



# THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY

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# THE CALIFORNIA STATE UNIVERSITY.

## People with purpose... who teach, inspire, discover and do.

As the nation's leading university system, we've pushed the boundaries of higher education for 60 years. And through the unprecedented challenges of this past year, the resiliency and unwavering dedication of our workforce remained focused on our mission to serving students, communities and the State of California.

## We have the power of purpose, courage and perseverance.

The CSU's workforce is committed and more inspired than ever to uphold our traditions of educational excellence and personal transformation. We celebrate the diversity within the CSU. By consistently fostering greater inclusion and understanding, together we create and provide greater opportunities for our students and valued employees.

## Sustaining excellence, today and tomorrow.

The spirit of the CSU endures. The university's continuing commitment to employees and their accomplishments allows us to prepare record numbers of students for their success — for a life of purpose and positive impact on their communities and the world.



## Dear Friends of the California State University,

The CSU is committed to employing a diverse workforce because our faculty and staff have a vital role in making the mission of the California State University a reality—educating students and preparing them to become leaders in California and beyond. Student success is at the heart of our mission and it is the CSU's utmost priority to have our students see themselves in our faculty and staff. Our faculty and staff are committed to focusing on initiatives providing students a clearer path to graduation, while also eliminating the achievement gap among underrepresented minority students.

The data reflected in this publication reflects the CSU's commitment to a diverse workforce. Our faculty and staff diverse and extensive backgrounds and experiences provides our students the opportunity to encounter new perspectives and to succeed in an increasingly connected, global work environment. The value of a CSU education remains strong. As a university, we are well positioned for continued success due largely to the dedication and contributions of employees at all 23 campuses and the Chancellor's Office.

As in years past, this publication includes notable recent achievements by staff, faculty and student employees. My hope is that in reading the 2020 Employee Profile, you will gain a greater understanding of the people who make the CSU such a special place to work and learn.

A handwritten signature in black ink that reads "Evelyn Nazario".

Evelyn Nazario  
Vice Chancellor, Human Resources





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# WELCOME CHANCELLOR CASTRO

Dr. Joseph I. Castro began serving as the eighth chancellor of the California State University in January 2021. He is the first California native and Mexican American to oversee the 23-campus university system. As the grandson of immigrants from Mexico and raised by a single mother, he was the first in his family to graduate from a university.

Castro is a professor of educational leadership and a gifted scholar in the fields of leadership and public policy. He has mentored hundreds of other scholars and practitioners, including university presidents and senior officers.

Before being appointed as president of Fresno State in 2013, Castro worked in the University of California system for 23 years. He was vice chancellor of student academic affairs and professor of family and community medicine at the University of California, San Francisco (UCSF) from 2006-13. Earlier in his career, he held faculty and/or administrative leadership positions at four other University of California campuses—Berkeley, Davis, Merced and Santa Barbara.

Castro's leadership has been recognized by numerous organizations. In 2019, on behalf of Fresno State, he received the Excellence and Innovation Award from the American Association of State Colleges and Universities—his fifth since the awards program began in 2013. In 2018, he was named CSU President of the Year by the California State Student Association and was honored as District 4 Man of the Year by the Fresno City Council. In 2017, the mayor of Fresno awarded Castro and Fresno State the Community Partnership Award. In 2016, Castro received the Alumni Excellence in Education Award from Stanford University Graduate School of Education as well as the Ohtli Award, the highest honor granted by the government of Mexico to leaders in the United States.

We are honored to welcome Chancellor Castro, and wish him continued success in the years to come.





## ELAINE K. IKEDA

**EXECUTIVE DIRECTOR, CALIFORNIA CAMPUS COMPACT  
CALIFORNIA STATE UNIVERSITY, EAST BAY**

Elaine Ikeda has been the executive director of California Campus Compact for 20 years. This coalition of California’s leading colleges and universities cultivates and advances civic and community engagement—work of vital importance in today’s society. It also provides support and resources to all of the 23 CSU campuses, which comprise half of the compact’s membership. Ikeda leads the presidential membership organization and assigns Community Engagement Student

Fellows to several CSU campuses. The compact offers service-learning, community engagement grant funding and training and professional development to CSU campus members. In 2020, California Campus Compact celebrated its 30th anniversary. Ikeda holds a bachelor of science degree in health science and a master’s degree in public health from California State University, Long Beach and a doctorate in higher education & organizational change from the University of California, Los Angeles.



## SUE MADDOX

**ADMINISTRATIVE ANALYST/SPECIALIST  
CALIFORNIA STATE UNIVERSITY, FULLERTON**

Sue Maddox has worked at Fullerton since her high school days and was recently recognized for 40 years of service. She joined the campus during a summer break, and worked alongside her mother who needed temporary help with registration in the university’s personnel office. After this initial assignment, Sue worked in the library, school and college relations, alumni relations, and academic affairs. She now works in the Psychology Department, where she has provided invaluable

support since 1989. Following in her mom’s footsteps, Sue’s daughter worked in Sue’s department as a student assistant before she graduated this year. Although there have been many changes at the university in the past 40 years, what Sue still enjoys the most is helping students and working with great colleagues.

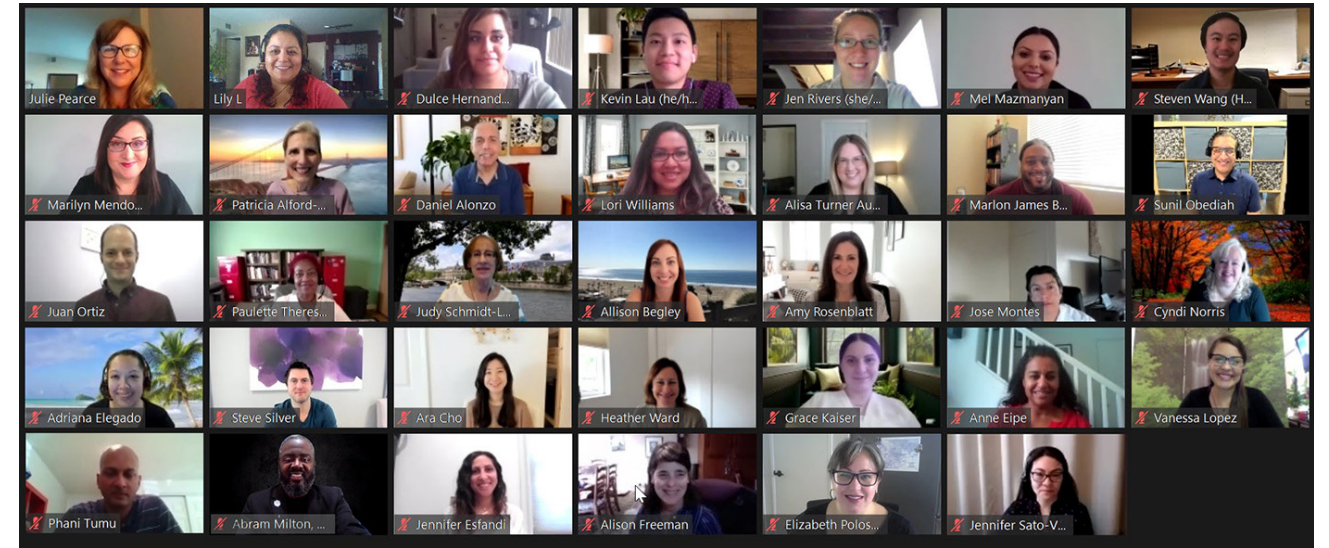


## LAWRENCE FAN

**ASSOCIATE ATHLETICS DIRECTOR FOR FOOTBALL COMMUNICATIONS  
AND SPECIAL PROJECTS  
SAN JOSÉ STATE UNIVERSITY**

Local, state and national media know whom to contact for their athletics information. As a mentor, spokesman and champion of the San José State Athletics Department for more than 40 years, Lawrence Fan puts Spartan student-athletes before himself. He serves the Bay Area media in many capacities, such as arranging interviews for athletes—including the 1987 Heisman Trophy campaign for former

quarterback Mike Perez. Fan’s numerous awards from the College Sports Information Directors of America (CoSIDA) include: the 2017 President’s Award, 2013 Trailblazer Award, and the prestigious Arch Ward Award and induction into the CoSIDA Hall of Fame in 2012. Fan is a founder of the Job Seekers Committee and served as chair from 1994-2017. He also helped organize and manage job fair activities at the annual convention, initiated and now manages the CoSIDA Career Center email blast program.



## UNIVERSITY COUNSELING SERVICES (UCS)

**CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

UCS is committed to caring for CSUN students, particularly in these unprecedented times. The UCS counselors are highly trained mental health professionals who support the student and campus community in times of crises. They are committed to assisting students in reaching their academic, career and life goals—and their staff’s diversity and compassion helps meet the specific needs and situations of each student. During the pandemic, services have pivoted to virtual delivery through telemental health, new virtual community spaces and individualized workshops. Newer virtual forums have included conversations and Zoom discussion “rooms”, which allow students, faculty and staff to talk about social issues, and support the students and employees impacted by them. Many conversations have centered on issues in the Black community, but have also included those affecting Dreamers, Latinx and international students.

## CONGRATULATIONS TO THE 2021 WANG FAMILY EXCELLENCE AWARD WINNERS

- |                                   |   |
|-----------------------------------|---|
| <b>GERALD L. JONES, J.D.</b>      | Outstanding Staff Performance Award, Sonoma State                     |
| <b>JUDITH E. CANNER, PH.D.</b>    | Outstanding Faculty Teaching Award, CSU Monterey Bay                  |
| <b>CYNTHIA A. CRAWFORD, PH.D.</b> | Outstanding Faculty Innovator for Student Success, CSU San Bernardino |
| <b>HALA MADANAT, PH.D.</b>        | Outstanding Faculty Scholarship Award, San Diego State                |
| <b>AYDIN NAZMI, PH.D</b>          | Outstanding Faculty Service Award, Cal Poly San Luis Obispo           |





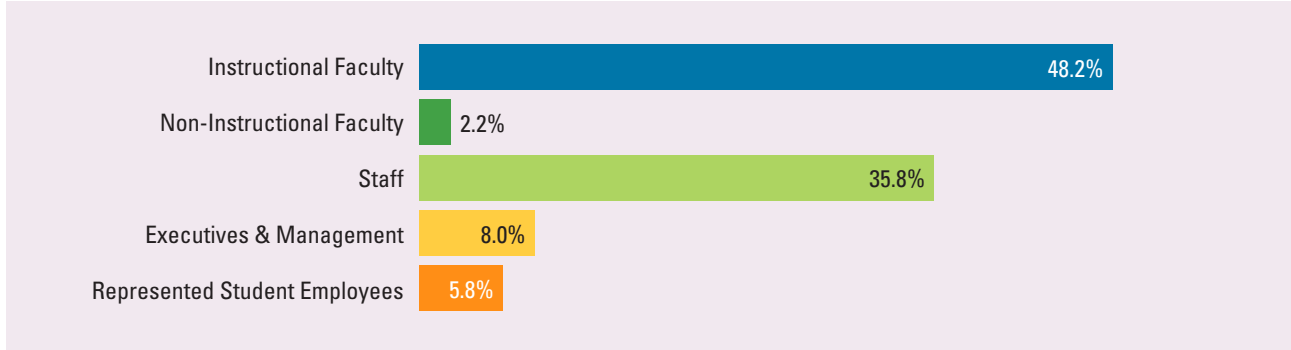
This report draws on CSU employment data as of fall 2020, profiling the university's evolving workforce and underscoring the CSU's commitment to hiring well-qualified, diverse faculty and staff. The pages that follow provide a high-level summary of personnel at the CSU, combining analytics, stories, and images to produce an annual portrait of the more than 50,000 CSU faculty and staff statewide.

Head counts, time base, and salary breakdowns are reported in the aggregate and in five broad employee groupings: Instructional Faculty, Non-Instructional Faculty, Staff, Executives and Management, and Represented Student Employees. Figures are also disaggregated by three demographic categories: Race/Ethnicity, Gender, and Age. Faculty and student-employee-specific summaries wrap up the quantitative sections of this profile.

The narratives and images presented throughout highlight some of the exceptional individuals making up the CSU's workforce, especially during this watershed year.

