPLOYEES

FALL 2012



PROFILE OF CSU EMPLOYEES

FALL 2012

Dear CSU Friends,

I am pleased to announce that the Fall 2012 Profile of CSU Employees¹ is now available. The Profile is intended as an easy-to-use reference for demographic information on CSU employees at all 23 campuses plus the Chancellor's Office. For historical data on CSU employees, I encourage you to refer to previous editions of the Employee Profile, the chapter on faculty and staff in the CSU Statistical Abstract², and faculty historical employment data³.

Because of significant changes to the CSU's external reporting requirements, the data source and methodology used to collect and organize employee data has changed. As a consequence, employee occupational groupings have been realigned, and the new groupings, in general, should not be directly compared to the groups reported in prior Employee Profiles.

I welcome your comments and questions about the Employee Profile or other data. We are always striving to improve the usefulness of our published data on CSU employees.

Sincerely,



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The California State University
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Long Beach, CA 90802-4210

Please send comments and questions to: hradmin@calstate.edu

¹ This report and other data on CSU employees are available online: www.calstate.edu/hr/employee-profile/archive.shtml

² To view historical data on faculty and staff see: www.calstate.edu/as/abstract.shtml

³ www.calstate.edu/HR/facsumrep.shtml

Note: Percentages may not add to 100 percent because of rounding.

Published

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CSU STAFFING

Fall 2012

The California State University employs over 44,000 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Due to significant changes to reporting requirements for IPEDS (Integrated Postsecondary Education Data System), beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the 2010 Standard Occupational Classifications published by the National Bureau of Labor Standards.

Faculty totals throughout this section **include** research fellows funded by external grants (21 full-time and 8 part-time).

2012 employee headcounts are affected by the change in the 2012 data source, timing of the fall snapshot, and selection criteria for the occupational groups.

Note: Percentages may not add to 100 percent because of rounding.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

HEADCOUNT OF EMPLOYEES BY OCCUPATIONAL GROUP*, FALL 2012 AND PRIOR YEAR

FALL 2012 Data Source: Integrated Postsecondary Education Data System (IPEDS), Oracle / PeopleSoft

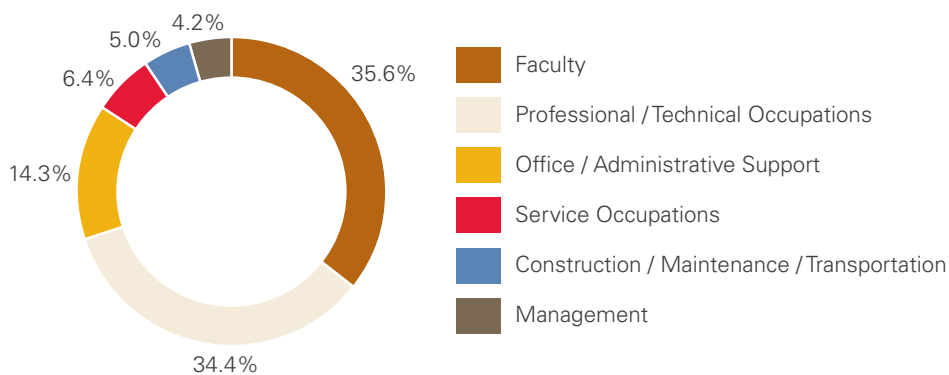
(New Occupational Groups)	Full-Time	Part-Time	Total
Faculty	11,369	10,907	22,276
Professional / Technical Occupations	10,998	991	11,989
Office / Administrative Support	4,573	366	4,939
Service Occupations	2,058	111	2,169
Construction / Maintenance / Transportation	1,593	35	1,628
Management	1,354	9	1,363
GRAND TOTALS	31,945	12,419	44,364

FALL 2011 Data Source: Campus Information Retrieval System (CIRS)

(Previous Occupational Groups)	Full-Time	Part-Time	Total
Faculty	11,329	10,581	21,910
Other Professional	9,558	792	10,350
Clerical & Secretarial	4,000	335	4,335
Technical & Paraprofessional	2,540	237	2,777
Service/Maintenance	1,979	102	2,081
Executive, Administrative, & Managerial	1,493	10	1,503
Skilled Crafts	979	3	982
GRAND TOTALS	31,878	12,060	43,938

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

OCCUPATIONAL PROFILE OF FULL TIME EMPLOYEES (HEADCOUNT), FALL 2012



*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

STAFFING BY CAMPUS, FALL 2012

	Headcount			Full-Time Equivalents (FTE)
	Total	Full-Time	Part-Time	
Bakersfield	867	699	168	777.1
Channel Islands	747	567	180	658.0
Chico	1,777	1,306	471	1,538.1
Dominguez Hills	1,294	824	470	1,010.3
East Bay	1,509	1,027	482	1,255.8
Fresno	2,099	1,509	590	1,736.7
Fullerton	3,294	2,211	1,083	2,699.9
Humboldt	1,207	873	334	1,026.9
Long Beach	3,372	2,375	997	2,820.3
Los Angeles	2,005	1,414	591	1,681.7
Maritime Academy	239	212	27	226.4
Monterey Bay	821	587	234	700.7
Northridge	3,429	2,388	1,041	2,847.0
Pomona	2,092	1,493	599	1,788.7
Sacramento	2,520	1,847	673	2,130.7
San Bernardino	1,739	1,321	418	1,515.7
San Diego	2,967	2,282	685	2,567.1
San Francisco	3,229	2,202	1,027	2,647.9
San José	3,080	1,973	1,107	2,483.8
San Luis Obispo	2,284	1,908	376	2,101.2
San Marcos	1,181	852	329	1,003.2
Sonoma	1,176	863	313	999.4
Stanislaus	916	705	211	791.4
Chancellor's Office	520	507	13	515.9
TOTAL	44,364	31,945	12,419	37,523.8

