



Profile of CSU Employees

Profile of
CSU EMPLOYEES

F A L L 2 0 0 4

PROFILE OF CSU EMPLOYEES, FALL 2004

This booklet is intended as a quick reference for individuals seeking demographic information regarding employees of the California State University. It includes information on employees at all 23 campuses currently in operation as integral parts of the California State University.

All tables in this 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.

Data presented in this report were developed using the Campus Information Retrieval System (CIRS) and the CSU's Corporate Information Management Data Warehouse project. Additional data were obtained from the annual CSU Faculty Recruitment Survey.

Comments and suggestions regarding this booklet are welcome and should be addressed to the Division of Human Resources.

Human Resources
The California State University
Office of the Chancellor
401 Golden Shore - 4th Floor
Long Beach, CA 90802-4210
(562) 951-4425

<http://www.calstate.edu/HR>

CSU STAFFING

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

- 01 Employees by Occupational Group, Fall 2004 and Prior Year
- 01 Occupational Profile of Full-Time Employees, Fall 2004
- 02 Staffing by Campus, Fall 2004
- 03 Headcount of Employees by Campus, Fall 2004 and Prior Year

EMPLOYEES BY GENDER AND ETHNICITY

- 04 Employees by Gender and Ethnicity, Fall 2004
- 05 Total Employees by Gender and Ethnicity, Fall 2004, Prior Year, and Five Years Earlier
- 06 Percent of Full-Time Employees Within Occupational Groups by Gender and Ethnicity, Fall 2004
- 07 Occupational Profile of Full-Time Employees by Gender and Ethnicity, Fall 2004
- 08 Occupational Profile of Full-Time Employees by Ethnicity, Fall 2004
- 09 Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2004 and Five Years Earlier

AGE DISTRIBUTION OF CSU EMPLOYEES

- 10 Age Distribution of All Full-Time Employees, Fall 2004
- 10 Age Distribution of Full-Time Employees by Gender and Minority Status, Fall 2004
- 11 Age Distribution of Full-Time Employees, Percentage by Age Group, Fall 2004
- 12 Minority Employees as Percent of Full-Time Employees by Age Groups and Job Categories, Fall 2004
- 12 Female Employees as Percent of Full-Time Employees by Age Groups and Job Categories, Fall 2004

CSU FACULTY

GENDER AND ETHNICITY

- 14 Full-Time Faculty by Academic Title, Gender, and Ethnicity, Fall 2004 and Five Years Earlier
- 15 Full-Time Faculty by Tenure Status, Gender, and Ethnicity, Fall 2004 and Five Years Earlier
- 16 Headcount of Part-Time Faculty by Gender and Ethnicity, Fall 2004

TENURE STATUS

- 17 Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2004
- 17 Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2004 and Five Years Earlier

NEW FACULTY

- 18 New Full-Time Tenure-Track Faculty by Academic Title, Fall 2004 and Five Years Earlier

PROMOTIONS

- 19 Promotions Among Full-Time Faculty, Fall 2004 and Prior Year

SEPARATIONS

- 20 Separations Among Faculty by Cause and Appointment Status, 2003-04 and 2002-03

SALARY

- 21 Average Salaries for Full-Time Faculty by Rank, Fall 2004

GLOSSARY

- 22-23 Glossary

CSU Staffing Fall 2004



CSU Staffing Fall 2004

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 42,000 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.

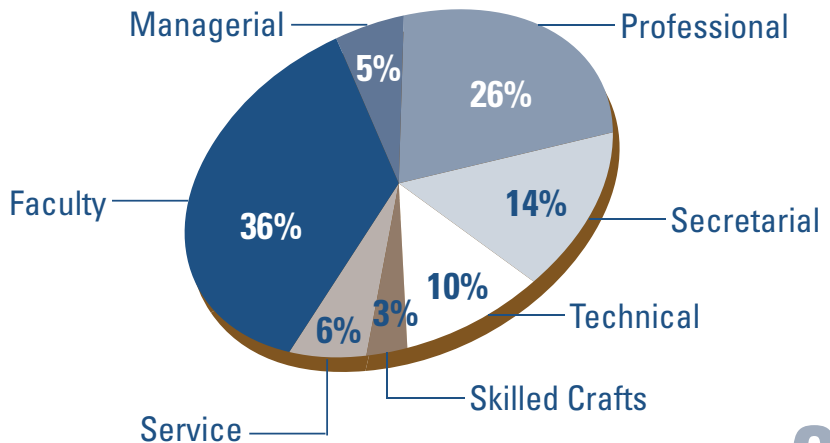
EMPLOYEES BY OCCUPATIONAL GROUP

	Full Time	Part Time	Total
Fall 2004			
Faculty	11,069	10,025	21,094
Professional	8,070	866	8,936
Clerical and Secretarial	4,261	499	4,760
Technical & Paraprofessional	2,916	307	3,223
Service and Maintenance	1,866	108	1,974
Managerial	1,374	21	1,395
Skilled Crafts	949	3	952
Grand Total	30,505	11,829	42,334