## EMPLOYEES BY OCCUPATIONAL GROUPS AND CAMPUS

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP, FALL 2020



EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND TIME BASE, FALL 2018 TO FALL 2020

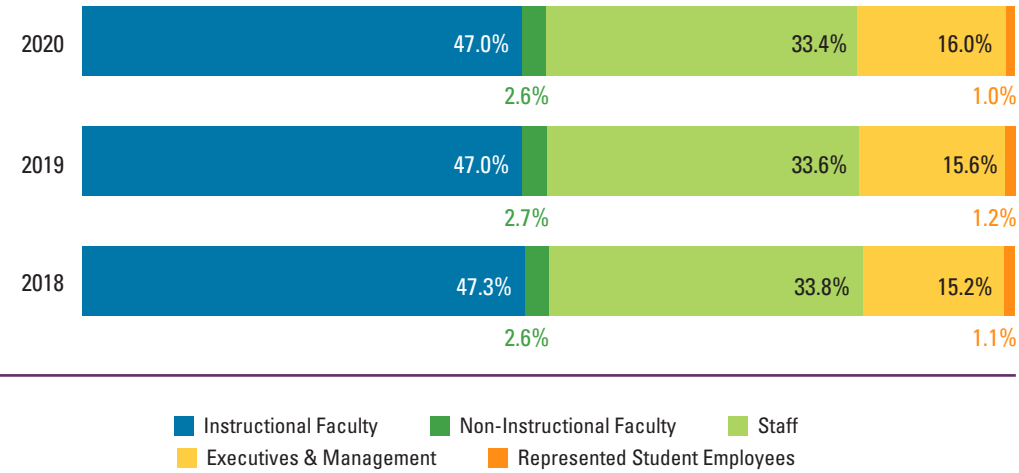
YEAR	EMPLOYEE GROUP	FULL-TIME		PART-TIME		GRAND TOTAL	
		Head Count	%	Head Count	%	Head Count	%
2020	Instructional Faculty	13,496	35.3%	13,438	75.9%	26,934	48.2%
	Non-Instructional Faculty	956	2.5%	260	1.5%	1,216	2.2%
	Staff	19,302	50.5%	735	4.2%	20,037	35.8%
	Executives & Management	4,452	11.7%	26	0.1%	4,478	8.0%
	Represented Student Employees	◆	0.0%	3,242	18.3%	3,244	5.8%
	<b>Total</b>	<b>38,208</b>	<b>100.0%</b>	<b>17,701</b>	<b>100.0%</b>	<b>55,909</b>	<b>100.0%</b>
2019	Instructional Faculty	13,494	35.2%	14,188	74.9%	27,682	48.3%
	Non-Instructional Faculty	983	2.6%	336	1.8%	1,319	2.3%
	Staff	19,497	50.8%	839	4.4%	20,336	35.5%
	Executives & Management	4,397	11.5%	29	0.2%	4,426	7.7%
	Represented Student Employees	◆	0.0%	3,562	18.8%	3,563	6.2%
	<b>Total</b>	<b>38,372</b>	<b>100.0%</b>	<b>18,954</b>	<b>100.0%</b>	<b>57,326</b>	<b>100.0%</b>
2018	Instructional Faculty	13,307	35.3%	13,827	73.7%	27,134	48.1%
	Non-Instructional Faculty	930	2.5%	361	1.9%	1,291	2.3%
	Staff	19,241	51.0%	879	4.7%	20,120	35.6%
	Executives & Management	4,235	11.2%	31	0.2%	4,266	7.6%
	Represented Student Employees			3,654	19.5%	3,654	6.5%
	<b>Total</b>	<b>37,713</b>	<b>100.0%</b>	<b>18,752</b>	<b>100.0%</b>	<b>56,465</b>	<b>100.0%</b>

◆ There were fewer than 10 full-time Represented Student Employees in 2020 and 2019. To preserve privacy, these head counts are redacted.

- NOTES:
- Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.
  - Refer to Technical Notes and Glossary for the definitions of the Employee Groups.



**EMPLOYEE SALARY DISTRIBUTION BY EMPLOYEE GROUP, FALL 2018 TO FALL 2020**



NOTES: Salary expenditures (Annual Base Salary \* FTE) as of October 30, 2020.

**EMPLOYEE SALARY AND HEAD COUNT DISTRIBUTION BY COLLECTIVE BARGAINING UNIT, FALL 2020**

Union	% OF TOTAL SALARY	% OF EMPLOYEES
California Faculty Association	49.59%	50.35%
California State University Employees Union	23.74%	26.41%
Executives & Management Personnel Plan	15.96%	8.01%
Academic Professionals of California	5.31%	5.80%
Teamsters 2010	2.23%	1.93%
Academic Student Employees	1.03%	5.80%
Confidential Classes	0.86%	0.78%
Statewide University Police Association	0.80%	0.62%
Union of American Physicians and Dentists	0.34%	0.13%
Excluded Classes	0.10%	0.14%
International Union of Operating Engineers	0.03%	0.03%
<b>Total</b>	<b>100%</b>	<b>100%</b>

**EMPLOYEE HEAD COUNT AND FTE BY CAMPUS AND TIME BASE, FALL 2020**

CAMPUS	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bakersfield	939	946.7	375	150.6	1,314	1,097.3
Chancellor's Office	669	669	2	1.1	671	670.1
Channel Islands	731	735.3	220	109.8	951	845.1
Chico	1,454	1,459.6	527	252.5	1,981	1,712.1
Dominguez Hills	1,180	1,186	567	240.5	1,747	1,426.5
East Bay	1,226	1,229.7	574	248.8	1,800	1,478.5
Fresno	1,843	1,843.9	803	327.9	2,646	2,171.8
Fullerton	2,582	2,596.2	1,232	521.8	3,814	3,117.9
Humboldt	863	866.5	289	115.7	1,152	982.2
Long Beach	2,742	2,749.9	1,723	710.8	4,465	3,460.7
Los Angeles	1,765	1,770.1	1,046	443.9	2,811	2,214
Maritime	280	281.2	32	15.5	312	296.8
Monterey Bay	748	752.3	268	131.9	1,016	884.1
Northridge	2,582	2,594.4	1,351	571	3,933	3,165.3
Pomona	1,843	1,845.8	894	420.1	2,737	2,265.9
Sacramento	2,243	2,244.5	1,036	441.7	3,279	2,686.2
San Bernardino	1,572	1,575.9	674	281.7	2,246	1,857.5
San Diego	2,752	2,755.8	1,670	677.3	4,422	3,433.1
San Francisco	2,289	2,291.9	1,244	478.3	3,533	2,770.2
San José	2,428	2,435.4	1,413	605.9	3,841	3,041.3
San Luis Obispo	2,386	2,391.9	538	243.8	2,924	2,635.7
San Marcos	1,199	1,211.7	525	218.5	1,724	1,430.2
Sonoma	958	961.7	327	133.4	1,285	1,095.1
Stanislaus	934	936.9	371	141	1,305	1,077.9
<b>Grand Total</b>	<b>38,208</b>	<b>38,332.4</b>	<b>17,701</b>	<b>7,483.4</b>	<b>55,909</b>	<b>45,815.7</b>

**EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE, FALL 2020**

CAMPUS	FULL-TIME				PART-TIME				GRAND TOTAL
	Faculty	Staff	Students	Total	Faculty	Staff	Students	Total	
Bakersfield	378	561		939	334	22	19	375	1,314
Chancellor's Office		669		669		2		2	671
Channel Islands	237	494		731	205	10	5	220	951
Chico	541	913		1,454	419	40	68	527	1,981
Dominguez Hills	454	726		1,180	544	15	8	567	1,747
East Bay	403	823		1,226	493	38	43	574	1,800
Fresno	849	993	1	1,843	628	18	157	803	2,646
Fullerton	1,085	1,497		2,582	1,004	33	195	1,232	3,814
Humboldt	316	547		863	208	22	59	289	1,152
Long Beach	1,130	1,612		2,742	1,249	60	414	1,723	4,465
Los Angeles	731	1,034		1,765	865	14	167	1,046	2,811
Maritime	68	212		280	28	4		32	312
Monterey Bay	239	509		748	238	20	10	268	1,016
Northridge	968	1,614		2,582	1,055	71	225	1,351	3,933
Pomona	704	1,139		1,843	759	20	115	894	2,737
Sacramento	883	1,360		2,243	907	20	109	1,036	3,279
San Bernardino	532	1,040		1,572	500	16	158	674	2,246
San Diego	1,050	1,701	1	2,752	899	69	702	1,670	4,422
San Francisco	880	1,409		2,289	831	127	286	1,244	3,533
San José	967	1,461		2,428	1,106	52	255	1,413	3,841
San Luis Obispo	939	1,447		2,386	400	28	110	538	2,924
San Marcos	431	768		1,199	423	25	77	525	1,724
Sonoma	282	676		958	260	23	44	327	1,285
Stanislaus	385	549		934	343	12	16	371	1,305
<b>Grand Total</b>	<b>14,452</b>	<b>23,754</b>	<b>2</b>	<b>38,208</b>	<b>13,698</b>	<b>761</b>	<b>3,242</b>	<b>17,701</b>	<b>55,909</b>



## EMPLOYEE DEMOGRAPHICS

Widely recognized for its inclusive policies and outreach, the CSU is home to a diverse student and staff population across its 23 campuses and the Chancellor’s Office.

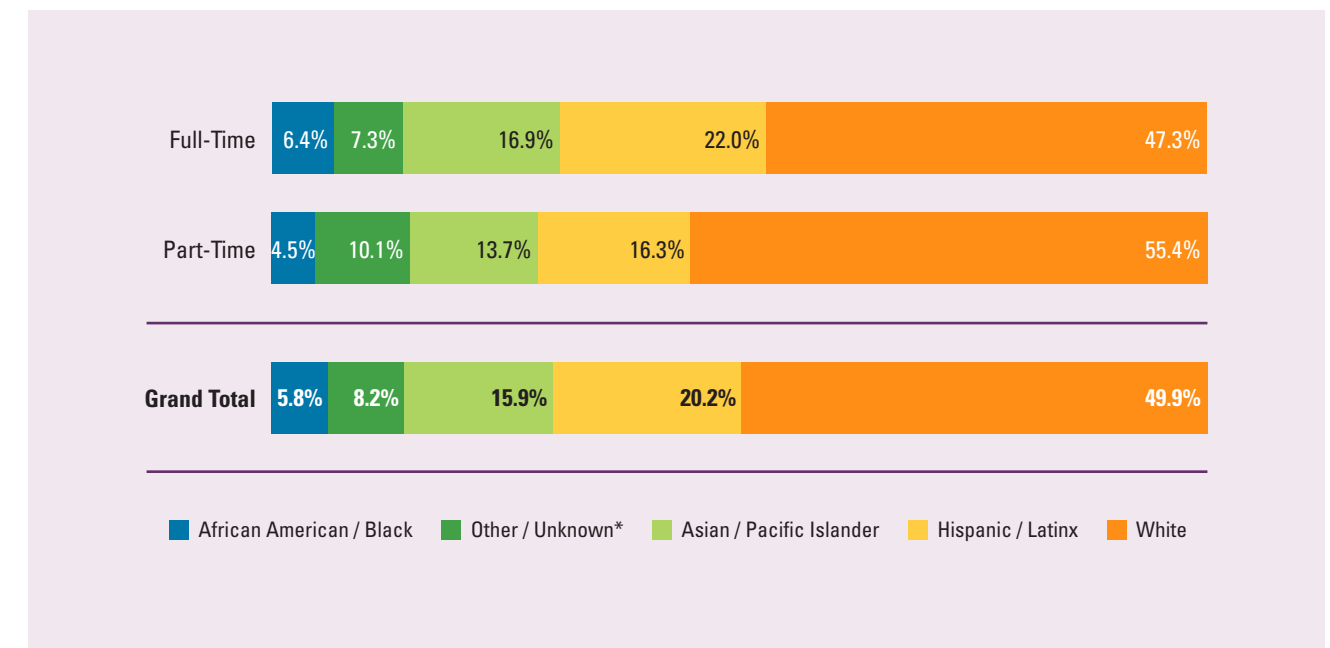
The CSU’s workforce is 55 percent female. This transcends to its executive and management workforce, which is 55.4 percent female. In fact, 12 of the CSU’s 23 presidents are women. Nearly 60 percent of all Latinx and Black employees are women, with the staff population surpassing the 60 percent mark for those two groups.

The median age of the CSU workforce in 2020 is 46.4. Latinas have the youngest median age, 39.7, while white males hold the oldest median age, 50.4. The youngest employee grouping by far consists of represented student employees, with 26.5 being the median age. Non-instructional faculty, such as coaches, counselors, and librarians make up the next youngest group: 40.4 is their median age. The oldest employee group is executives and management, with a median age of 50.

Smaller populations are not highlighted in this report, to protect their identity when total figures are fewer than 100 and to maximize report and graphics legibility. There are 331 Native American, 162 Pacific Islander, and 1,141 mixed race employees in 2020, and 3,105 declined to state their race/ethnicity.

Our fastest growing population is the non-binary population, which became an official reporting category for gender effective January 2019. Since then, the population has grown by 62 percent, from 39 to 63 individuals university-wide. Unfortunately, given the size of the population, non-binary totals are excluded from the summaries that follow.

EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND TIME BASE, FALL 2020



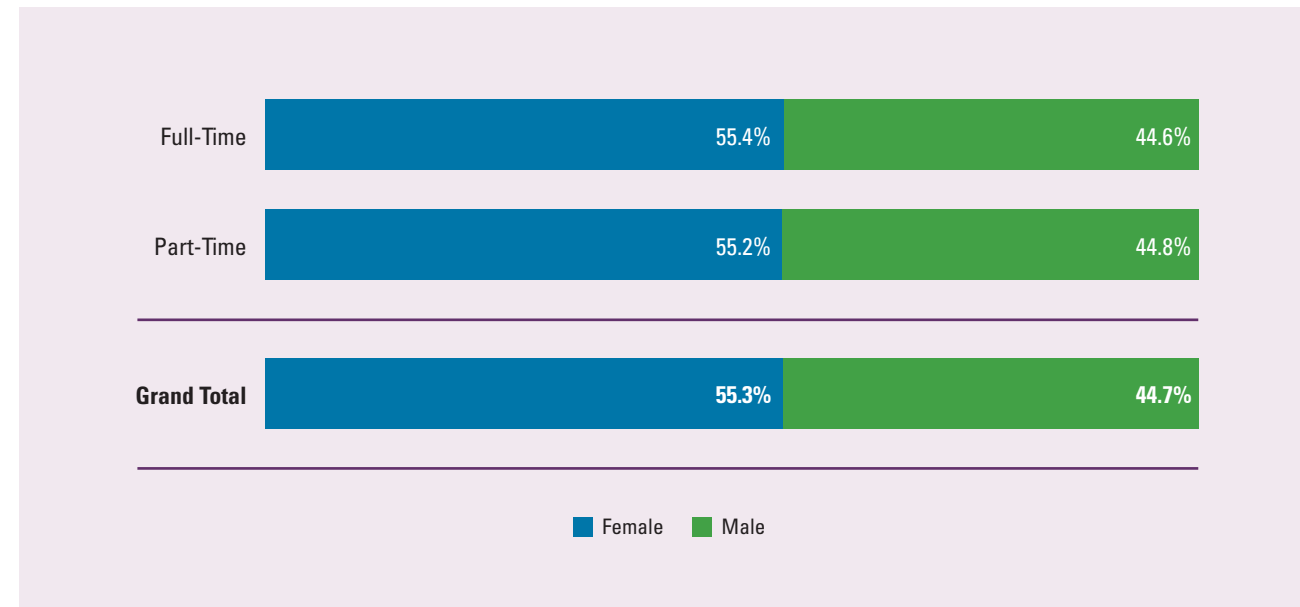
EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2020

RACE / ETHNICITY	FULL - TIME		PART - TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
African American / Black	2,439	6.4%	791	4.5%	3,230	5.8%
Other / Unknown*	2,797	7.3%	1,780	10.1%	4,577	8.2%
Asian / Pacific Islander	6,468	16.9%	2,427	13.7%	8,895	15.9%
Hispanic / Latinx	8,416	22.0%	2,890	16.3%	11,306	20.2%
White	18,088	47.3%	9,813	55.4%	27,901	49.9%
<b>Total</b>	<b>38,208</b>	<b>100.0%</b>	<b>17,701</b>	<b>100.0%</b>	<b>55,909</b>	<b>100.0%</b>

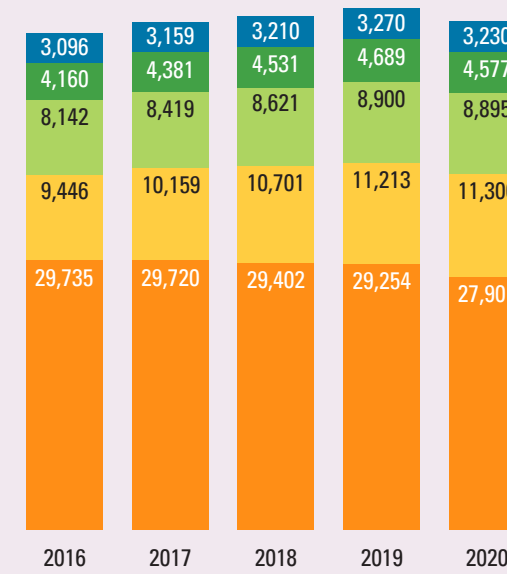
\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.



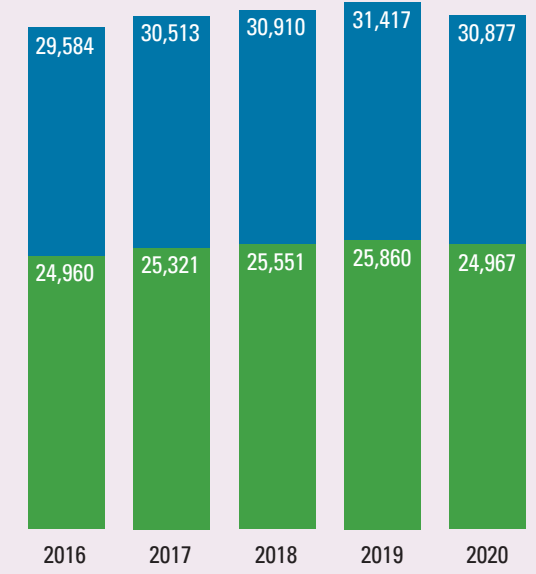
**EMPLOYEE DISTRIBUTION BY GENDER AND TIME BASE, FALL 2020**



**EMPLOYEE HEAD COUNT BY RACE/ETHNICITY, FALL 2016 TO FALL 2020**



**EMPLOYEE HEAD COUNT BY GENDER, FALL 2016 TO FALL 2020**

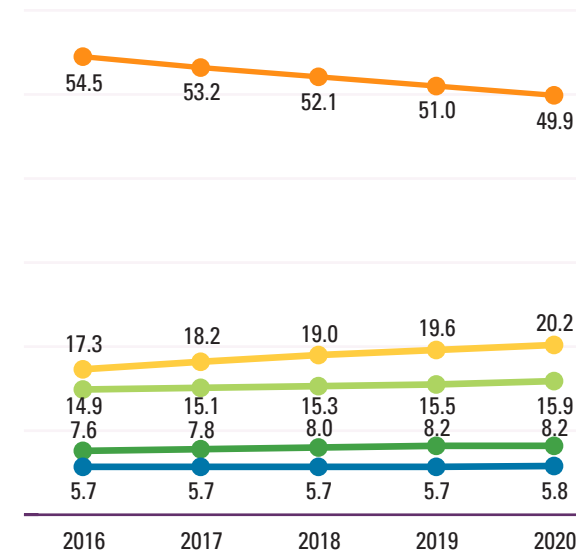


**EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2020**

RACE / ETHNICITY	FULL -TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Female	21,140	55.4%	9,737	55.2%	30,877	55.3%
Male	17,050	44.6%	7,917	44.8%	24,967	44.7%
<b>Total</b>	<b>38,190</b>	<b>100.0%</b>	<b>17,654</b>	<b>100.0%</b>	<b>55,844</b>	<b>100.0%</b>

The non-binary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals, along with two individuals whose gender identity was not reported.

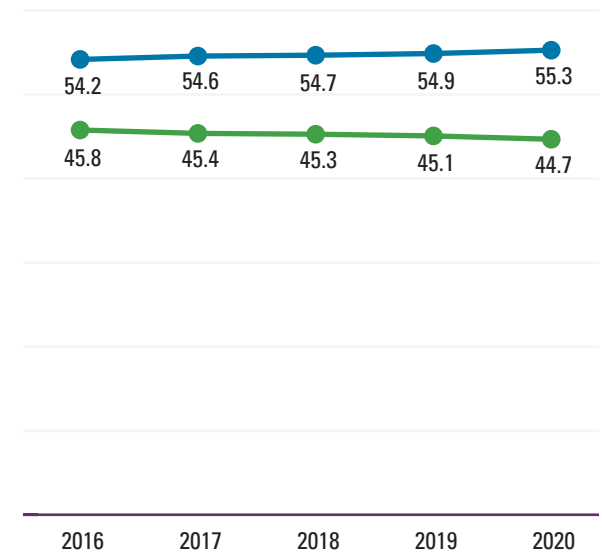
**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY, FALL 2016 TO FALL 2020 (%)**



■ African American / Black    ■ Other / Unknown\*  
■ Asian / Pacific Islander    ■ Hispanic / Latinx    ■ White

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

**EMPLOYEE DISTRIBUTION BY GENDER, FALL 2016 TO FALL 2020 (%)**



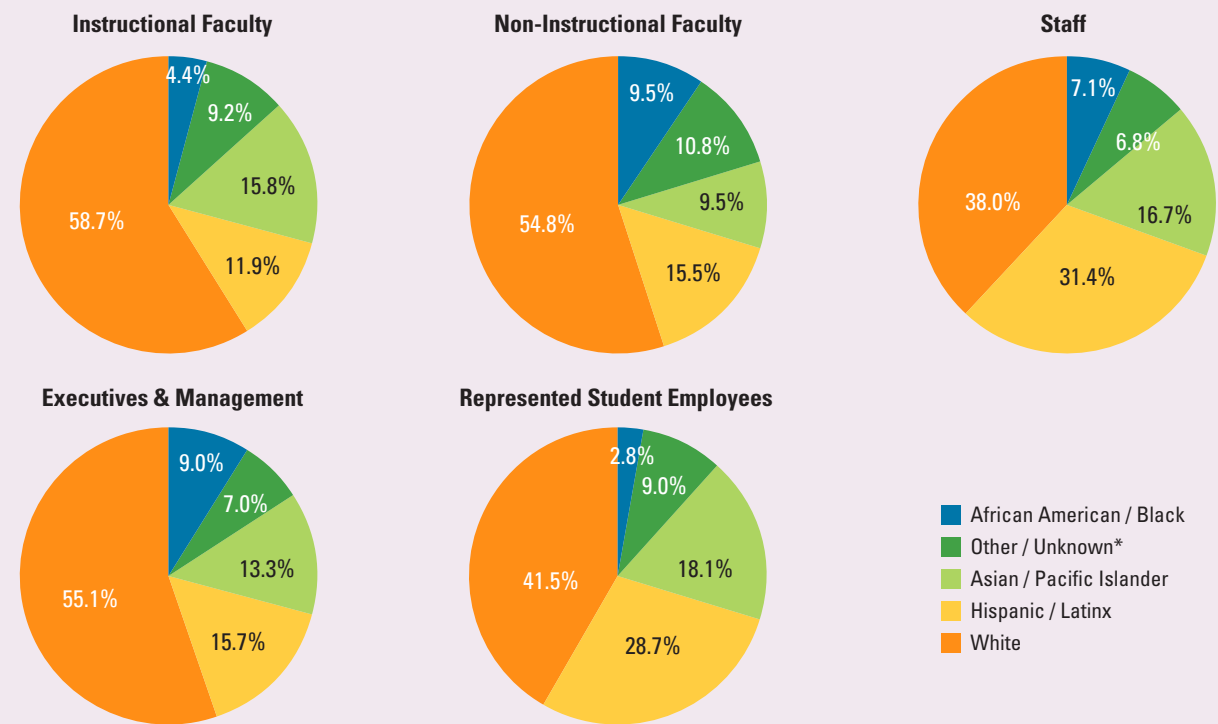
■ Female    ■ Male

The non-binary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals. Also excluded from above totals are individuals whose gender identity was not reported between 2016 and 2020 (n = 55 for all five years combined).