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

HEADCOUNT OF EMPLOYEES BY CAMPUS, FALL 2012 AND PRIOR YEAR

Campus	FALL 2012				Grand Total	
	Full-Time		Part-Time		Fall 2012	Fall 2011
	Faculty	Staff	Faculty	Staff		
Bakersfield	244	455	126	42	867	861
Channel Islands	152	415	160	20	747	659
Chico	481	825	385	86	1,777	1,805
Dominguez Hills	267	557	434	36	1,294	1,292
East Bay	305	722	399	83	1,509	1,456
Fresno	642	867	551	39	2,099	2,013
Fullerton	891	1,320	1,019	64	3,294	3,196
Humboldt	265	608	267	67	1,207	1,173
Long Beach	945	1,430	882	115	3,372	3,482
Los Angeles	560	854	539	52	2,005	2,000
Maritime Academy	56	156	17	10	239	225
Monterey Bay	170	417	196	38	821	754
Northridge	885	1,503	949	92	3,429	3,374
Pomona	529	964	537	62	2,092	2,075
Sacramento	671	1,176	605	68	2,520	2,543
San Bernardino	445	876	376	42	1,739	1,683
San Diego	813	1,469	581	104	2,967	3,065
San Francisco	803	1,399	823	204	3,229	3,074
San José	697	1,276	1,025	82	3,080	3,119
San Luis Obispo	734	1,174	312	64	2,284	2,314
San Marcos	289	563	289	40	1,181	1,165
Sonoma	251	612	251	62	1,176	1,167
Stanislaus	274	431	184	27	916	907
Chancellor's Office		507		13	520	536
TOTAL	11,369	20,576	10,907	1,512	44,364	43,938

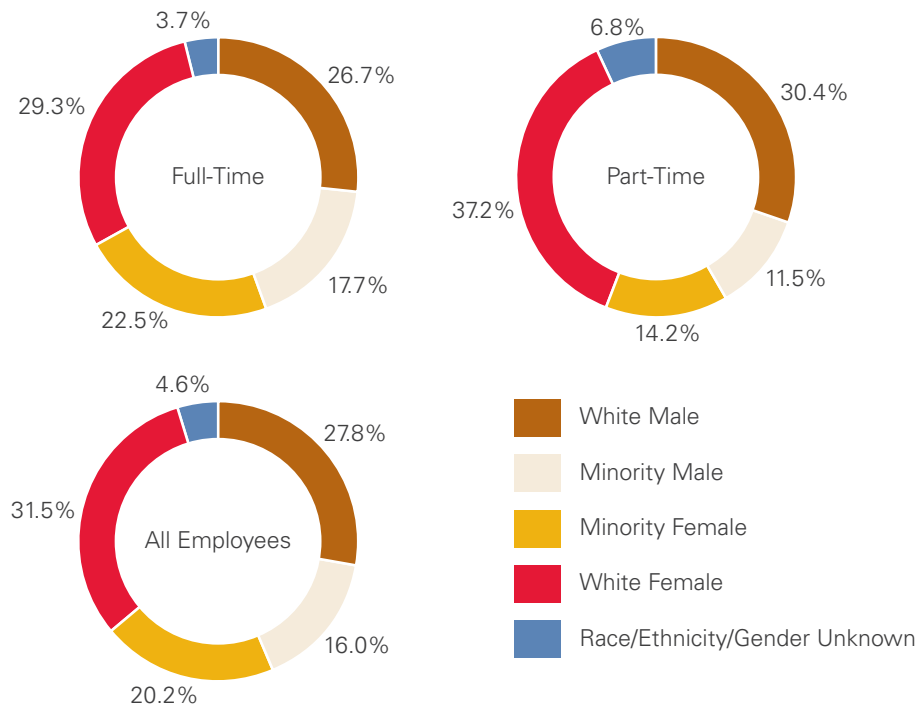
Notes: Staff excludes instructional faculty personnel.

Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

EMPLOYEES BY GENDER AND ETHNICITY

Pages 4 through 9 provide information on the gender and ethnicity of CSU employees. Pages 4 and 5 include data for all employees (both full-time and part-time), while the remaining pages provide detailed information on only full-time employees.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY, FALL 2012