Fall 2003			
Faculty	11,674	10,360	22,034
Professional	8,325	844	9,169
Clerical and Secretarial	4,555	546	5,101
Technical & Paraprofessional	3,030	346	3,376
Service and Maintenance	1,898	103	2,001
Managerial	1,398	20	1,418
Skilled Crafts	993	5	998
Grand Total	31,873	12,224	44,097

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES

Fall 2004



EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Staffing by Campus*

Fall 2004

	Total	Headcount		Estimated Full Time Equivalents(FTE)
		Full Time	Part Time	
Bakersfield	863	695	168	764.1
Channel Islands	440	315	125	361.8
Chico	1,790	1,316	474	1,550.3
Dominguez Hills	1,299	882	417	1,032.2
East Bay	1,390	961	429	1,156.1
Fresno	2,080	1,544	536	1,750.7
Fullerton	2,917	1,837	1,080	2,283.4
Humboldt	1,117	832	285	973.4
Long Beach	3,275	2,286	989	2,713.5
Los Angeles	1,961	1,430	531	1,662.8
Maritime Academy	209	181	28	193.5
Monterey Bay	650	477	173	557.8
Northridge	3,331	2,229	1,102	2,684.6
Pomona	2,011	1,505	506	1,750.7
Sacramento	2,709	1,984	725	2,301.0
San Bernardino	1,687	1,241	446	1,425.2
San Diego	3,196	2,390	806	2,722.4
San Francisco	2,977	2,046	931	2,456.3
San José	2,803	1,862	941	2,266.3
San Luis Obispo	2,107	1,683	424	1,910.8
San Marcos	847	641	206	726.8
Sonoma	1,247	988	259	1,111.3
Stanislaus	893	660	233	766.1
Chancellor's Office	535	520	15	529.41
Total	42,334	30,505	11,829	35,650.4

* Includes all faculty and staff 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 2004 & Prior Year

	Full Time		Part Time		Grand Total	
	Faculty	Staff	Faculty	Staff	Fall 2004	Fall 2003
Bakersfield	301	394	138	30	863	919
Channel Islands	74	241	114	11	440	376
Chico	498	818	359	115	1,790	1,835
Dominguez Hills	288	594	381	36	1,299	1,450
East Bay	312	649	361	68	1,390	1,559
Fresno	601	943	489	47	2,080	2,199
Fullerton	721	1,116	982	98	2,917	2,879
Humboldt	288	544	191	94	1,117	1,142
Long Beach	919	1,367	841	148	3,275	3,453
Los Angeles	558	872	475	56	1,961	2,030
Maritime Academy	56	125	16	12	209	194
Monterey Bay	125	352	138	35	650	662
Northridge	808	1,421	986	116	3,331	3,359
Pomona	549	956	442	64	2,011	2,142
Sacramento	800	1,184	647	78	2,709	2,852
San Bernardino	448	793	387	59	1,687	1,728
San Diego	887	1,503	685	121	3,196	3,420
San Francisco	768	1,278	692	239	2,977	3,035
San José	701	1,161	848	93	2,803	2,914
San Luis Obispo	653	1,030	330	94	2,107	2,235
San Marcos	210	431	153	53	847	894
Sonoma	240	748	183	76	1,247	1,316
Stanislaus	264	396	187	46	893	934
Chancellor's Office		520		15	535	570
Total	11,069	19,436	10,025	1,804	42,334	44,097

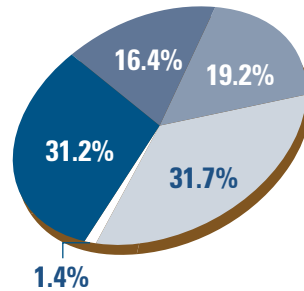
Notes: Staff includes all personnel not counted among the instructional faculty.

EMPLOYEES BY GENDER AND ETHNICITY

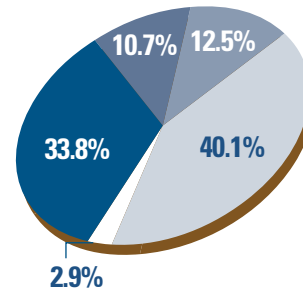
Pages 4 through 9 provide information on the gender and ethnicity of CSU employees. Pages 4 and 5 include data for all employees (both full-time and part-time), while the remaining pages provide detailed information on full-time employees.