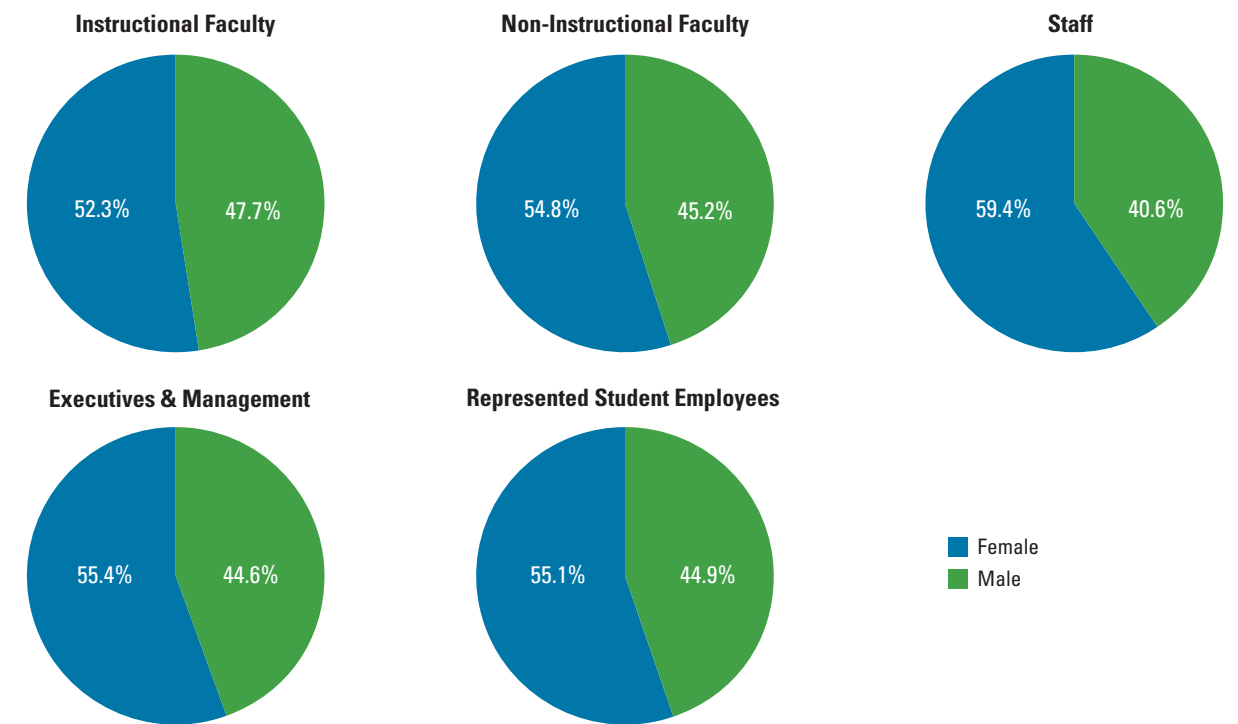




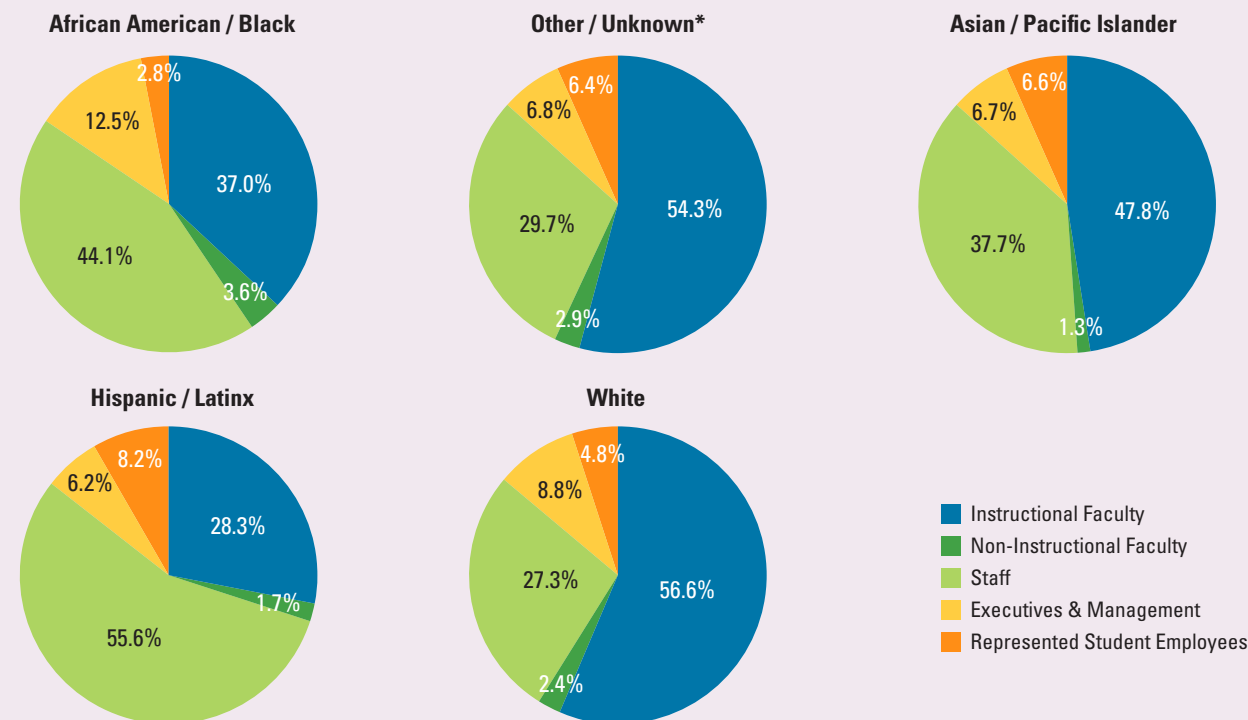
**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY WITHIN EMPLOYEE GROUP, FALL 2020**



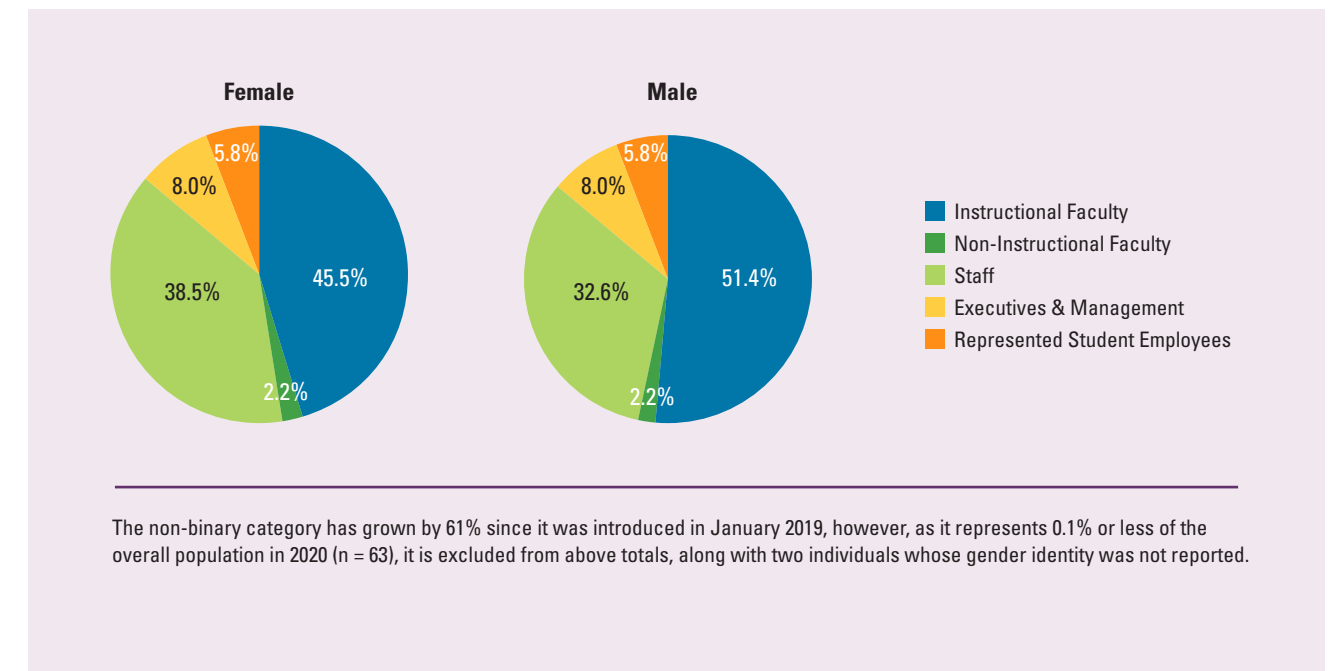
**EMPLOYEE DISTRIBUTION BY GENDER WITHIN EMPLOYEE GROUP, FALL 2020**



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN RACE/ETHNICITY, FALL 2020**



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN GENDER, FALL 2020**



\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP, GENDER, AND RACE/ETHNICITY, FALL 2020**

EMPLOYEE GROUP	RACE / ETHNICITY	FEMALE	MALE
<b>Instructional Faculty</b>	African American / Black	55.5%	44.5%
	Other / Unknown*	53.7%	46.3%
	Asian / Pacific Islander	51.4%	48.6%
	Hispanic / Latinx	53.5%	46.5%
	White	51.8%	48.2%
	<b>Total</b>	<b>52.3%</b>	<b>47.7%</b>
<b>Non-Instructional Faculty</b>	African American / Black	39.7%	60.3%
	Other / Unknown*	53.4%	46.6%
	Asian / Pacific Islander		79.1%
	Hispanic / Latinx	59.6%	40.4%
	White	52.1%	47.9%
	<b>Total</b>	<b>54.8%</b>	<b>45.2%</b>
<b>Staff</b>	African American / Black		61.7%
	Other / Unknown*	57.2%	42.8%
	Asian / Pacific Islander	58.7%	41.3%
	Hispanic / Latinx	61.5%	38.5%
	White	57.9%	42.1%
	<b>Total</b>	<b>59.4%</b>	<b>40.6%</b>
<b>Executives &amp; Management</b>	African American / Black	56.1%	43.9%
	Other / Unknown*	50.3%	49.7%
	Asian / Pacific Islander	55.9%	44.1%
	Hispanic / Latinx	60.5%	39.5%
	White	54.5%	45.5%
	<b>Total</b>	<b>55.4%</b>	<b>44.6%</b>
<b>Represented Student Employees</b>	African American / Black	58.9%	41.1%
	Other / Unknown*	58.4%	41.6%
	Asian / Pacific Islander	50.5%	49.5%
	Hispanic / Latinx	57.3%	42.7%
	White	54.7%	45.3%
	<b>Total</b>	<b>55.1%</b>	<b>44.9%</b>

The non-binary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals, along with two individuals whose gender identity was not reported.

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

**EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP AND RACE/ETHNICITY, FALL 2020 AND FALL 2015**

YEAR	EMPLOYEE GROUP	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
<b>2020</b>	Instructional Faculty	1,195	2,484	4,250	3,202	15,803	26,934
	Non-Instructional Faculty	116	131	115	188	666	1,216
	Staff	1,426	1,359	3,349	6,285	7,618	20,037
	Executives & Management	403	312	594	701	2,468	4,478
	Represented Student Employees	90	291	587	930	1,346	3,244
	<b>Total</b>	<b>3,230</b>	<b>4,577</b>	<b>8,895</b>	<b>11,306</b>	<b>27,901</b>	<b>55,909</b>
<b>2015</b>	Instructional Faculty	950	2,000	3,505	2,517	16,361	25,333
	Non-Instructional Faculty	91	119	111	137	779	1,237
	Staff	1,440	1,252	3,018	4,848	8,261	18,819
	Executives & Management	301	249	446	507	2,402	3,905
	Represented Student Employees	115	343	712	805	1,755	3,730
	<b>Total</b>	<b>2,897</b>	<b>3,963</b>	<b>7,792</b>	<b>8,814</b>	<b>29,558</b>	<b>53,024</b>

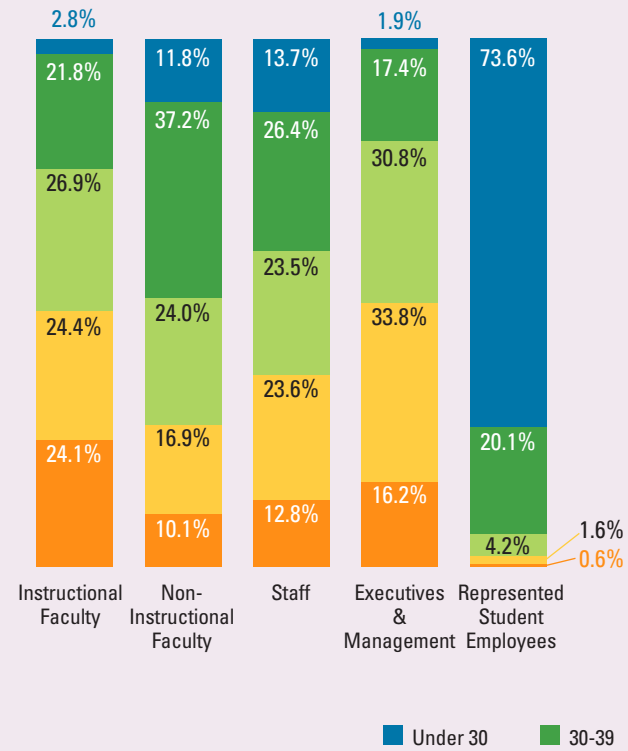
\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.