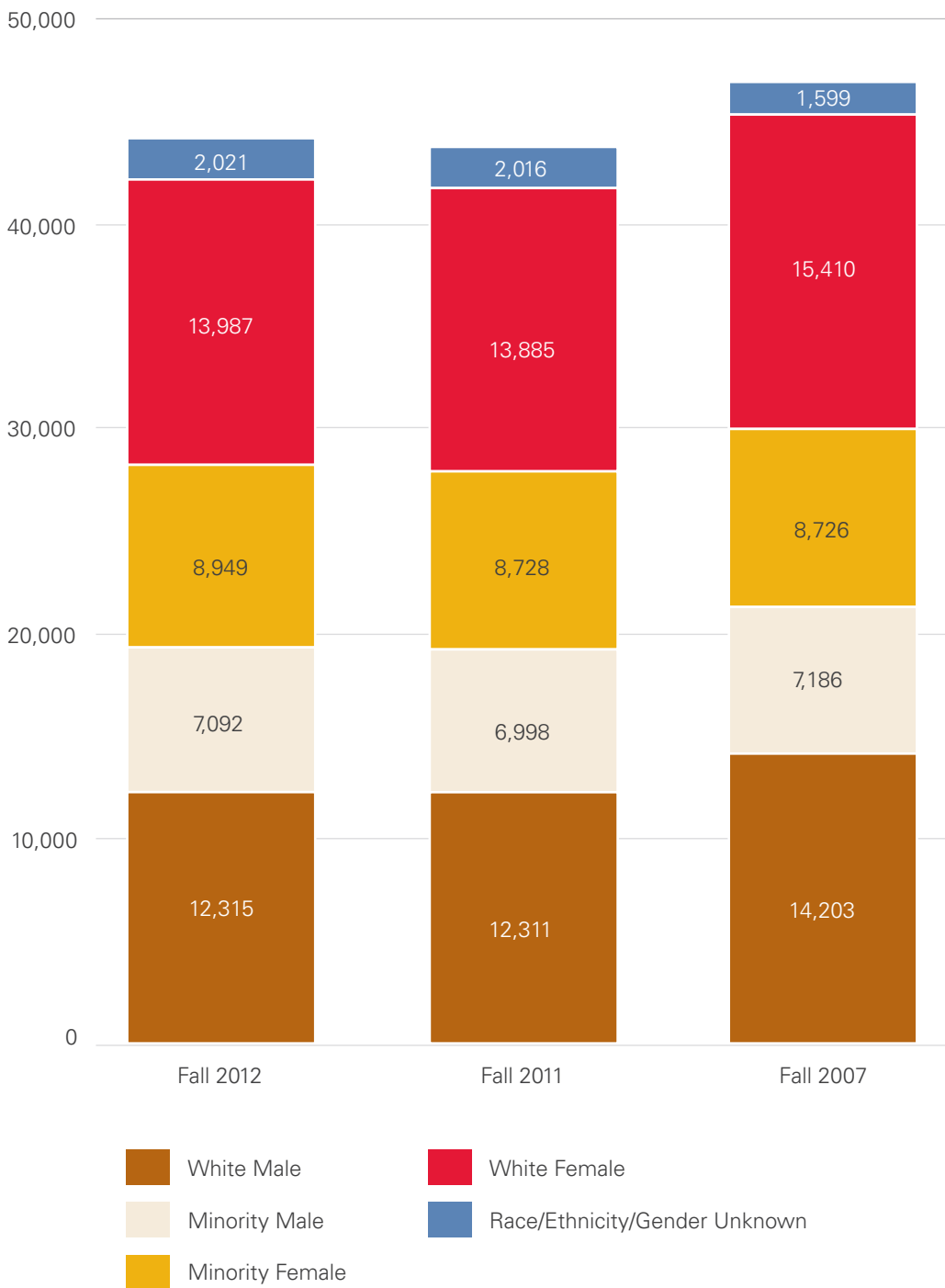
FALL 2012

	Full-Time	Part-Time	All Employees
White Male	8,544	3,771	12,315
Minority Male	5,662	1,430	7,092
Minority Female	7,189	1,760	8,949
White Female	9,373	4,614	13,987
Race/Ethnicity/Gender Unknown	1,177	844	2,021
TOTAL	31,945	12,419	44,364
Total Minority	12,851	3,190	16,041
Total White	17,917	8,385	26,302
Total Female	16,562	6,374	22,936
Total Male	14,206	5,201	19,407
Total Unknown	1,177	844	2,021

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions. Gender was not stated for 6 employees.

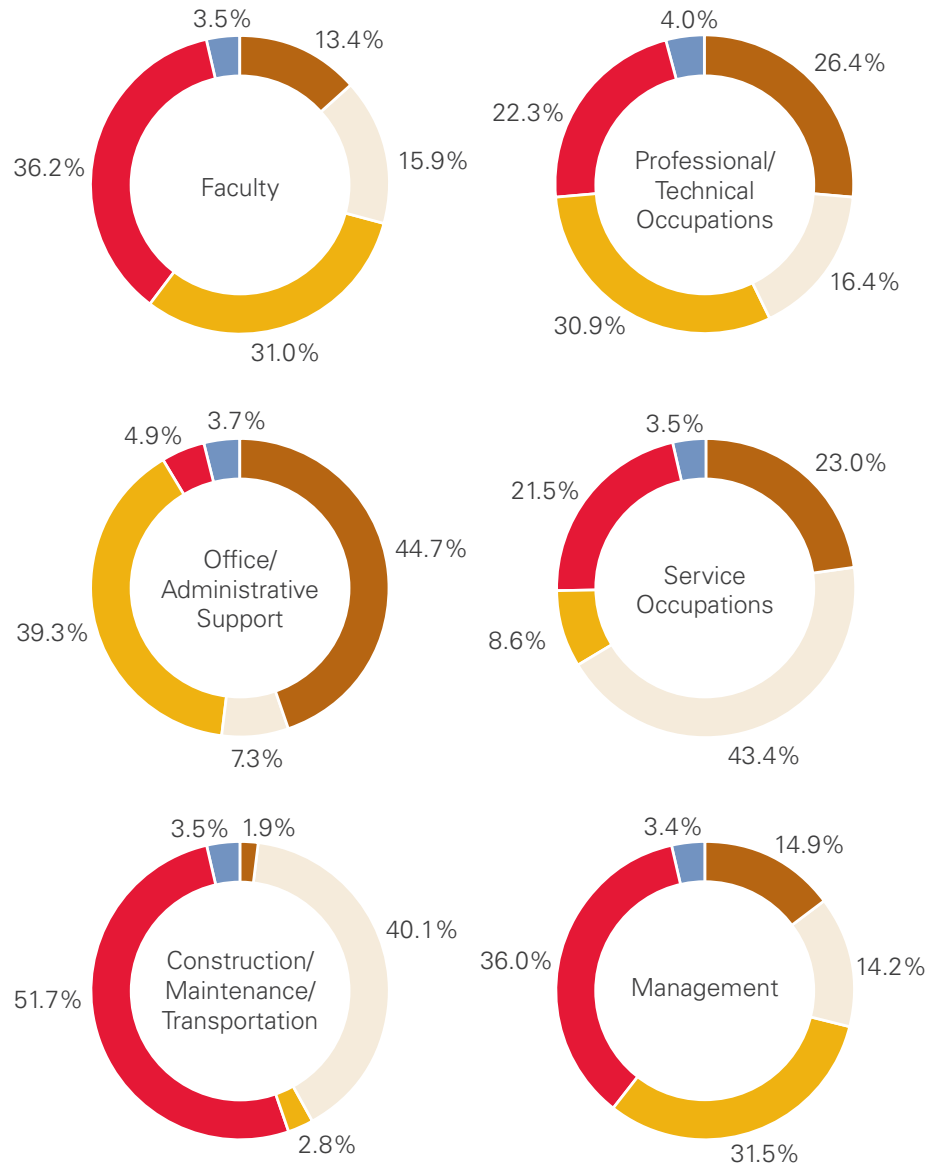
EMPLOYEES BY GENDER AND ETHNICITY

TOTAL EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY, FALL 2012, PRIOR YEAR, AND FIVE YEARS EARLIER



EMPLOYEES BY GENDER AND ETHNICITY

PERCENT OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER & ETHNICITY, FALL 2012