Employees by Gender and Ethnicity

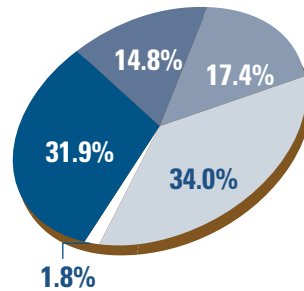
Full Time



Part Time



All Employees

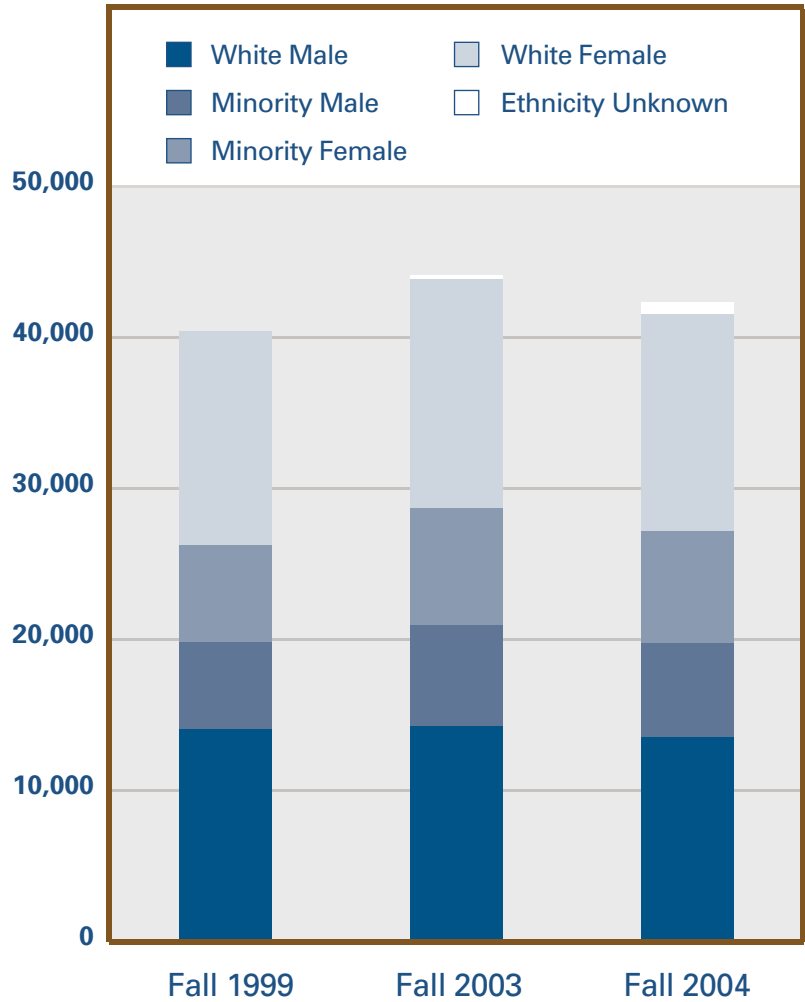


- White Male
- Minority Male
- Minority Female
- White Female
- Ethnicity Unknown

	Full Time	Part Time	All Employees
White Male	9,530	3,995	13,525
Minority Male	5,016	1,267	6,283
Minority Female	5,865	1,483	7,348
White Female	9,664	4,745	14,409
Ethnicity Unknown	430	339	769
Total	30,505	11,829	42,334
Total Minority	10,881	2,750	13,631
Total White	19,194	8,740	27,934
Total Female	16,432	6,582	23,014
Total Male	15,441	5,642	21,083