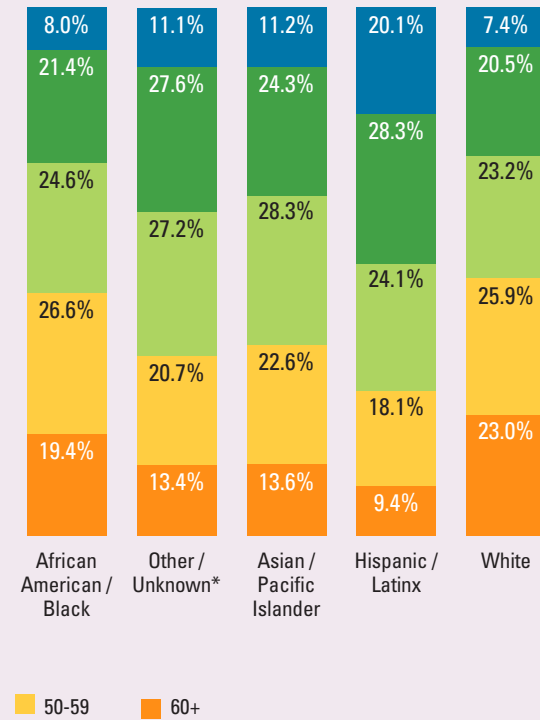


# AGE DISTRIBUTION OF CSU EMPLOYEES

EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2020



EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2020



\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2020

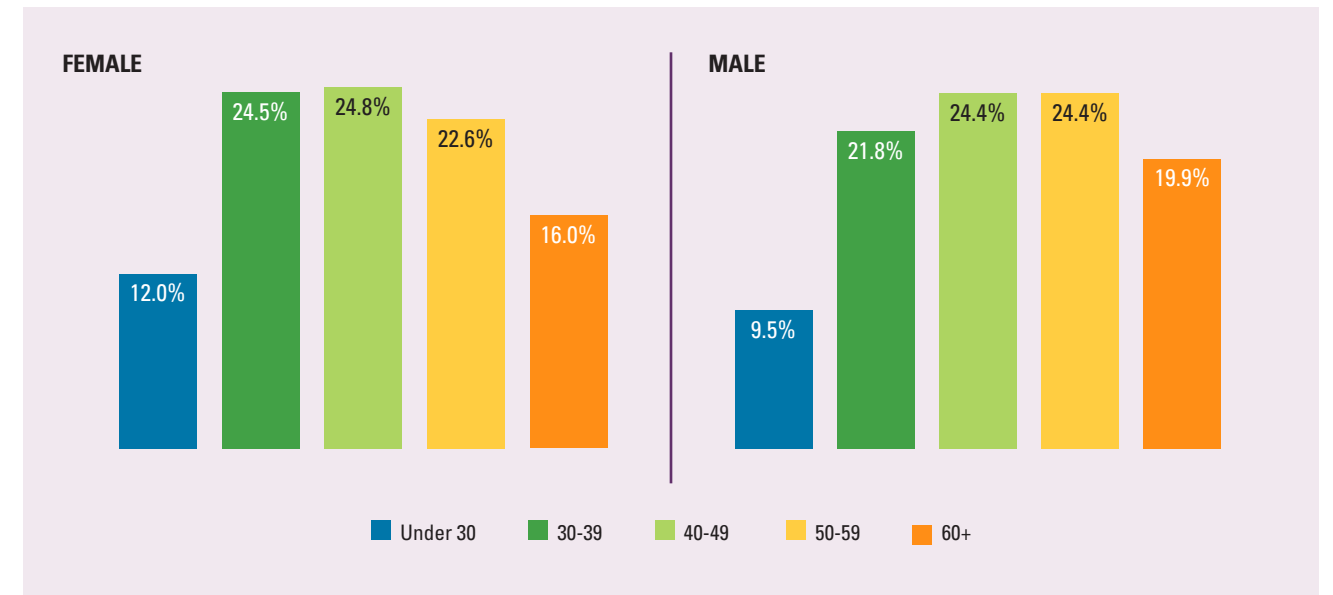
AGE GROUP	INSTRUCTIONAL FACULTY		NON-INSTRUCTIONAL FACULTY		STAFF		EXECUTIVES & MANAGEMENT		REPRESENTED STUDENT EMPLOYEES		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	749	2.8%	144	11.8%	2,753	13.7%	83	1.9%	2,387	73.6%	6,116	10.9%
30-39	5,873	21.8%	452	37.2%	5,282	26.4%	778	17.4%	652	20.1%	13,037	23.3%
40-49	7,237	26.9%	292	24.0%	4,714	23.5%	1,378	30.8%	135	4.2%	13,756	24.6%
50-59	6,579	24.4%	205	16.9%	4,726	23.6%	1,514	33.8%	51	1.6%	13,075	23.4%
60+	6,496	24.1%	123	10.1%	2,562	12.8%	725	16.2%	19	0.6%	9,925	17.8%
<b>Grand Total</b>	<b>26,934</b>	<b>100.0%</b>	<b>1,216</b>	<b>100.0%</b>	<b>20,037</b>	<b>100.0%</b>	<b>4,478</b>	<b>100.0%</b>	<b>3,244</b>	<b>100.0%</b>	<b>55,909</b>	<b>100.0%</b>

EMPLOYEE HEAD COUNT AND DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2020

AGE GROUP	AFRICAN AMERICAN		OTHER / UNKNOWN*		ASIAN / PACIFIC ISLANDER		HISPANIC / LATINX		WHITE		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	258	8.0%	509	11.1%	999	11.2%	2,276	20.1%	2,074	7.4%	6,116	10.9%
30-39	692	21.4%	1,261	27.6%	2,164	24.3%	3,198	28.3%	5,722	20.5%	13,037	23.3%
40-49	793	24.6%	1,246	27.2%	2,520	28.3%	2,724	24.1%	6,473	23.2%	13,756	24.6%
50-59	859	26.6%	946	20.7%	2,006	22.6%	2,045	18.1%	7,219	25.9%	13,075	23.4%
60+	628	19.4%	615	13.4%	1,206	13.6%	1,063	9.4%	6,413	23.0%	9,925	17.8%
<b>Grand Total</b>	<b>3,230</b>	<b>100.0%</b>	<b>4,577</b>	<b>100.0%</b>	<b>8,895</b>	<b>100.0%</b>	<b>11,306</b>	<b>100.0%</b>	<b>27,901</b>	<b>100.0%</b>	<b>55,909</b>	<b>100.0%</b>

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

EMPLOYEE DISTRIBUTION BY GENDER AND AGE, FALL 2020



EMPLOYEE HEAD COUNT AND DISTRIBUTION BY GENDER AND AGE, FALL 2020

AGE GROUP	FEMALE		MALE		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Under 30	3,713	12.0%	2,379	9.5%	6,092	10.9%
30-39	7,573	24.5%	5,442	21.8%	13,015	23.3%
40-49	7,663	24.8%	6,083	24.4%	13,746	24.6%
50-59	6,985	22.6%	6,084	24.4%	13,069	23.4%
60+	4,943	16.0%	4,979	19.9%	9,922	17.8%
<b>Grand Total</b>	<b>30,877</b>	<b>100.0%</b>	<b>24,967</b>	<b>100.0%</b>	<b>55,844</b>	<b>100.0%</b>

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California State University campuses are consistently lauded for academic excellence, value, impact and opportunity. This is possible because of the CSU's quality faculty and staff—and our steadfast commitment to student success.

**NATION'S LARGEST**

4-year public university system<sup>8</sup>

**ONE IN TEN**

employees in California is a CSU graduate<sup>8</sup>



Twenty CSU campuses are **TOP REGIONAL UNIVERSITIES IN THE WEST**<sup>4</sup>

All 23 campuses named **"BEST BANG FOR THE BUCK"**<sup>2</sup>

FOR SOCIAL MOBILITY, RESEARCH & PROMOTING PUBLIC SERVICE



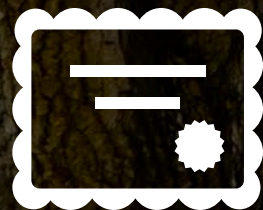
**NEARLY 56,000 FACULTY AND STAFF** are employed by the CSU<sup>9</sup>

**NEARLY HALF**

of California's bachelor's degrees are awarded by the CSU<sup>8</sup>

**MORE THAN HALF** of the CSU's 23 campuses are **LED BY WOMEN**<sup>8</sup>

VERSUS NATIONAL AVERAGE OF FEMALE LEADERSHIP AMONG HIGHER EDUCATION INSTITUTIONS OF 30%



Twenty CSU campuses ranked as a **"TOP MASTER'S INSTITUTION"**

BASED ON CONTRIBUTIONS TO THE PUBLIC GOOD IN SOCIAL MOBILITY, RESEARCH AND PROMOTING PUBLIC SERVICE<sup>2</sup>



The California State University System named **"COLLEGE OF THE YEAR"**

FOR EXCEPTIONAL LEADERSHIP DURING A TOUGH PERIOD<sup>5</sup>

**GRADUATION RATES** for first-time and transfer CSU students reach **ALL-TIME HIGHS**<sup>7</sup>

Twenty-two CSU campuses rank among the **"BEST COLLEGES IN AMERICA"** FOR QUALITY, AFFORDABILITY AND FUTURE CAREER EARNINGS<sup>3</sup>

More than half of the CSU's named among **50 MOST TRANSFORMATIVE COLLEGES** FOR GRADUATION RATES, EARNINGS AND STUDENT OUTCOMES<sup>3</sup>

Among the TOP 16% of universities in the nation helping low-income students reach **FINANCIAL SUCCESS** CSU CAMPUSES DOMINATE RANKINGS WITH TWENTY-TWO IN TOP 16% AND TWO-THIRDS IN TOP 20%<sup>6</sup>

CSU campuses are top performers on **SOCIAL MOBILITY** TWELVE CSU CAMPUSES IN TOP 20 AMONG WESTERN REGIONAL UNIVERSITIES<sup>4</sup>

Seventeen CSU campuses are TOP U.S. INSTITUTIONS FOR **BEST VALUE**<sup>1</sup>

<sup>1</sup> Forbes' "America's Best Value Colleges" (April 2019)  
<sup>2</sup> Washington Monthly's 2020 College Rankings (August 2020)  
<sup>3</sup> Money's "Best Colleges in America" (August 2020)  
<sup>4</sup> U.S. News & World Report's 2021 "Best Colleges" (September 2020)  
<sup>5</sup> The Higher Ed Dive Awards 2020 (December 2020)

<sup>6</sup> Payscale CollegeNET's "Social Mobility Index" (November 2020)  
<sup>7</sup> Graduation Initiative 2025 Annual Symposium (October 2020)  
<sup>8</sup> CSU Office of the Chancellor's Department of Institutional Research & Analyses 9 2020 Employee Profile (March 2021)





## JOANNA PEREZ

**ASSISTANT PROFESSOR, SOCIOLOGY  
CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS**

Joanna Perez is an assistant professor and an avid mentor for CSUDH students. For more than a decade she has examined the experiences of Latinx undocuactivists, whom she defines as “undocumented immigrant activists who fight for immigrant rights by challenging structural inequality and oppressive social relations.” Her groundbreaking research on young Latinx activists, earned her the prestigious Woodrow Wilson National Foundation Fellowship. Perez was the first CSUDH faculty

member to be selected for this honor, and was one of 32 fellows selected nationwide. She was also one of 10 junior faculty members who received yearlong fellowships in support of eradicating racial disparities in the arts and humanities. And she plans to publish her research in hopes of creating social change.



## SHADNAZ ASGARI

**ASSOCIATE PROFESSOR OF BIOMEDICAL ENGINEERING  
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Dr. Shadnaz Asgari received a 2020-21 CSU Faculty Innovation and Leadership Award for significantly increasing female representation in the fields of engineering and computer science. Under her leadership, the newly-created Biomedical Engineering (BME) Department has more than doubled its enrollment, with women making up 50 percent of BME majors—remarkable for a field that typically averages less than 25 percent female students. Dr. Asgari is dedicated to making the field of

BME more accessible for women and other underrepresented groups in STEM. As co-director of the NIH BUILD program, Asgari develops courses aimed at preparing underrepresented students for doctoral programs and biomedical research careers. In addition, she works with a team of CSULB faculty to recruit and retain female students in collaboration with the National Center for Women & Information Technology.



## SARAH DAHLEN

**ASSOCIATE LIBRARIAN  
CALIFORNIA STATE UNIVERSITY, MONTEREY BAY**

Sarah Dahlen’s efforts to advance students’ information literacy and critical thinking skills through research, assessments and innovative services earned her a 2020-21 Faculty Innovation and Leadership Award. Dahlen led the development of CSUMB’s Information Literacy Assignment Guide, Rubric and Rubric Guide, which campus faculty have used to assess literacy skills and develop data-driven responses to improve student learning. These tools have been presented at regional and

national conferences, such as the Association of American Colleges and Universities, and have been incorporated into the curriculum of the Western Association of Schools and Colleges (WASC) Assessment Leadership Academy. Dahlen also collaborates extensively with CSUMB’s Cooperative Learning Center, providing support to professional and student tutors to help them improve student achievement in information literacy.



## TERRY JONES

**PROFESSOR OF ANTHROPOLOGY  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO**

Dr. Terry Jones joined the campus 22 years ago, and has 35 years of field research experience. Since 2004, his students “learn by doing” in archaeological field classes. Their work at important cultural sites provides students authentic exposure to archaeology and the realities of fieldwork. And this work has been recognized for preserving the historic California coastline, salvaging scientific information that otherwise be lost to erosion. A close collaboration with PG&E, and the yak tityu

yak tithini Northern Chumash Tribe of San Luis Obispo County, has resulted in the discovery of a historically significant Chumash village. This alliance was recognized with the Governor’s Historic Preservation Award in 2018. Dr. Jones also received the David A. Fredrickson Lifetime Achievement Award from the Society for California Archeology in 2018, the society’s most prestigious award.



## DR. FRANCISCA BEER

**PROFESSOR OF FINANCE & DIRECTOR JACK H. BROWN COLLEGE (JHBC)  
OFFICE OF ACADEMIC EQUITY  
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

Dr. Beer has published more than 50 articles in books, monographs and refereed journals, has received several awards for superior research, and is a JHBC Distinguished Research Fellow. The Office of Student Research (OSR) she created has been instrumental at facilitating the engagement of students in scholarly and creative activities by providing resources supporting both student scholars and

faculty mentors. Her dedication to student success is also exemplified by her activities with the Mellon Mays Fellowship, the National Science Foundation S-STEM grant and the Chancellor Student Success Initiative Grant. Dr. Beer’s many awards and honors include: President’s Staff Award, “Faculty Mentor Award”, “Faculty Advisor of the Year”, “Award for Excellence in Teaching”, “Dean’s Outstanding Teaching Award”, and “Outstanding Professional Achievement, Beta Gamma Sigma Honor Society” for the AACSB Accredited Business Programs.