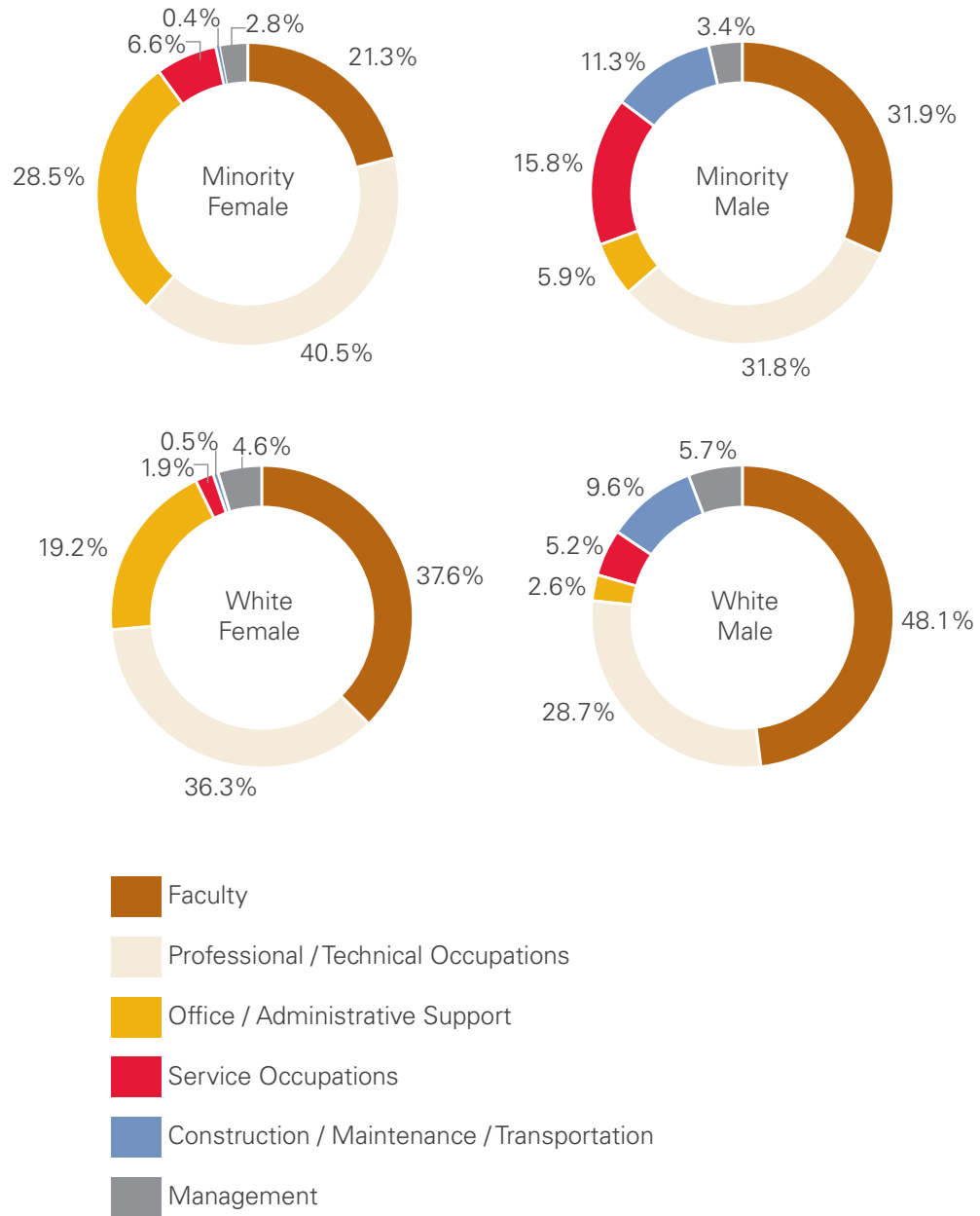


- Minority Female
- Minority Male
- White Female
- White Male
- Race/Ethnicity/Gender Unknown

* Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

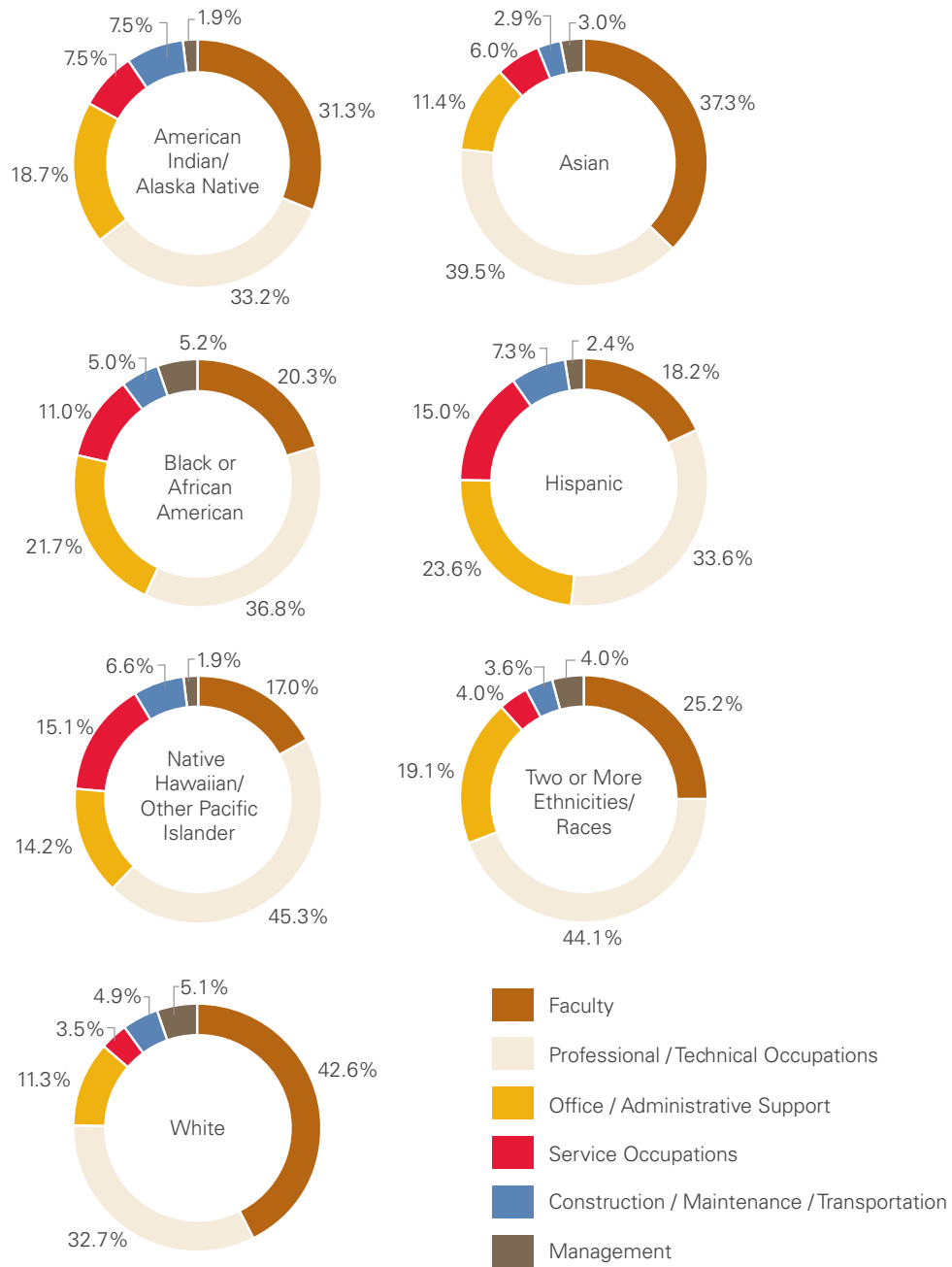
EMPLOYEES BY GENDER AND ETHNICITY

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY, FALL 2012



EMPLOYEES BY GENDER AND ETHNICITY

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY ETHNICITY, FALL 2012



EMPLOYEES BY OCCUPATIONAL GROUP AND ETHNICITY

HEADCOUNT OF FULL-TIME EMPLOYEES BY OCCUPATIONAL GROUP* AND ETHNICITY, FALL 2012 AND FIVE YEARS EARLIER

FALL 2012	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Native Hawaiian or Other Pacific Islander	Race/Ethnicity Unknown	Two or More Ethnicities/Race	White
Faculty	11,369	67	1,759	425	981	18	399	83	7,637
Professional / Technical Occupations	10,998	71	1,861	771	1,811	48	437	145	5,854
Office/ Administrative Support	4,573	40	536	454	1,275	15	165	63	2,025
Service Occupations	2,058	16	283	231	808	16	72	13	619
Construction/ Maintenance/ Transportation	1,593	16	136	104	394	7	54	12	870
Management	1,354	4	140	108	127	2	44	13	916
TOTAL	31,945	214	4,715	2,093	5,396	106	1,171	329	17,921

FALL 2007	Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic	White	Race/Ethnicity Unknown
Faculty	12,063	75	1,733	475	983	8,440	357
Other Professional	9,447	90	1,652	707	1,419	5,322	257
Clerical & Secretarial	4,470	39	514	495	1,096	2,199	127
Technical & Paraprofessional	2,818	22	368	210	497	1,662	59
Service/Maintenance	2,048	15	299	264	820	589	61
Executive, Administrative, & Managerial	1,526	6	141	117	147	1,094	21
Skilled Crafts	1,029	18	81	69	224	623	14
TOTAL	33,401	265	4,788	2,337	5,186	19,929	896

*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

AGE DISTRIBUTION OF CSU EMPLOYEES

The following tables provide information on the age distribution of full-time employees by faculty and staff status, gender, and ethnicity.

AGE DISTRIBUTION OF FULL-TIME EMPLOYEES BY FACULTY AND STAFF STATUS, FALL 2012

Age	Staff*		Faculty		Total	
	Headcount	%	Headcount	%	Headcount	%
60+	2,751	13.4%	2,674	23.5%	5,425	17.0%
50-59	6,483	31.5%	3,481	30.6%	9,964	31.2%
40-49	5,012	24.4%	3,317	29.2%	8,329	26.1%
30-39	4,508	21.9%	1,803	15.9%	6,311	19.8%
Under 30	1,822	8.9%	94	0.8%	1,916	6.0%
TOTAL	20,576	100.0%	11,369	100.0%	31,945	100.0%
AVERAGE AGE	46.9		51.2		48.4	

* Staff excludes instructional faculty personnel.

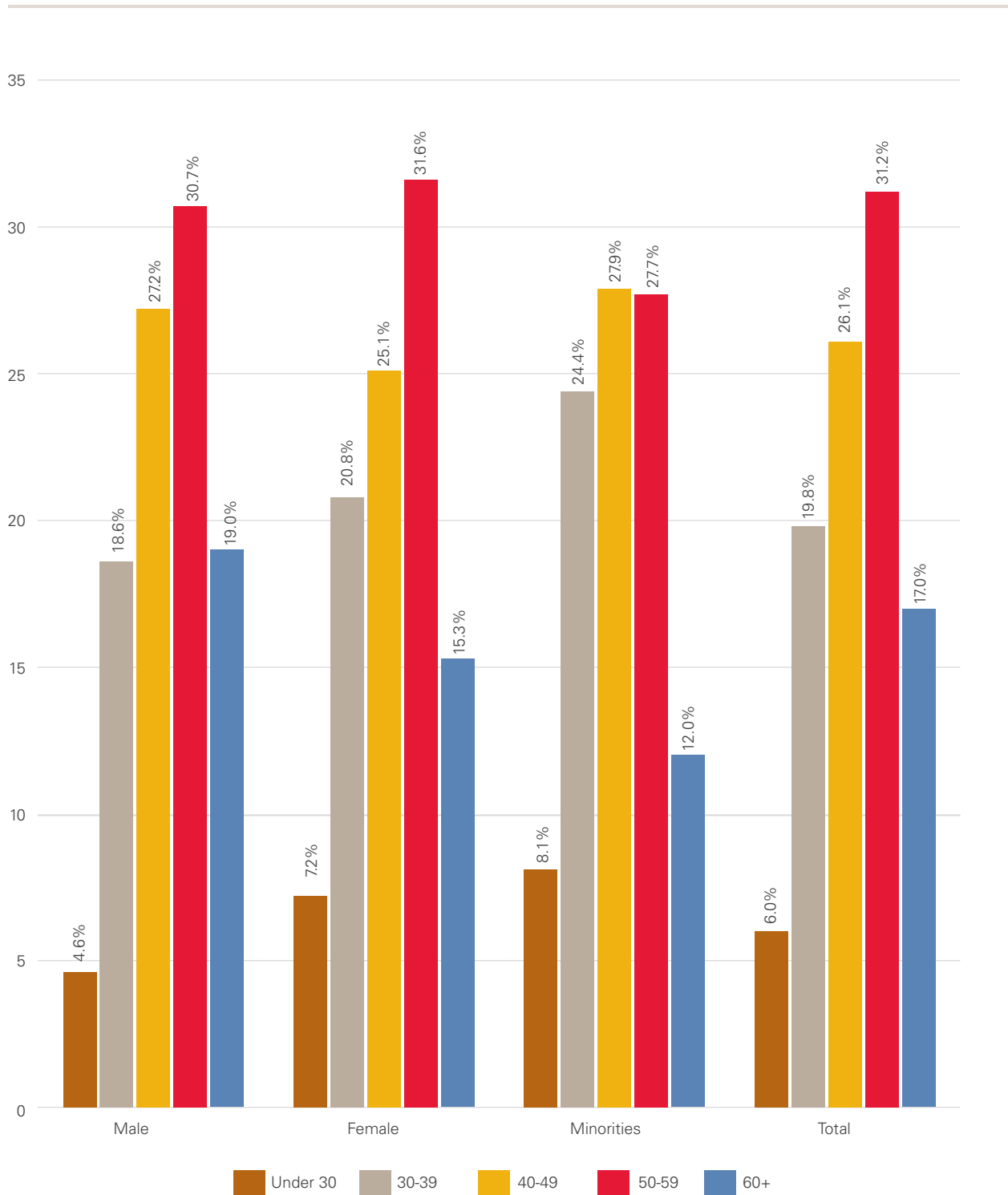
AGE DISTRIBUTION OF FULL-TIME EMPLOYEES BY GENDER AND MINORITY STATUS, FALL 2012

Age	Male		Female		Minorities		Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
60+	2,810	19.0%	2,614	15.3%	1,541	12.0%	5,424	17.0%
50-59	4,539	30.7%	5,423	31.6%	3,554	27.7%	9,962	31.2%
40-49	4,020	27.2%	4,307	25.1%	3,583	27.9%	8,327	26.1%
30-39	2,747	18.6%	3,563	20.8%	3,130	24.4%	6,310	19.8%
Under 30	687	4.6%	1,229	7.2%	1,045	8.1%	1,916	6.0%
TOTAL	14,803	100.0%	17,136	100.0%	12,853	100.0%	31,939	100.0%
AVERAGE AGE	49.2		47.7		46.1		48.4	

Note: Gender was not stated for 6 employees.