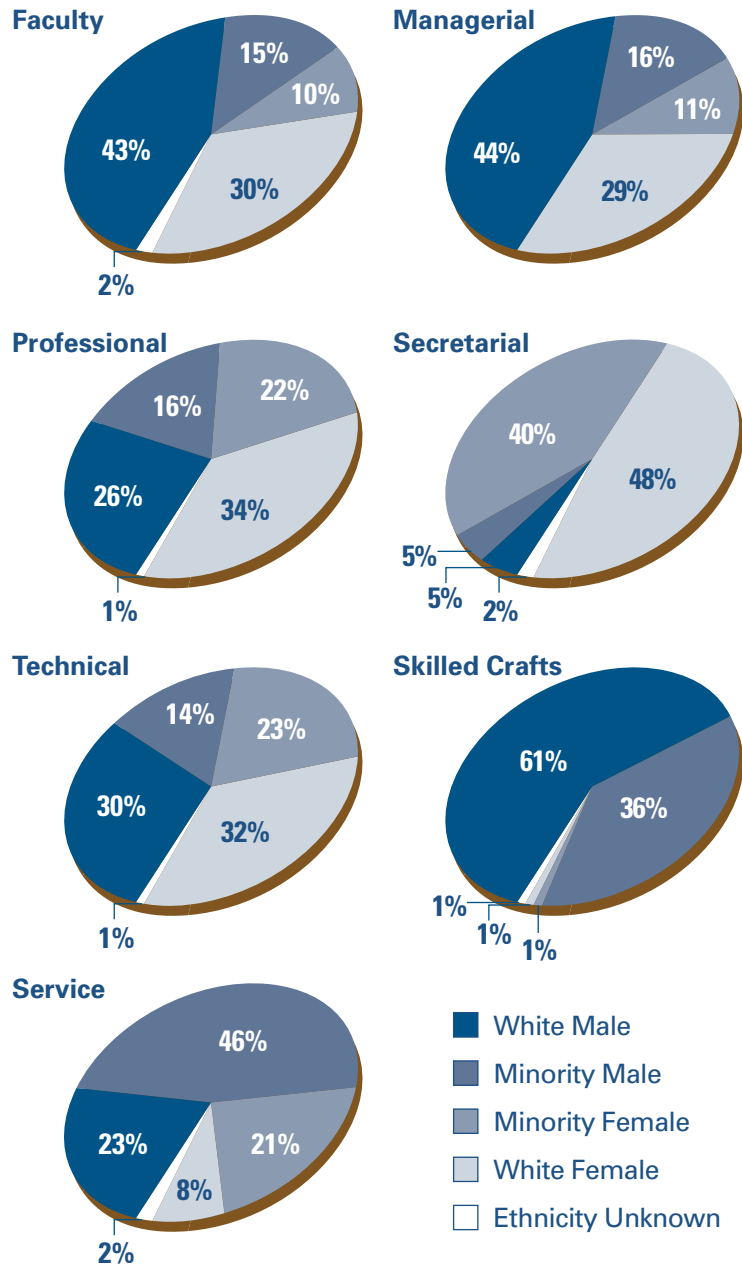
EMPLOYEES BY GENDER AND ETHNICITY

Total Employees by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

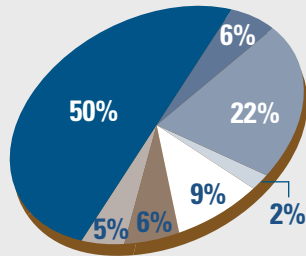
Percent of Full-Time Employees Within Occupational Groups by Gender and Ethnicity



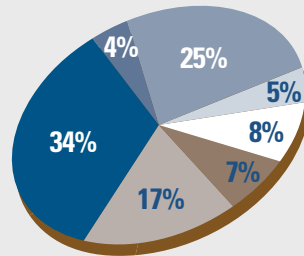
EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employees by Gender and Ethnicity