## FRITZ YAMBRACH

**DIRECTOR AND PROFESSOR OF PACKAGING  
SAN JOSÉ STATE UNIVERSITY**

Fritz Yambrach began rebuilding the packaging program when he arrived in 2006. SJSU now has 10 courses, an internship program and is one of only five schools nationwide to offer a bachelor’s degree in packaging. In 2005, he applied his experience to give back—and invented a flexible, reusable, hermetically sealed water pouch to transport water in developing countries. Water procurement remains a gendered activity in some developing countries. As such, the wearable

pouch eases the load many women and girls endure daily. In 2017, his Fritz Water Vest was awarded the DuPont Diamond Award for Packaging Innovation. He hopes this award inspires his students to give back through packaging solutions. Yambrach was inducted to the Association for Packaging and Processing Technologies Hall of Fame in 2020.





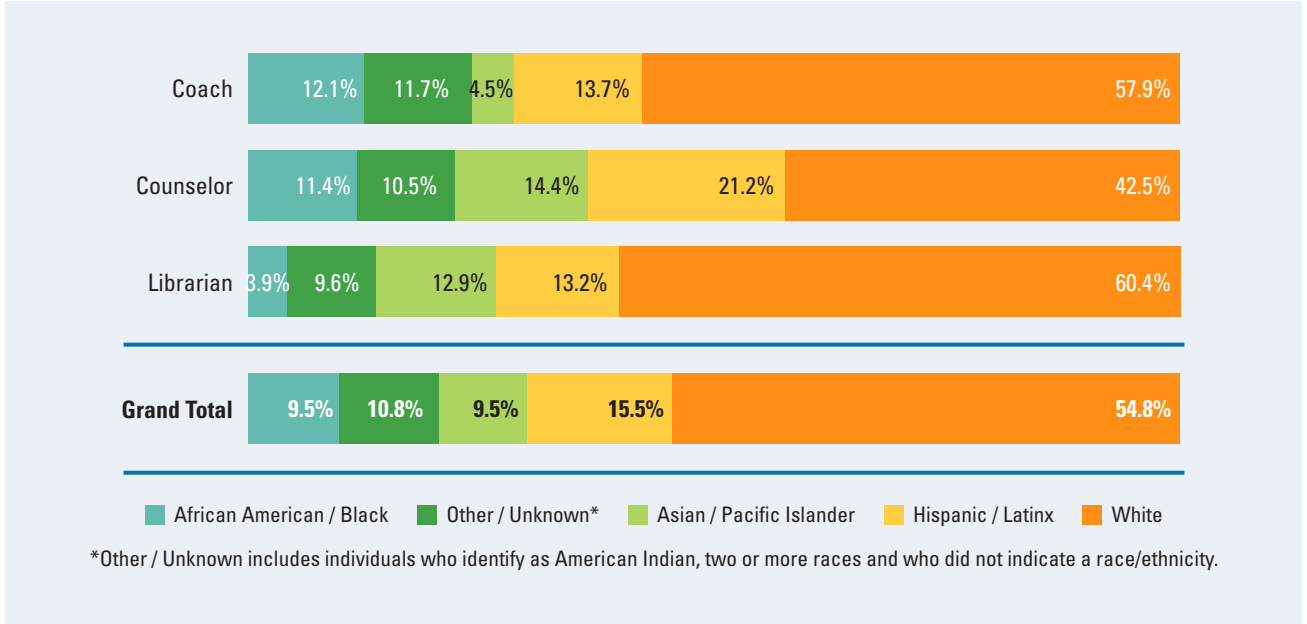
The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge needed to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs 26,934 instructional faculty members and 1,216 non-instructional faculty members, which represents the majority of CSU employees. Of the 13,496 full-time faculty, 78.3 percent are tenured or tenure-track. Of the full-time faculty 4,723 are full professors.

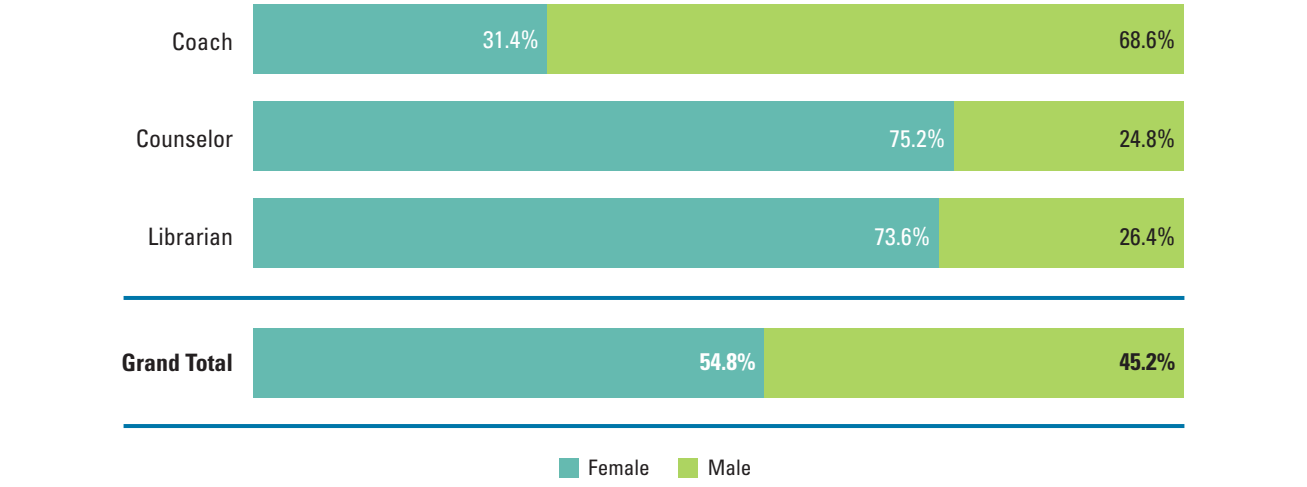
The increasingly diverse CSU faculty mirrors the student body and California's population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members ensure graduates are well-prepared for a lifetime of career advancement as productive and engaged citizens.

## GENDER AND RACE/ETHNICITY

NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY RACE/ETHNICITY, FALL 2020



NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY GENDER, FALL 2020



The nonbinary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals, along with two individuals whose gender identity was not reported.



**NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER, AND RACE/ETHNICITY FALL 2020**

EMPLOYEE GROUP	RACE / ETHNICITY	FEMALE	MALE
<b>Coach</b>	African American / Black	25.4%	74.6%
	Other / Unknown*	32.3%	67.7%
	Asian / Pacific Islander	56.0%	44.0%
	Hispanic / Latinx	36.8%	63.2%
	White	29.3%	70.7%
	<b>Total</b>	<b>31.4%</b>	<b>68.6%</b>
<b>Counselor</b>	African American / Black	54.3%	45.7%
	Other / Unknown*	78.1%	21.9%
	Asian / Pacific Islander	84.1%	15.9%
	Hispanic / Latinx	73.8%	26.2%
	White	77.7%	22.3%
	<b>Total</b>	<b>75.2%</b>	<b>24.8%</b>
<b>Librarian</b>	African American / Black	71.4%	28.6%
	Other / Unknown*	70.6%	29.4%
	Asian / Pacific Islander	87.0%	13.0%
	Hispanic / Latinx	76.6%	23.4%
	White	70.7%	29.3%
	<b>Total</b>	<b>73.6%</b>	<b>26.4%</b>

The nonbinary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals, along with two individuals whose gender identity was not reported.

**INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND RACE/ETHNICITY, FALL 2020 AND FALL 2015**

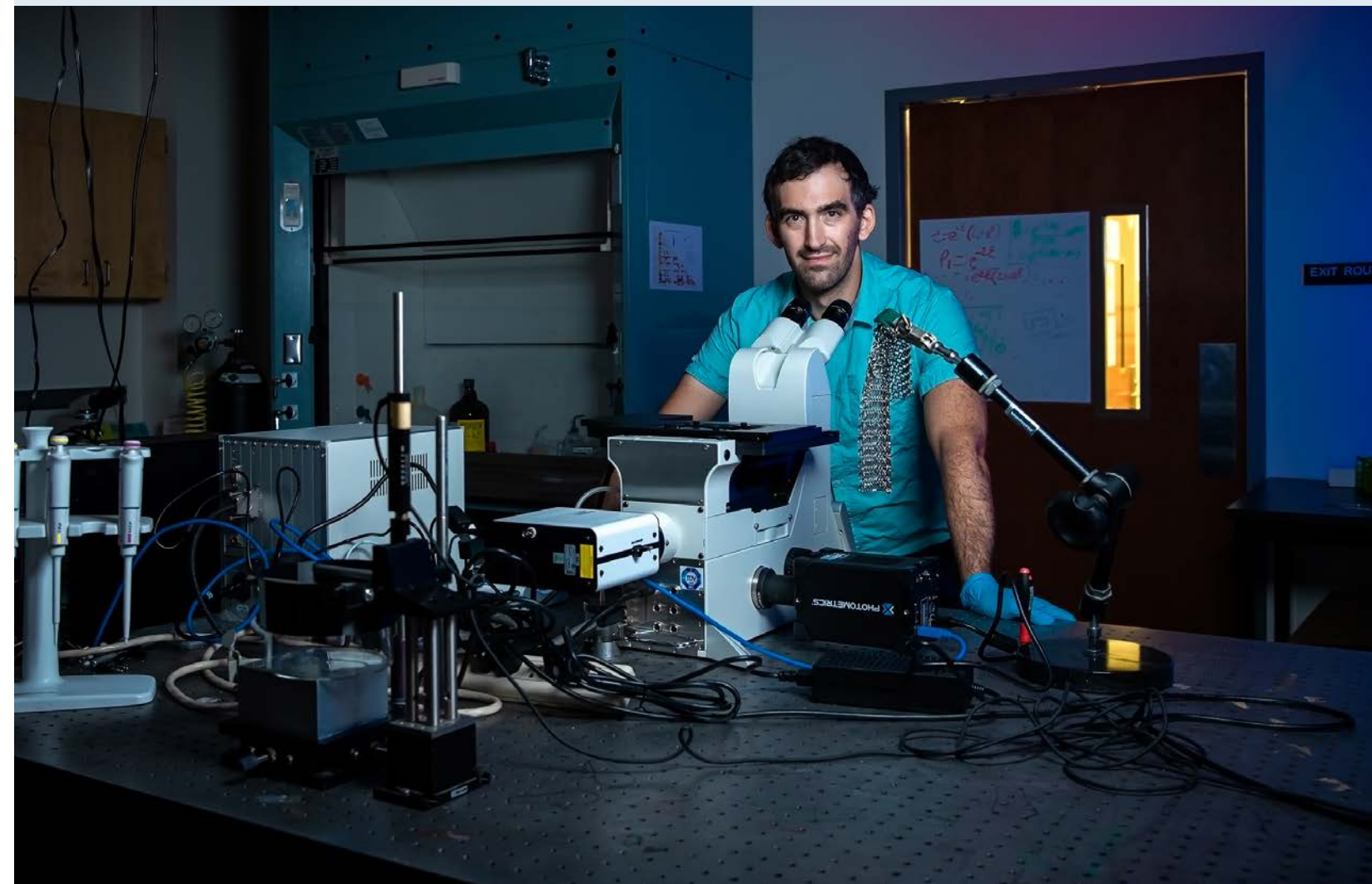
YEAR	FACULTY RANK	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
<b>2020</b>	Professor	168	246	1,041	467	3,377	5,299
	Associate Professor	115	201	535	266	1,484	2,601
	Assistant Professor	192	413	770	402	1,568	3,345
	<b>Tenure-Track Subtotal</b>	<b>475</b>	<b>860</b>	<b>2,346</b>	<b>1,135</b>	<b>6,429</b>	<b>11,245</b>
	Lecturer	720	1,624	1,904	2,067	9,374	15,689
	<b>Total</b>	<b>1,195</b>	<b>2,484</b>	<b>4,250</b>	<b>3,202</b>	<b>15,803</b>	<b>26,934</b>
<b>2015</b>	Professor	157	198	831	455	3,560	5,201
	Associate Professor	122	149	545	245	1,588	2,649
	Assistant Professor	94	252	509	241	1,372	2,468
	<b>Tenure-Track Subtotal</b>	<b>373</b>	<b>599</b>	<b>1,885</b>	<b>941</b>	<b>6,520</b>	<b>10,318</b>
	Lecturer	577	1,401	1,620	1,576	9,841	15,015
	<b>Total</b>	<b>950</b>	<b>2,000</b>	<b>3,505</b>	<b>2,517</b>	<b>16,361</b>	<b>25,333</b>

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

**INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND GENDER, FALL 2020 AND FALL 2015**

YEAR	FACULTY RANK	FEMALE	MALE	GRAND TOTAL
<b>2020</b>	Professor	2,261	3,038	5,299
	Associate Professor	1,307	1,294	2,601
	Assistant Professor	1,885	1,455	3,340
	<b>Tenure-Track Subtotal</b>	<b>5,453</b>	<b>5,787</b>	<b>11,240</b>
	Lecturer	8,608	7,056	15,664
	<b>Total</b>	<b>14,061</b>	<b>12,843</b>	<b>26,904</b>
<b>2015</b>	Professor	2,043	3,158	5,201
	Associate Professor	1,331	1,318	2,649
	Assistant Professor	1,328	1,140	2,468
	<b>Tenure-Track Subtotal</b>	<b>4,702</b>	<b>5,616</b>	<b>10,318</b>
	Lecturer	8,080	6,922	15,002
	<b>Total</b>	<b>12,782</b>	<b>12,538</b>	<b>25,320</b>

The non-binary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals. Also excluded from above totals are individuals whose gender identity was not reported in 2015 or 2020 (n = 15 for both years combined).