AGE DISTRIBUTION OF CSU EMPLOYEES

PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP, FALL 2012



AGE DISTRIBUTION OF CSU EMPLOYEES

MINORITY EMPLOYEES AS PERCENT OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), FALL 2012

	Support *	Professional Technical & Managerial**	Faculty	All Full-Time Employees
60+	45.5	28.1	22.0	28.4
50-59	48.2	33.8	27.8	35.7
40-49	56.2	46.2	32.5	43.0
30-39	61.0	50.9	37.1	49.6
Under 30	61.8	49.6	33.0	54.5
All Ages	53.7%	41.3%	29.3%	40.2%

E.g., In the “60 and above” age group of Full-Time Support employees, 45.5 percent are minorities.

FEMALE EMPLOYEES AS PERCENT OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT), FALL 2012

	Support *	Professional Technical & Managerial**	Faculty	All Full-Time Employees
60+	59.0	56.7	38.5	48.2
50-59	56.5	60.6	46.2	54.4
40-49	52.6	55.0	48.1	51.7
30-39	58.6	58.1	51.9	56.5
Under 30	66.7	61.9	61.7	64.1
All Ages	57.5%	58.2%	46.0%	53.6%

E.g., In the “60 and above” age group of Full-Time Support employees, 59.0 percent are female.

* Support includes persons in the following employee categories: Construction / Maintenance / Transportation, Office / Administrative Support, Service Occupations.

** Professional Technical & Managerial includes persons in the following employee categories: Management and Professional / Technical Occupations.

CSU FACULTY

Fall 2012

The California State University employs approximately 22,000 total faculty. The diverse composition of CSU faculty also reflects the general characteristics of California's population. This section of the profile focuses primarily on the 11,300-plus full-time faculty in the CSU. More than 82 percent of the CSU full-time faculty are tenured or on the tenure track.

Faculty totals throughout this section exclude research fellows funded by external grants (21 full-time and 8 part-time)who were included as faculty in the totals in the Employees by Occupational Group sections.

2012 employee headcounts are affected by the change in the 2012 data source, timing of the fall snapshot, and selection criteria for the occupational groups.

Note: Percentages may not add to 100 percent because of rounding.

GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU full-time faculty in fall 2012, as well as five years earlier. In fall 2012, over 29 percent of full-time CSU faculty were ethnic minorities and over 44 percent were female.

(In fall 2007, over 27 percent of full-time CSU faculty were ethnic minorities and over 42 percent were female.)

FULL-TIME FACULTY* BY RANK, GENDER, AND ETHNICITY (HEADCOUNT), FALL 2012 AND FIVE YEARS EARLIER

FALL 2012	White	Minorities		White	Race/ Ethnicity/ Gender	Total	% of Grand Total
	Male	Male	Female	Female	Unknown		
Professor	2,030	813	494	1,231	96	4,664	41.1
Associate Professor	896	458	415	826	91	2,686	23.7
Assistant Professor	545	354	382	590	133	2,004	17.7
Instructor	3	0	0	0	0	3	0.0
Tenure-Track Subtotal	3,474	1,625	1,291	2,647	320	9,357	82.5
Lecturer	631	175	234	873	78	1,991	17.5
All Full-Time	4,105	1,800	1,525	3,520	398	11,348	100

*Excludes 21 full-time research fellows funded by external grants.

FALL 2007	White	Minorities		White	Race/ Ethnicity/ Gender	Total	% of Grand Total
	Male	Male	Female	Female	Unknown		
Professor	2,151	763	367	1,167	55	4,503	37.3
Associate Professor	951	406	342	817	79	2,595	21.5
Assistant Professor	924	449	503	861	161	2,898	24.0
Instructor	4	1	0	2	0	7	0.1
Tenure-Track Subtotal	4,030	1,619	1,212	2,847	295	10,003	82.9
Lecturer	687	208	227	876	62	2,060	17.1
All Full-Time	4,717	1,827	1,439	3,723	357	12,063	100

GENDER AND ETHNICITY

FULL-TIME FACULTY BY TENURE STATUS, GENDER, AND ETHNICITY (HEADCOUNT), FALL 2012 AND FIVE YEARS EARLIER

FALL 2012	White Male	Minorities		White Female	Race/ Ethnicity/ Gender Unknown	Total	% of Grand Total
		Male	Female				
Tenured	2,883	1,249	894	2,030	183	7,239	63.8
Probationary	591	376	397	617	137	2,118	18.7
Tenure-Track Sub-total	3,474	1,625	1,291	2,647	320	9,357	82.5
Temporary	631	175	234	873	78	1,991	17.5
TOTAL	4,105	1,800	1,525	3,520	398	11,348	100

FALL 2007	White Male	Minorities		White Female	Race/ Ethnicity/ Gender Unknown	Total	% of Grand Total
		Male	Female				
Tenured	2,973	1,112	690	1,907	106	6,788	56.3
Probationary	1,057	507	522	940	189	3,215	26.7
Tenure-Track Subtotal	4,030	1,619	1,212	2,847	295	10,003	82.9
Temporary	687	208	227	876	62	2,060	17.1
TOTAL	4,717	1,827	1,439	3,723	357	12,063	100

GENDER AND ETHNICITY

HEADCOUNT OF PART-TIME FACULTY BY GENDER AND ETHNICITY, FALL 2012

	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Female	5,779	229	36	583	502	3,985	12	57	375
Male	5,108	193	28	519	478	3,488	12	21	369
Unknown	12	0	0	1	1	6	0	0	4
TOTAL	10,899	422	64	1,103	981	7,479	24	78	748

GENDER AND ETHNICITY

The following tables present tenure status data for full-time faculty by academic rank and ethnicity.