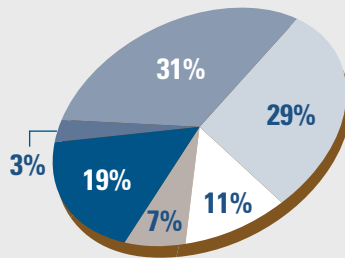
White Male



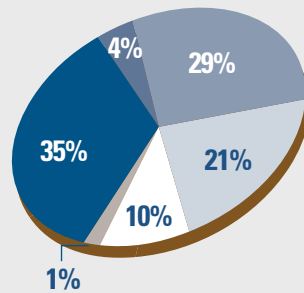
Minority Male



Minority Female



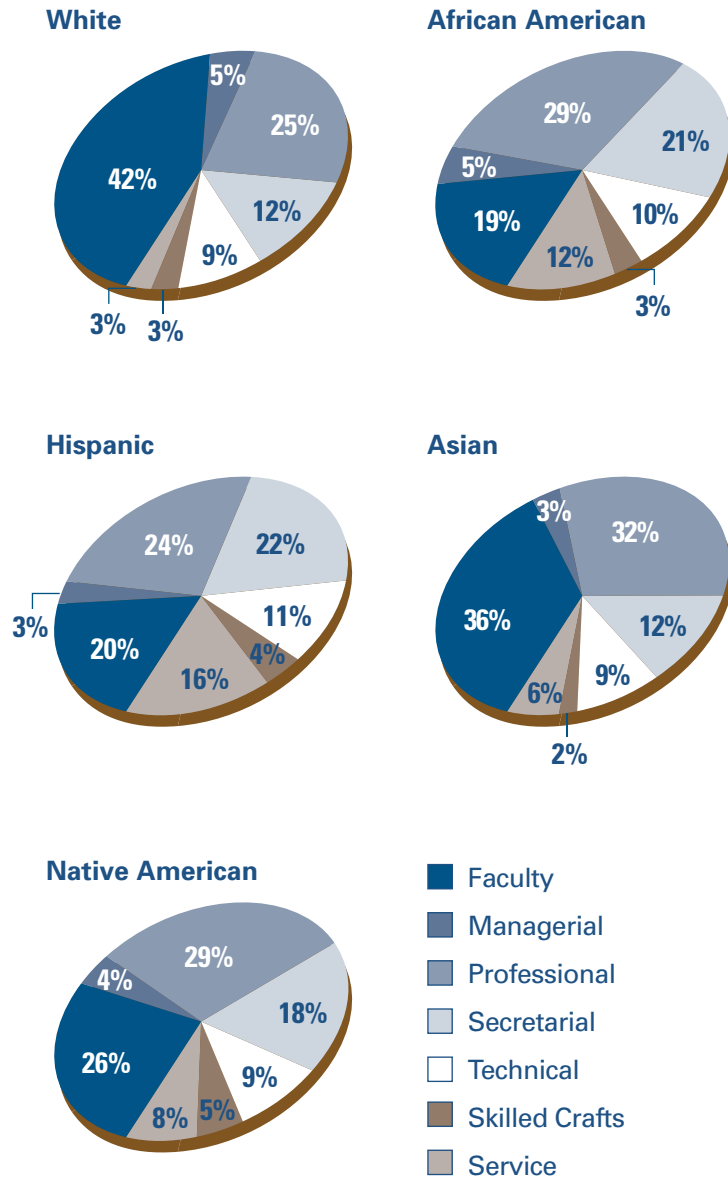
White Female



- Faculty
- Managerial
- Professional
- Secretarial
- Technical
- Skilled Crafts
- Service

EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employees by Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2004 and Five Years Earlier

	Total	African American	Native American	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2004							
Faculty	11,069	421	67	1,442	878	8,087	174
Professional	8,070	632	76	1,287	1,070	4,886	119
Secretarial	4,261	457	48	464	983	2,240	69
Technical	2,916	206	24	374	476	1,808	28
Service	1,866	258	22	257	720	581	28
Managerial	1,374	119	10	112	126	1,001	6
Skilled Crafts	949	73	14	68	197	591	6
Total	30,505	2,166	261	4,004	4,450	19,194	430
Fall 1999							
Faculty	10,459	405	53	1,056	588	8,357	
Professional	3,962	384	50	453	435	2,640	
Secretarial	3,754	455	39	320	664	2,276	
Technical	2,865	232	31	306	350	1,946	
Service	1,559	296	25	183	465	590	
Managerial	2,140	204	18	135	191	1,592	
Skilled Crafts	774	70	16	47	130	511	
Total	25,513	2,046	232	2,500	2,823	17,912	

AGE DISTRIBUTION OF CSU EMPLOYEES

The following tables provide information on the age distribution of employees by occupational group, gender and ethnicity.

Age Distribution of All Full-Time Employees

Fall 2004

	Staff*	Faculty	Total
70+	50	137	187
60-69	1,338	1,865	3,203
50-59	6,583	4,039	10,622
40-49	5,670	2,985	8,655
30-39	3,841	1,942	5,783
Under 30	1,954	101	2,055
Total	19,436	11,069	30,505
Average Age	45.8	50.3	47.5