**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2020 AND FALL 2015**

YEAR	FACULTY RANK	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL	% OF GRAND TOTAL
2020	Tenured	275	438	1,546	718	4,776	7,753	28.8%
	Probationary	200	422	800	417	1,653	3,492	13.0%
	<b>Tenure-Track Subtotal</b>	<b>475</b>	<b>860</b>	<b>2,346</b>	<b>1,135</b>	<b>6,429</b>	<b>11,245</b>	<b>41.8%</b>
	Temporary	720	1,624	1,904	2,067	9,374	15,689	58.2%
	<b>Total</b>	<b>1,195</b>	<b>2,484</b>	<b>4,250</b>	<b>3,202</b>	<b>15,803</b>	<b>26,934</b>	<b>100.0%</b>
2015	Tenured	269	324	1,317	683	5,017	7,610	30.0%
	Probationary	104	275	568	258	1,503	2,708	10.7%
	<b>Tenure-Track Subtotal</b>	<b>373</b>	<b>599</b>	<b>1,885</b>	<b>941</b>	<b>6,520</b>	<b>10,318</b>	<b>40.7%</b>
	Temporary	577	1,401	1,620	1,576	9,841	15,015	59.3%
	<b>Total</b>	<b>950</b>	<b>2,000</b>	<b>3,505</b>	<b>2,517</b>	<b>16,361</b>	<b>25,333</b>	<b>100.0%</b>

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2020 AND FALL 2015\*\***

YEAR	FACULTY RANK	FEMALE	MALE	GRAND TOTAL	% OF GRAND TOTAL
2020	Tenured	3,500	4,253	7,753	28.8%
	Probationary	1,953	1,534	3,487	13.0%
	<b>Tenure-Track Subtotal</b>	<b>5,453</b>	<b>5,787</b>	<b>11,240</b>	<b>41.8%</b>
	Temporary	8,608	7,056	15,664	58.2%
	<b>Total</b>	<b>14,061</b>	<b>12,843</b>	<b>26,904</b>	<b>100.0%</b>
2015	Tenured	3,259	4,351	7,610	30.1%
	Probationary	1,443	1,265	2,708	10.7%
	<b>Tenure-Track Subtotal</b>	<b>4,702</b>	<b>5,616</b>	<b>10,318</b>	<b>40.8%</b>
	Temporary	8,080	6,922	15,002	59.2%
	<b>Total</b>	<b>12,782</b>	<b>12,538</b>	<b>25,320</b>	<b>100.0%</b>

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2020\*\***

TENURE STATUS	GENDER	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Tenured	Female	137	193	727	329	2,114	3,500
	Male	138	245	819	389	2,662	4,253
	<b>Total</b>	<b>275</b>	<b>438</b>	<b>1,546</b>	<b>718</b>	<b>4,776</b>	<b>7,753</b>
Probationary	Female	112	247	443	224	927	1,953
	Male	87	174	357	193	723	1,534
	<b>Total</b>	<b>199</b>	<b>421</b>	<b>800</b>	<b>417</b>	<b>1,650</b>	<b>3,487</b>
<b>Tenure-Track Subtotal</b>	<b>Female</b>	<b>249</b>	<b>440</b>	<b>1,170</b>	<b>553</b>	<b>3,041</b>	<b>5,453</b>
	<b>Male</b>	<b>225</b>	<b>419</b>	<b>1,176</b>	<b>582</b>	<b>3,385</b>	<b>5,787</b>
	<b>Total</b>	<b>474</b>	<b>859</b>	<b>2,346</b>	<b>1,135</b>	<b>6,426</b>	<b>11,240</b>
Temporary	Female	413	889	1,014	1,159	5,133	8,608
	Male	306	727	889	906	4,228	7,056
	<b>Total</b>	<b>719</b>	<b>1,616</b>	<b>1,903</b>	<b>2,065</b>	<b>9,361</b>	<b>15,664</b>
<b>Total</b>	<b>Female</b>	<b>662</b>	<b>1,329</b>	<b>2,184</b>	<b>1,712</b>	<b>8,174</b>	<b>14,061</b>
	<b>Male</b>	<b>531</b>	<b>1,146</b>	<b>2,065</b>	<b>1,488</b>	<b>7,613</b>	<b>12,843</b>
	<b>Total</b>	<b>1,193</b>	<b>2,475</b>	<b>4,249</b>	<b>3,200</b>	<b>15,787</b>	<b>26,904</b>

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

\*\*Despite growth by 61% since the reporting category was introduced in January 2019, individuals identifying as non-binary only make up 0.1% or less of the overall population in 2020 (n = 63) and are excluded from above totals. Also excluded from above totals are individuals whose gender identity was not reported in 2015 or 2020 (n = 15 for both years combined).

**INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER, AND RACE/ETHNICITY FALL 2020**

EMPLOYEE GROUP	RACE / ETHNICITY	FEMALE	MALE
Professor	African American / Black	44.6%	55.4%
	Other / Unknown*	38.6%	61.4%
	Asian / Pacific Islander	45.1%	54.9%
	Hispanic / Latinx	43.3%	56.7%
	White	42.0%	58.0%
	<b>Total</b>	<b>42.7%</b>	<b>57.3%</b>
Associate Professor	African American / Black	55.7%	44.3%
	Other / Unknown*	49.3%	50.7%
	Asian / Pacific Islander	51.0%	49.0%
	Hispanic / Latinx	50.8%	49.2%
	White	49.6%	50.4%
	<b>Total</b>	<b>50.2%</b>	<b>49.8%</b>
Assistant Professor	African American / Black	57.6%	42.4%
	Other / Unknown*	59.7%	40.3%
	Asian / Pacific Islander	55.5%	44.5%
	Hispanic / Latinx	53.7%	46.3%
	White	56.6%	43.4%
	<b>Total</b>	<b>56.4%</b>	<b>43.6%</b>
Lecturer	African American / Black	57.4%	42.6%
	Other / Unknown*	55.0%	45.0%
	Asian / Pacific Islander	53.3%	46.7%
	Hispanic / Latinx	56.1%	43.9%
	White	54.8%	45.2%
	<b>Total</b>	<b>55.0%</b>	<b>45.0%</b>

The non-binary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals, along with two individuals whose gender identity was not reported.

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.



## TENURE STATUS

### TENURE-TRACK INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2020

FACULTY RANK	ALL FACULTY	TENURED HEAD COUNT	% OF TENURED IN RANK
Professor	5,299	5,278	99.6%
Associate Professor	2,601	2,450	94.2%
Assistant Professor	3,345	25	0.7%
<b>Total</b>	<b>11,245</b>	<b>7,753</b>	<b>68.9%</b>

### INSTRUCTIONAL FACULTY WITH DOCTORATE HEAD COUNT BY RANK, FALL 2020

FACULTY RANK	ALL FACULTY	DOCTORATE HEAD COUNT	% DOCTORATE IN RANK
Professor	5,299	4,834	91.2%
Associate Professor	2,601	2,371	91.2%
Assistant Professor	3,345	2,994	89.5%
<b>Tenure-Track Subtotal</b>	<b>11,245</b>	<b>10,199</b>	<b>90.7%</b>
Lecturer	15,689	4,513	28.8%
<b>Total</b>	<b>26,934</b>	<b>14,712</b>	<b>54.6%</b>

### INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2020 AND FALL 2015

YEAR	TENURE STATUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2020	Tenured	275	438	1,546	718	4,776	7,753
	Probationary	200	422	800	417	1,653	3,492
	Temporary	720	1,624	1,904	2,067	9,374	15,689
	<b>Total</b>	<b>1,195</b>	<b>2,484</b>	<b>4,250</b>	<b>3,202</b>	<b>15,803</b>	<b>26,934</b>
2015	Tenured	269	324	1,317	683	5,017	7,610
	Probationary	104	275	568	258	1,503	2,708
	Temporary	577	1,401	1,620	1,576	9,841	15,015
	<b>Total</b>	<b>950</b>	<b>2,000</b>	<b>3,505</b>	<b>2,517</b>	<b>16,361</b>	<b>25,333</b>

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

### INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2020 AND FALL 2015

YEAR	TENURE STATUS	FEMALE	MALE	GRAND TOTAL
2020	Tenured	3,500	4,253	7,753
	Probationary	1,953	1,534	3,487
	Temporary	8,608	7,056	15,664
	<b>Total</b>	<b>14,061</b>	<b>12,843</b>	<b>26,904</b>
2015	Tenured	3,259	4,351	7,610
	Probationary	1,443	1,265	2,708
	Temporary	8,080	6,922	15,002
	<b>Total</b>	<b>12,782</b>	<b>12,538</b>	<b>25,320</b>

The nonbinary category has grown by 61% since it was introduced in January 2019, however, as it represents 0.1% or less of the overall population in 2020 (n = 63), it is excluded from above totals. Also excluded from above totals are individuals whose gender identity was not reported in 2015 or 2020 (n = 15 for both years combined).

## NEW FACULTY

### NEW FULL-TIME, TENURE-TRACK INSTRUCTIONAL FACULTY FALL 2016 TO FALL 2020

	2016	2017	2018	2019	2020
Searches	999	838	866	789	886
Appointments	854	719	734	665	675
Success Rate	85%	86%	85%	84%	76%

NOTES: Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2019-20 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.

## PROMOTIONS & TENURE

### FACULTY PROMOTIONS, FALL 2016 TO FALL 2020

RANK	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020
Professor	379	379	395	354	291
Associate Professor	203	332	327	469	575
<b>Total</b>	<b>582</b>	<b>711</b>	<b>722</b>	<b>823</b>	<b>866</b>

### FACULTY GRANTED TENURE, FALL 2016 TO FALL 2020

	FALL 2016	FALL 2017	FALL 2018	FALL 2019	FALL 2020
<b>Total</b>	<b>249</b>	<b>380</b>	<b>373</b>	<b>488</b>	<b>607</b>

## SEPARATIONS

### SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS, 2019-20 AND 2018-19

YEAR	TENURE STATUS	FULL-TIME HEAD COUNT (FALL 2019)	DEATH		NOT REHIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			Count	%	Count	%	Count	%	Count	%	Count	%
2019-20	Tenured	6,944	7	0.1%	2	0.0%	53	0.8%	380	5.5%	442	6.4%
	Probationary	3,584	0	0.0%	8	0.2%	114	3.2%	4	0.1%	126	3.5%
	Temporary	2,966	6	0.2%	72	2.4%	30	1.0%	94	3.2%	202	6.8%
	<b>Total</b>	<b>13,494</b>	<b>13</b>	<b>0.1%</b>	<b>82</b>	<b>0.6%</b>	<b>197</b>	<b>1.5%</b>	<b>478</b>	<b>3.5%</b>	<b>770</b>	<b>5.7%</b>

YEAR	TENURE STATUS	FULL-TIME HEAD COUNT (FALL 2018)	DEATH		NOT REHIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			Count	%	Count	%	Count	%	Count	%	Count	%
2018-19	Tenured	6,849	10	0.1%	1	0.0%	43	0.6%	347	5.1%	401	5.9%
	Probationary	3,585	2	0.1%	8	0.2%	102	2.8%	13	0.4%	125	3.5%
	Temporary	2,873	3	0.1%	47	1.6%	23	0.8%	76	2.6%	149	5.2%
	<b>Total</b>	<b>13,307</b>	<b>15</b>	<b>0.1%</b>	<b>56</b>	<b>0.4%</b>	<b>168</b>	<b>1.3%</b>	<b>436</b>	<b>3.3%</b>	<b>675</b>	<b>5.1%</b>