HEADCOUNT OF FULL-TIME FACULTY WITH TENURE, WITH DOCTORATE, BY RANK, FALL 2012

	Total	With Tenure		With Doctorate	
		Total	%	Total	%
Professor	4,664	4,644	99.6	4,075	87.4
Associate Professor	2,686	2,512	93.5	2,295	85.4
Assistant Professor	2,004	82	4.1	1,665	83.1
Instructor	3	1	0.0	0	0.0
Tenure-Track Subtotal	9,357	7,239	77.4	8,035	85.9
Lecturer	1,991	0	0.0	520	26.1
ALL FULL-TIME	11,348	7,239	63.8%	8,555	75.4%

HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS AND ETHNICITY, FALL 2012 AND FIVE YEARS EARLIER

FALL 2012	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Native Hawaiian or Other Pacific Islander	Two or More Races	Race/Ethnicity Unknown
Tenured	7,239	280	42	1,132	634	4,913	12	43	183
Probationary	2,118	81	15	478	181	1,208	1	17	137
Temporary	1,991	62	10	146	163	1,504	5	23	78
TOTAL	11,348	423	67	1,756	978	7,625	18	83	398

FALL 2007	Total	Black or African American	American Indian or Alaska Native	Asian	Hispanic	White	Race/Ethnicity Unknown
Tenured	6,788	263	39	943	557	4,880	106
Probationary	3,215	134	23	594	278	1,997	189
Temporary	2,060	78	13	196	148	1,563	62
TOTAL	12,063	475	75	1,733	983	8,440	357

NEW FACULTY

The CSU hired 382 new tenure track faculty in fall 2012. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More information on new faculty hired by the CSU is available in the annual report on the CSU Faculty Recruitment Survey. This report contains detailed information on faculty recruitment, faculty demographics, and salaries offered to new faculty.

NEW FULL-TIME, TENURE-TRACK FACULTY BY RANK (HEADCOUNT), FALL 2012 AND FIVE YEARS EARLIER

FALL 2012	Total	Male	Female	Minorities
Professor	11	7	4	3
Associate Professor	17	7	10	4
Assistant Professor	354	171	183	115
Instructor	0	0	0	0
GRAND TOTAL	382	185	197	122

FALL 2007	Total	Male	Female	Minorities
Professor	35	20	15	9
Associate Professor	88	54	34	23
Assistant Professor	729	362	367	229
Instructor	0	0	0	0
GRAND TOTAL	852	436	416	261

Source: CSU Annual Reports on Faculty Recruitment Survey

PROMOTIONS AND TENURE

The following tables present data on the number of full-time faculty unit employees who were promoted to a higher academic rank effective fall 2011 and fall 2012 and the number of faculty who earned tenure effective fall 2012. These data include promotions and awards of tenure to instructional faculty as well as non-instructional members of the faculty bargaining unit (librarians and counselor faculty).

PROMOTIONS AMONG FULL-TIME FACULTY (HEADCOUNT), FALL 2012 AND PRIOR YEAR

Promotion To:	Fall 2011	Fall 2012
Professor	361	377
Associate Professor	397	473
Assistant Professor	1	5
TOTAL	759	855
Unknown	10	8

Ranks include equivalent ranks for librarians and counselor faculty.
Source: CIRS Compendium Report G01

NUMBER OF FACULTY GRANTED TENURE (HEADCOUNT), FALL 2012*

TOTAL	528
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Source: Data from custom report run using CIRS (Campus Information Retrieval System) data program prodpgm(pdc9520a/b)

*Includes those granted tenure between 7/1/12 and 12/31/12

SEPARATIONS

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2011-2012 and in the prior year. In 2011-12, 58 percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS (HEADCOUNT), 2011-12 AND 2010-11

2011-12	Full-Time Headcount (2010-11)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	%*	Number	%*	Number	%*	Number	%*	Number	%*
Tenured	7,114	327	4.6	13	0.2	71	1.0	0	0.0	411	5.8
Probationary	2,348	16	0.7	0	0.0	105	4.5	11	0.5	132	5.6
Temporary	1,867	30	1.6	2	0.1	18	1.0	49	2.6	99	5.3
TOTAL	11,329	373	3.3	15	0.1	194	1.7	60	0.5	642	5.7

2010-11	Full-Time Headcount (2009-10)	Retirement		Death		Resignation		Not Rehired		Total Separations	
		Number	%*	Number	%*	Number	%*	Number	%*	Number	%*
Tenured	6,992	298	4.3	22	0.3	58	0.8	2	0.0	380	5.4
Probationary	2,526	11	0.4	3	0.1	104	4.1	11	0.4	129	5.1
Temporary	1,709	48	2.8	1	0.1	17	1.0	47	2.8	113	6.6
TOTAL	11,227	357	3.2	26	0.2	179	1.6	60	0.5	622	5.5

*Separations as percent of full-time employees within each tenure status (tenured, probationary, temporary, or total faculty).

Notes: Tables on faculty separations exclude all temporary faculty with part-time appointments. Retiring faculty who enter FERP are included, but FERP faculty who exited the program during the years reported are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19

SALARY

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE (HEADCOUNT), FALL 2012

Rank	Academic Year		12-Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Professor	4,220	\$93,644	444	\$116,111
Associate Professor	2,600	\$75,482	86	\$93,906
Assistant Professor	1,992	\$68,129	12	\$84,019
Instructor	3	\$63,756	0	\$0
Lecturer	1,856	\$55,245	135	\$75,421
ALL FULL-TIME FACULTY	10,671	\$77,769	677	\$104,607

*Only includes base salaries; additional compensation earned through additional appointments, such as extra quarter assignments and summer sessions, are not included.

Note: In the 2007 and prior editions of the Profile of CSU Employees, 12-month faculty salaries were adjusted using a conversion factor of 9/11 and then combined with academic year salaries to provide average salaries by rank on an academic year basis. Beginning in 2008, in an effort to provide more detailed information about salaries, the academic year and 12-month salaries are reported separately and without any adjustments.