Age Distribution of Full-Time Employees by Gender and Minority Status

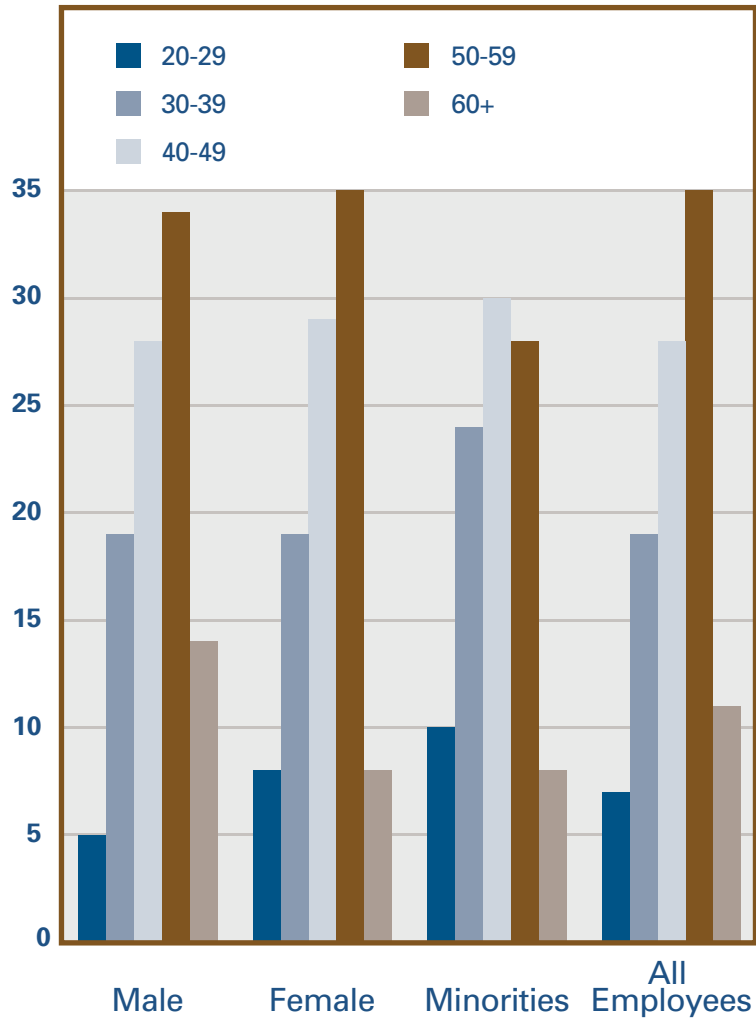
Fall 2004

	Male	Female	Minorities	Total
60+	2,087	1,303	851	3,390
50-59	5,040	5,582	3,047	10,622
40-49	4,092	4,563	3,277	8,655
30-39	2,765	3,018	2,615	5,783
Under 30	792	1,263	1,091	2,055
Total	14,776	15,729	10,881	30,505
Average Age	48.3	46.7	44.9	47.5

* Staff includes all personnel not counted among the instructional faculty.

AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employees, Percentage by Age Group



AGE DISTRIBUTION OF CSU EMPLOYEES

Minority Employees as Percent of Full-Time Employees by Age Groups and Job Categories

Fall 2004

	Support	Professional & Managerial	Faculty	All Full-Time Employees
60+	38.7	26.1	19.8	25.1
50-59	37.7	27.4	22.2	28.7
40-49	46.2	37.8	29.4	37.9
30-39	58.0	47.2	31.6	45.2
Under 30	60.0	47.2	21.8	53.1
All Ages	46.4%	36.3%	25.4%	35.7%

E.g., 38.7% of Full-time, Support Employees in the “60 and above” age group are minorities.

Female Employees as Percent of Full-Time Employees by Age Groups and Job Categories

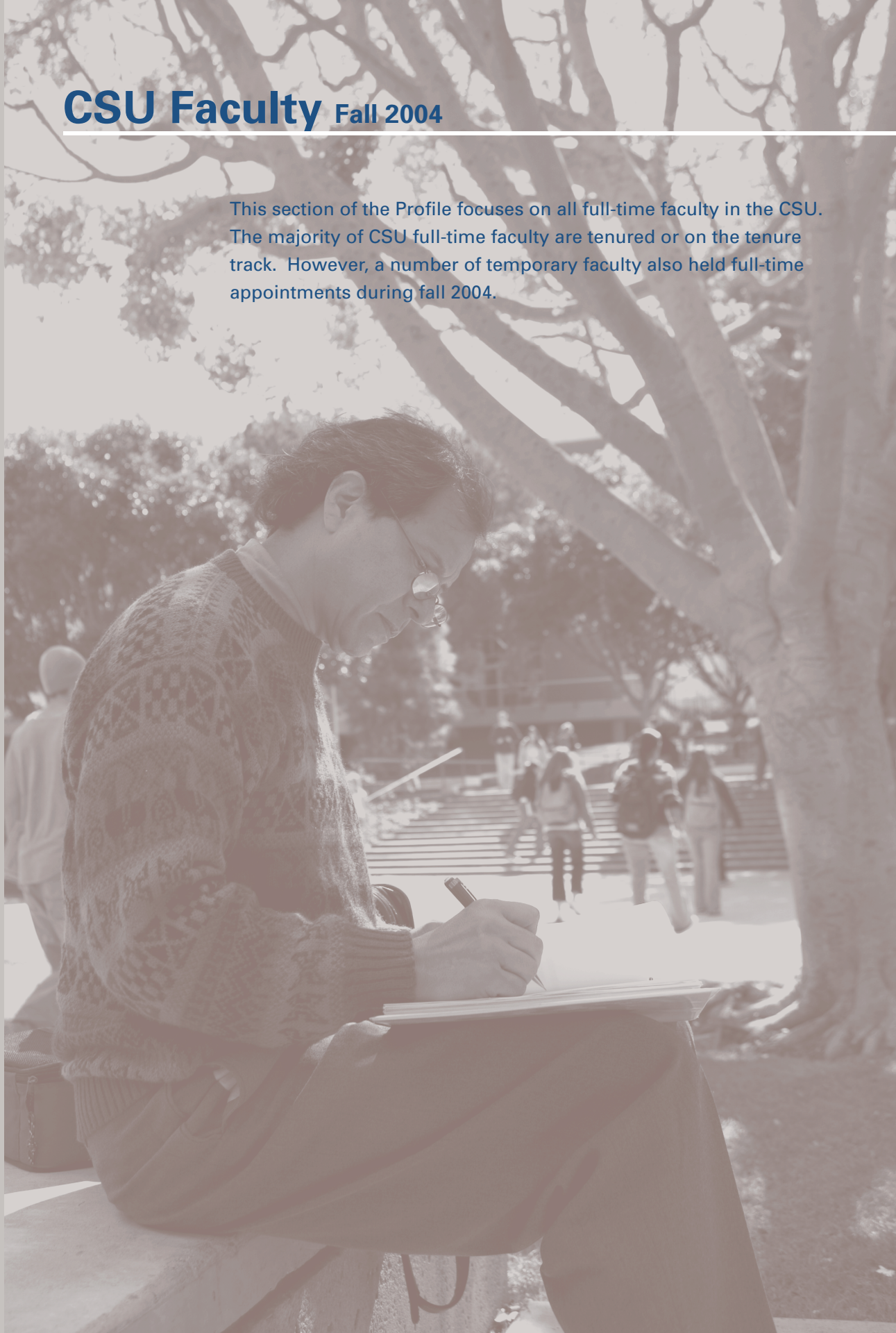
Fall 2004

	Support	Professional & Managerial	Faculty	All Full-Time Employees
60+	58.3	50.2	27.4	38.4
50-59	59.1	59.0	41.9	52.6
40-49	59.2	54.9	44.3	52.7
30-39	59.1	50.7	47.6	52.2
Under 30	68.4	52.5	54.5	61.5
All Ages	60.1%	54.8%	41.0%	51.6%

E.g., 58.3% of Full-time, Support Employees in the “60 and above” age group are female.

CSU Faculty Fall 2004

This section of the Profile focuses on all full-time faculty in the CSU. The majority of CSU full-time faculty are tenured or on the tenure track. However, a number of temporary faculty also held full-time appointments during fall 2004.



GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU faculty in fall 2004, as well as five years earlier. In fall 2004, approximately one-quarter of full-time CSU faculty were ethnic minorities and over 40 percent were female.

Full-Time Faculty by Academic Title, Gender, and Ethnicity, Fall 2004 and Five Years Earlier

	White Male	Minorities Male	Minorities Female	White Female	Ethnicity Unknown	Total	% of Grand Total
Fall 2004							
Professor	2,486	771	310	1,220	34	4,821	43.6
Associate Professor	757	352	264	658	30	2,061	18.6
Assistant Professor	940	410	411	859	86	2,706	24.4
Instructor	6	2	0	3	0	11	.10
Tenure-Track Subtotal	4,189	1,535	985	2,740	150	9,599	86.7
Lecturer	538	146	142	620	24	1,470	13.3
All Full-Time	4,727	1,681	1,127	3,360	174	11,069	100.0
Fall 1999							
Professor	3,727	899	280	1,363		6,269	57.3
Associate Professor	619	310	210	596		1,735	15.9
Assistant Professor	563	256	272	602		1,693	15.5
Instructor	6	1	0	1		8	0.1
Tenure-Track Subtotal	4,915	1,466	762	2,562		9,705	88.7
Lecturer	474	121	123	513		1,231	11.3
All Full-Time	5,389	1,587	885	3,075		10,936	100.0

GENDER AND ETHNICITY

Full-Time Faculty by Tenure Status, Gender, and Ethnicity, Fall 2004 and Five Years Earlier

	White Male	Minorities Male	Female	White Female	Ethnicity Unknown	Total	% of Grand Total
Fall 2004							
Tenured	3,109	1,068	540	1,781	59	6,557	59.2
Probationary	1,080	467	445	959	91	3,042	27.5
Tenure-Track Subtotal	4,189	1,535	985	2,740	150	9,599	86.7
Temporary	538	146	142	620	24	1,470	13.3
Total	4,727	1,681	1,127	3,360	174	11,069	100.0
Fall 1999							
Tenured	4,933	1,066	325	1,692		8,016	76.6
Probationary	493	326	248	560		1,627	15.6
Tenure-Track Subtotal	5,426	1,392	573	2,252		9,643	92.2
Temporary	341	68	69	338		816	7.8
Total	5,767	1,460	642	2,590		10,459	100.0

GENDER AND ETHNICITY

Headcount of Part-Time Faculty by Gender and Ethnicity

Fall 2004

	Total	African American	Native American	Asian American	Latino/Hispanic	White	Ethnicity Unknown
Female	5,148	222	40	434	384	3,925	143
Male	4,877	161	41	481	403	3,652	139
Total	10,025	383	81	915	787	7,577	282

TENURE STATUS

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

Full-Time Faculty with Tenure, with Doctorate, by Rank

Fall 2004

	Total	Tenure		Doctorate	
		Total	%	Total	%
Professor	4,821	4,778	99.1	4,142	85.9
Associate Professor	2,061	1,683	81.7	1,735	84.2
Assistant Professor	2,706	91	3.4	2,141	79.1
Instructor	11	5	45.5	0	0.0
Tenure-Track Subtotal	9,599	6,557	68.3	8,018	83.5%
Lecturer	1,470	0	0.0	443	30.1
All Full-Time	11,069	6,557	59.2%	8,461	76.4%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2004 and Five Years Earlier