CAMPUS

HEADCOUNT OF FULL-TIME FACULTY BY RANK AND CAMPUS, FALL 2012

Campus	Professor	Associate Professor	Assistant Professor	Instructor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	82	62	28		172	72	244
Channel Islands	34	36	13		83	69	152
Chico	234	107	76		417	64	481
Dominguez Hills	82	72	32		186	81	267
East Bay	116	98	62		276	29	305
Fresno	230	149	111		490	148	638
Fullerton	276	220	205		701	190	891
Humboldt	120	62	29		211	54	265
Long Beach	400	185	168		753	192	945
Los Angeles	277	118	92		487	73	560
Maritime Academy	22	4	16	3	45	11	56
Monterey Bay	53	31	32		116	54	170
Northridge	365	201	194		760	124	884
Pomona	254	106	98		458	66	524
Sacramento	298	184	91		573	98	671
San Bernardino	224	73	60		357	88	445
San Diego	345	238	99		682	131	813
San Francisco	307	219	169		695	99	794
San José	325	163	132		620	77	697
San Luis Obispo	281	182	145		608	126	734
San Marcos	97	68	57		222	67	289
Sonoma	126	54	42		222	27	249
Stanislaus	116	54	53		223	51	274
TOTAL	4,664	2,686	2,004	3	9,357	1,991	11,348

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2012 snapshot information on employees at all 23 campuses and the Chancellor's Office. All tables and charts in the Employee Profile exclude student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries. **Due to significant changes to reporting requirements for IPEDS (Integrated Postsecondary Education Data System), beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the 2010 Standard Occupational Classifications published by the National Bureau of Labor Standards.** Data presented in this report were obtained from the following sources:

1. IPEDS Database, Oracle / PeopleSoft - 2012 year data

CONSTRUCTION / MAINTENANCE / TRANSPORTATION Consolidates two IPEDS reporting groups: 1. Natural Resources, Construction, and Maintenance Occupations; 2. Production, Transportation and Material Moving Occupations. Includes electricians, mechanics, carpenters, painters, agricultural workers, gardeners, equipment technicians, equipment operators, etc. Most employees in this group were previously reported in the Skilled Crafts group; of the remainder, most were previously reported in the Technical and Paraprofessional or Service/Maintenance groups.

FACULTY All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors. Also excludes extension or summer session faculty.

MANAGEMENT* Includes executives, vice presidents, directors, managers, deans and other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. Employees in the Management group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations (supervisors are no longer included in this group). All employees in the Management group are classified by the CSU as either Executives or members of the Management Personnel Plan. Employees in this group were previously reported in the Executive, Administrative and Managerial group.

OFFICE / ADMINISTRATIVE SUPPORT Includes departmental secretaries; payroll, receiving and account clerks; administrative assistants and coordinators; accounting technicians, data entry operators, credential analysts and evaluators; property clerks; police dispatchers, etc. Most employees in this group were previously reported in the Clerical and Secretarial group; of the remainder, most were formerly reported in the Technical and Paraprofessional or Service/Maintenance groups.

PROFESSIONAL / TECHNICAL OCCUPATIONS Consolidates six IPEDS reporting groups: 1. Community Service, Legal, Arts, and Media Occupations; 2. Business and Financial Operations Occupations; 3. Healthcare Practitioner and Technical Occupations; 4. Computer, Engineering, and Science Occupations; 5. Non-Postsecondary Teaching; 6. Librarians, curators, and archivists. Most employees in these six groups were previously reported either as Professional or Technical and Paraprofessional.

*Employees in CSU's Management Personnel Plan (MPP) are assigned to IPEDS occupational groups based on their job responsibilities. Besides the Management group, MPP employees are distributed across several other occupational groups.

TECHNICAL NOTES AND GLOSSARY

SERVICE OCCUPATIONS Includes custodians, grounds workers, police officers, food service workers parking officers, etc. Most employees in this group were previously reported in the Service/Maintenance group; of the remainder, most were previously reported in the Other Professional or Technical and Paraprofessional groups.

2. Campus Information Retrieval System (CIRS) - Prior years data

CLERICAL & SECRETARIAL Includes departmental secretaries; payroll, receiving and account clerks; etc.

EXECUTIVE, ADMINISTRATIVE, & MANAGERIAL* Includes executives, vice presidents, directors, managers, deans, accounting supervisors, employment supervisors and any other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. or any other supervisory personnel with responsibility for professional employees. Employees in the Executive, Administrative, and Managerial group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations or supervise the work of professional employees and perform work similar to that of those they supervise. All employees in the Executive, Administrative & Managerial group are classified by the CSU as either Executives or members of the Management Personnel Plan.

FACULTY All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors (counted among "Other Professional"). Also excludes extension or summer session faculty.

OTHER PROFESSIONAL Includes employees whose jobs require a college education or comparable experience; excludes faculty and individuals meeting the IPEDS definition of Executive, Administrative, & Managerial employees.

SERVICE/ MAINTENANCE Includes custodians, gardeners, laborers, campus guards etc.

SKILLED CRAFTS Includes electricians, mechanics, carpenters, etc.

TECHNICAL & PARAPROFESSIONAL Includes employees whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support, and equipment technicians.

3. CSU Faculty Recruitment Survey

NEW FACULTY Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2012/13 academic year, as reported by campuses in the annual CSU Faculty Recruitment Survey. Includes all employees newly appointed to tenure-track positions at the reporting campus, including those who previously held tenure-track appointments elsewhere in the CSU or temporary appointments at the reporting campus or other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.

*Employees in CSU's Management Personnel Plan (MPP) are assigned to IPEDS occupational groups based on their job responsibilities. Besides the Executive, Administrative & Managerial group, MPP employees are distributed across several other occupational groups (predominantly Other Professional).

TECHNICAL NOTES AND GLOSSARY

FERP FACULTY Refers to faculty employees who participate in the Faculty Early Retirement Program.

FTE POSITIONS Refers to the total “full-time equivalent positions” filled by all full-time and part-time employees.

FULL TIME Individuals employed “100% time”; includes full time employees on leave with pay.

LECTURER Includes all instructional faculty with temporary appointments (non-tenure track).

MINORITY Includes employees who reported an ethnic/racial background other than “White.” Individuals who did not report an ethnic/racial background are counted in an “Race/Ethnicity/Gender Unknown” category.

PART-TIME Includes employees whose assignments at a given campus are less than “100% time.” Individuals employed simultaneously at two campuses are counted as two employees.

PROBATIONARY FACULTY Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a “terminal” year.

RACE/ETHNICITY/GENDER UNKNOWN Includes all employees who did not self-report a racial/ethnic background and/or gender.

STAFF EMPLOYEES Refers to all employees who are not “faculty” as defined above.

SUPPORT Includes employees in the following categories: Clerical & Secretarial, Technical & Paraprofessional, Skilled Crafts, and Service/Maintenance.

TEMPORARY FACULTY Members of the faculty bargaining unit with temporary appointments (non-tenure track). Include lecturers, temporary librarians, faculty coaches, and temporary faculty counselors.

TENURED FACULTY Tenure-track faculty employees who have been awarded tenure.

TOTAL Data shown throughout this report exclude student employees, intermittent employees and extension and summer session faculty.

Questions about the data in the Employee Profile should be directed to hradmin@calstate.edu.