	Total	African American	Native American	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2004							
Tenured	6,557	253	36	833	486	4,890	59
Probationary	3,042	118	21	494	279	2,039	91
Temporary	1,470	50	10	115	113	1,158	24
Total	11,069	421	67	1,442	878	8,087	174
Fall 1999							
Tenured	8,016	245	37	741	368	6,625	
Probationary	1,627	122	14	267	171	1,053	
Temporary	816	38	2	48	49	679	
Total	10,459	405	53	1,056	588	8,357	

NEW FACULTY

The CSU hired nearly 400 new tenure-track faculty for fall 2004. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More detailed information on new faculty hired by the CSU is available in the report Faculty Recruitment in the California State University System. This report contains detailed information on faculty recruitment, faculty demographics and salaries offered to new faculty. The report is available at the following website: www.calstate.edu/br/apindex.shtml.

New Full-Time Tenure-Track Faculty by Academic Title, Fall 2004 and Five Years Earlier

	Total	Male	Female	Minorities
Fall 2004				
Professor	13	8	5	3
Associate Professor	42	23	19	18
Assistant Professor	333	162	171	108
Instructor	5	3	2	1
Grand Total	393	196	197	130
Fall 1999				
Professor	20	15	5	4
Associate Professor	76	40	36	19
Assistant Professor	520	241	279	152
Instructor	0	0	0	0
Grand Total	616	296	320	175

PROMOTIONS

The following table indicates the number of full-time faculty who were promoted to a higher academic rank during fall 2003 and fall 2004.

Promotions Among Full-Time Faculty

To:	Fall 2003	Fall 2004
Professor	198	185
Associate Professor	279	392
Assistant Professor	8	6
Total	485	583

SEPARATIONS

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2003-04 and in the prior year. In 2003-04, over 70 percent of the separations were retirements. Out of the 702 tenured and probationary faculty who retired, 38 percent entered the Faculty Early Retirement Program (FERP).

Separations Among Faculty by Cause and Appointment Status

	Retirement	Death	Resignation	Not Rehired	Total
2003-04					
Tenured	683	10	52	1	746
Probationary	19	4	120	9	152
Temporary	61	4	17	90	172
Total	763	18	189	100	1,070
2002-03					
Tenured	485	13	36	1	535
Probationary	10	3	125	12	150
Temporary	19	3	18	143	183
Total	514	19	179	156	868

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 2003-04 are excluded.

SALARY

The table below presents information on average salaries paid to full-time faculty employees as of October 2004. These averages are based on salaries earned through regular academic year or 12-month appointments. Salaries earned through irregular pay appointments, such as extra quarter assignments, are not included in these calculations. Salaries of faculty on 12-month appointments have been adjusted to academic year equivalents by applying a 9/11th factor commonly used in higher education salary studies.

Average Salaries for Full-Time Faculty by Rank

Fall 2004

	Number	Average Salary
Professor	4,821	83,502
Associate Professor	2,061	67,306
Assistant Professor	2,706	55,788
Instructor	11	52,078
Lecturer	1,470	52,987
All Full-Time Faculty	11,069	\$69,628

GLOSSARY

Clerical and Secretarial* Includes departmental secretaries; payroll, receiving and account clerks; etc.

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

Ethnicity Unknown Includes all individuals who did not self-report a racial/ethnic background.

Faculty* All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors (counted among “professionals”). Also excludes extension or summer session faculty.

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

Full Time Individuals employed “100% time.” Includes full-time employees on leave with pay.

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

Managerial* Includes campus executives, deans, personnel officers, directors of physical plant, and all other managers and supervisors in the Management Personnel Plan.

Minority Includes individuals who reported an ethnic/racial background other than “White.” Individuals who did not report an ethnic/racial background are counted in an “Ethnicity 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.

Professional* Includes persons whose jobs require a college education or comparable experience; excludes faculty and managerial employees.

* Denotes one of seven IPEDS occupational groups used for reporting employee data to the federal government.

GLOSSARY

Service and Maintenance* Includes custodians, gardeners, laborers, campus guards, etc.

Staff Employees Refers to all employees who are not “faculty” as defined on previous page.

Skilled Crafts* Includes electricians, mechanics, carpenters, etc.

Support Includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

Technical and Paraprofessional* Includes persons whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support and equipment technicians.

Temporary Faculty Faculty appointed for a discrete time period, usually one term or one academic year.

Total Data shown throughout this report excludes student employees, intermittent employees, and extension and summer session faculty.

* Denotes one of seven IPEDS occupational groups used for reporting employee data to the Federal government.

CSU

THE CALIFORNIA STATE UNIVERSITY

Human Resources • Office of the Chancellor
401 Golden Shore • Long Beach, California 90802-4210