# SALARY

INSTRUCTIONAL FACULTY HEAD COUNT AND AVERAGE SALARY BY RANK AND APPOINTMENT TYPE, FALL 2020

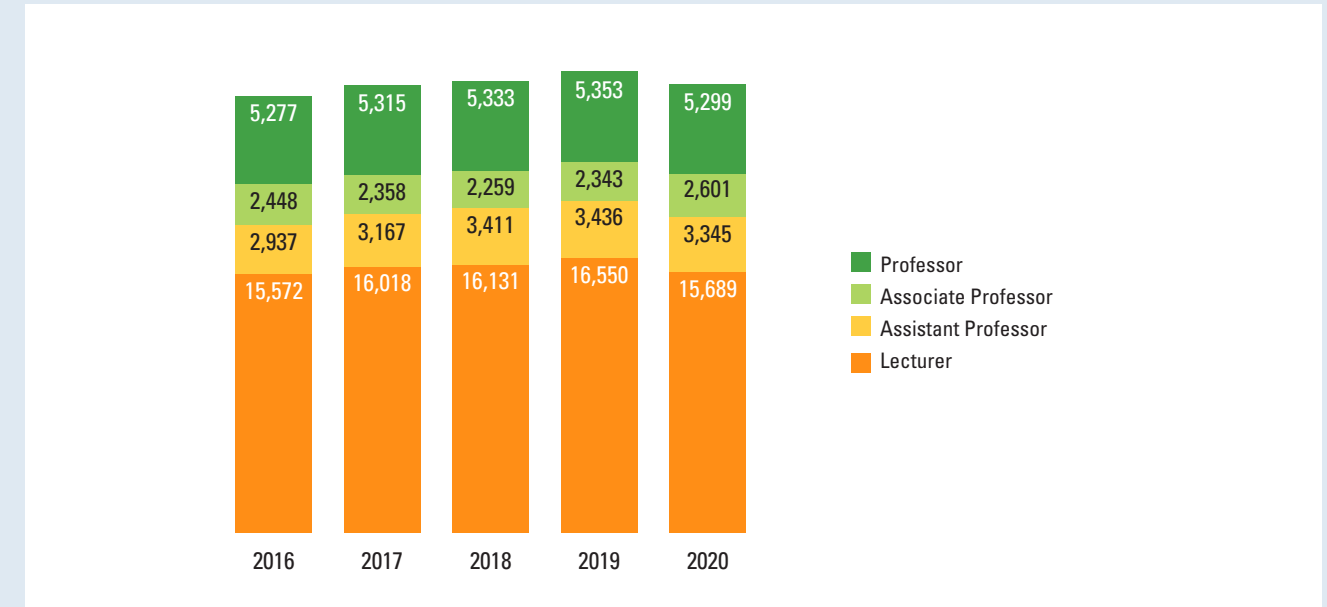
TIME BASE	FACULTY RANK	ACADEMIC YEAR		12-MONTH	
		Head Count	Average Salary	Head Count	Average Salary
Full-Time	Professor	4,175	\$112,244	548	\$139,064
	Associate Professor	2,452	\$97,255	74	\$120,074
	Assistant Professor	3,300	\$85,812	25	\$99,664
	Lecturer	2,791	\$65,944	131	\$88,497
	<b>Total</b>	<b>12,718</b>	<b>\$92,335</b>	<b>778</b>	<b>\$127,477</b>
Part-Time	Professor	576	\$117,861		
	Associate Professor	75	\$98,866		
	Assistant Professor	20	\$87,857		
	Lecturer	12,741	\$59,751	26	\$89,017
	<b>Total</b>	<b>13,412</b>	<b>\$62,508</b>	<b>26</b>	<b>\$89,017</b>
<b>Total</b>	<b>26,130</b>	<b>\$77,025</b>	<b>804</b>	<b>\$126,234</b>	

# CAMPUS

INSTRUCTIONAL FACULTY HEAD COUNT BY CAMPUS AND RANK, FALL 2020

CAMPUS	TENURE TRACK				LECTURER	ALL FACULTY
	Professor	Associate Professor	Assistant Professor	All Tenure Track		
Bakersfield	86	56	109	251	413	664
Channel Islands	58	32	63	153	272	425
Chico	201	106	143	450	469	919
Dominguez Hills	128	71	112	311	639	950
East Bay	140	91	128	359	497	856
Fresno	257	148	198	603	817	1,420
Fullerton	400	224	214	838	1,179	2,017
Humboldt	111	61	64	236	250	486
Long Beach	413	198	233	844	1,465	2,309
Los Angeles	298	81	198	577	974	1,551
Maritime	18	19	16	53	34	87
Monterey Bay	66	45	72	183	263	446
Northridge	443	188	174	805	1,138	1,943
Pomona	273	131	177	581	833	1,414
Sacramento	368	122	229	719	987	1,706
San Bernardino	229	86	136	451	532	983
San Diego	341	249	212	802	1,040	1,842
San Francisco	376	178	186	740	925	1,665
San Jose	327	145	277	749	1,224	1,973
San Luis Obispo	360	169	182	711	553	1,264
San Marcos	118	90	76	284	531	815
Sonoma	142	46	69	257	251	508
Stanislaus	146	65	77	288	403	691
<b>Systemwide</b>	<b>5,299</b>	<b>2,601</b>	<b>3,345</b>	<b>11,245</b>	<b>15,689</b>	<b>26,934</b>

INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2016 TO FALL 2020







## MONICA PIGNOTTI

DIGITAL MEDIA AND BRANDING COORDINATOR  
CALIFORNIA STATE UNIVERSITY, FULLERTON

Monica Pignotti isn't the first in her family to go to college, but she's the first to earn a degree. Though her parents were supportive, she worked to pay for college or earned scholarships in order to join one of the best communications programs in the state. She credits CSUF campus organizations such as PRSSA and the Latino Communications Institute for her positive transfer experience from community college. During her senior year, Pignotti worked as a student assistant for online and social engagement in the Strategic Communications department. "The support

and mentorship I had as a student employee taught me the invaluable lesson of collaborating with others and getting to know the campus through different perspectives. What I love about the CSU the most is no matter the department, we all share the same mission—to foster student success one way or another," Pignotti said. Since graduating in 2019, she worked at Cal Poly Pomona and recently rejoined her alma mater as their digital media and branding coordinator for the GEAR UP program.



## KINSEY MANGAN

STUDENT, PROJECT MANAGER/UGS  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

Kinsey Mangan is a project manager and one of many students working at University Graphic Systems (UGS), the Graphic Communication department's student-run printing and design operation. Impacted this year by the pandemic, the UGS team anticipated there would be challenges. So when the campus facilities group decided to utilize COVID-19 signage on campus, UGS answered the call. The project illustrated firsthand to students the need to adapt a business to serve customers during unexpected conditions. With the help of advisers and staff,

UGC responded with the creation of a digital storefront, where customers could place orders online. And the students completed training on various machinery in the shop, supporting expanded capabilities and services. One new solution included a welcome kit for new students, designed to foster a connection to campus during remote learning. "Working at UGS is definitely a privilege," Mangan said. "These are the kinds of things it seems like employers want to know about and I think we have a team that really takes that seriously."

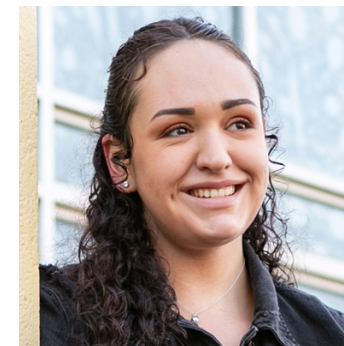


## VANESSA POBLANO

ASSISTANT TO THE ASSOCIATE VICE PRESIDENT FOR FACULTY AFFAIRS  
SONOMA STATE UNIVERSITY

Vanessa Poblano began her journey at Sonoma State University as a first-generation college student. During her second year in college she received the opportunity to work as a student assistant in the Human Resources department. At the time, she had no idea this job opportunity would be the start of her career at the university. Once she declared her major as criminal justice, she became the first intern of the Title IX department on campus. Poblano found it to be one of the most rewarding experiences as a student. Shortly after her graduation from the

university, she began working in Faculty Affairs, where she still works today. "Sonoma State University has been home for me for the last nine years. I am extremely grateful for all of the growth and the opportunities the university has provided me," Poblano said.



## MARIA ANGELICA GARCIA

STUDENT  
HUMBOLDT STATE UNIVERSITY

Maria Angelica Garcia described her first days of being an engineering major at Humboldt State, 700 miles away from home as "a complete and total culture shock." However, HSU's Place-Based Learning Communities (PBLC)—a program that puts first-year science majors together in the same courses, housing blocks and introductory seminars enabled Garcia to quickly adapt to life among the redwoods. The PBLC program is just one of many CSU programs supporting Graduation Initiative 2025, which helps students belong and assimilate into campus

life, resulting in greater student success. As a STEM major, Garcia was introduced to her peer and faculty group through Klamath Connection in her first year. She then transitioned to the Retention through Academic Mentoring Program (RAMP), where she became a mentor and then a lead mentor. This provided two years of continuous connection with her peers. Now on track to graduate, Garcia plans to pursue her passion through grad school and a career in renewable energy.





Represented by UAW (United Auto Workers), student employees make up 6 percent of the CSU's workforce and include teaching associates (TA), graduate assistants (GA), and instructional student assistants (ISA). The Employee Profile began in 2019 to include represented student employees.

The CSU also employs more than 10,000 non-represented student employees, which include various types of hourly student assistants. Non-represented student workers have intermittent appointments and are not reported elsewhere in the profile. This is the first year these student workers are being reported, in recognition of their contribution to the CSU.

The pages that follow provide a campus-level summary of the populations of these student workers include breakdowns by race/ethnicity and gender.

## REPRESENTED STUDENT EMPLOYEES

REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2020

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield	0	1	2	4	12	19
Channel Islands	0	0	0	0	5	5
Chico	0	7	5	15	41	68
Dominguez Hills	1	2	1	4	0	8
East Bay	1	3	23	3	13	43
Fresno	3	16	25	64	50	158
Fullerton	5	23	32	54	81	195
Humboldt	1	3	2	10	43	59
Long Beach	13	24	84	134	159	414
Los Angeles	6	10	29	89	33	167
Maritime	0	0	0	0	0	0
Monterey Bay	0	0	0	4	6	10
Northridge	3	38	34	56	94	225
Pomona	2	10	25	42	36	115
Sacramento	3	12	13	16	65	109
San Bernardino	11	12	20	77	38	158
San Diego	23	36	129	172	343	703
San Francisco	13	21	70	59	123	286
San José	3	52	67	63	70	255
San Luis Obispo	1	9	15	17	68	110
San Marcos	0	5	11	33	28	77
Sonoma	1	6	0	10	27	44
Stanislaus	0	1	0	4	11	16
<b>Systemwide</b>	<b>90</b>	<b>291</b>	<b>587</b>	<b>930</b>	<b>1,346</b>	<b>3,244</b>

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.

# CSU STUDENT EMPLOYEES

Fall 2020



**REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2020**

CAMPUS	FEMALE	MALE	GRAND TOTAL
Bakersfield	17	2	19
Channel Islands	1	4	5
Chico	40	28	68
Dominguez Hills	7	1	8
East Bay	27	16	43
Fresno	85	73	158
Fullerton	117	74	191
Humboldt	37	22	59
Long Beach	213	200	413
Los Angeles	98	69	167
Maritime	0	0	0
Monterey Bay	6	4	10
Northridge	108	114	222
Pomona	62	53	115
Sacramento	56	52	108
San Bernardino	93	65	158
San Diego	397	302	699
San Francisco	140	140	280
San José	136	117	253
San Luis Obispo	56	54	110
San Marcos	38	39	77
Sonoma	32	12	44
Stanislaus	11	5	16
<b>Systemwide</b>	<b>1,777</b>	<b>1,446</b>	<b>3,223</b>

**NON-REPRESENTED STUDENT EMPLOYEES**

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2020**

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield	20	18	23	152	35	248
Chancellor's Office		2	3	6	2	13
Channel Islands	6	12	11	116	27	172
Chico	26	56	39	249	215	585
Dominguez Hills	17	14	17	120	4	172
East Bay	37	48	98	135	50	368
Fresno	13	40	74	213	112	452
Fullerton	35	43	154	329	79	640
Humboldt	23	67	12	230	201	533
Long Beach	59	70	185	411	112	837
Los Angeles	13	6	34	190	12	255
Maritime		12	15	18	35	80
Monterey Bay	12	16	6	54	25	113
Northridge	37	62	95	279	118	591
Pomona	37	33	92	165	45	372
Sacramento	65	107	190	316	157	835
San Bernardino	19	31	29	220	34	331
San Diego	116	127	153	391	283	1,068
San Francisco	34	56	160	188	76	514
San José	27	57	289	188	76	637
San Luis Obispo	6	130	152	197	537	1,022
San Marcos	16	20	22	115	32	205
Sonoma	1	13	1	75	26	116
Stanislaus	9	23	14	145	53	243
<b>Systemwide</b>	<b>628</b>	<b>1,063</b>	<b>1,868</b>	<b>4,502</b>	<b>2,346</b>	<b>10,402</b>

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2020**

CAMPUS	FEMALE	MALE	GRAND TOTAL
Bakersfield	157	91	248
Chancellor's Office	7	6	13
Channel Islands	128	43	171
Chico	362	221	583
Dominguez Hills	113	58	171
East Bay	257	92	349
Fresno	274	176	450
Fullerton	409	226	635
Humboldt	394	138	532
Long Beach	568	260	828
Los Angeles	164	90	254
Maritime	28	52	80
Monterey Bay	91	22	113
Northridge	358	226	584
Pomona	230	141	371
Sacramento	510	309	819
San Bernardino	217	113	330
San Diego	725	333	1,058
San Francisco	346	165	511
San José	391	230	621
San Luis Obispo	687	330	1,017
San Marcos	143	61	204
Sonoma	92	23	115
Stanislaus	181	59	240
<b>Systemwide</b>	<b>6,832</b>	<b>3,465</b>	<b>10,297</b>

There were a total of 5 non-represented student employees identifying as non-binary and 100 individuals whose gender identity was not reported in 2020; these 105 individuals are not reported in the above summary.

Despite growth by 61% since the reporting category was introduced in January 2019, individuals identifying as non-binary only make up 0.1% of the overall population (n = 63) and are excluded from above totals, along with two individuals whose gender identity was not reported.

\*Other / Unknown includes individuals who identify as American Indian, two or more races and who did not indicate a race/ethnicity.





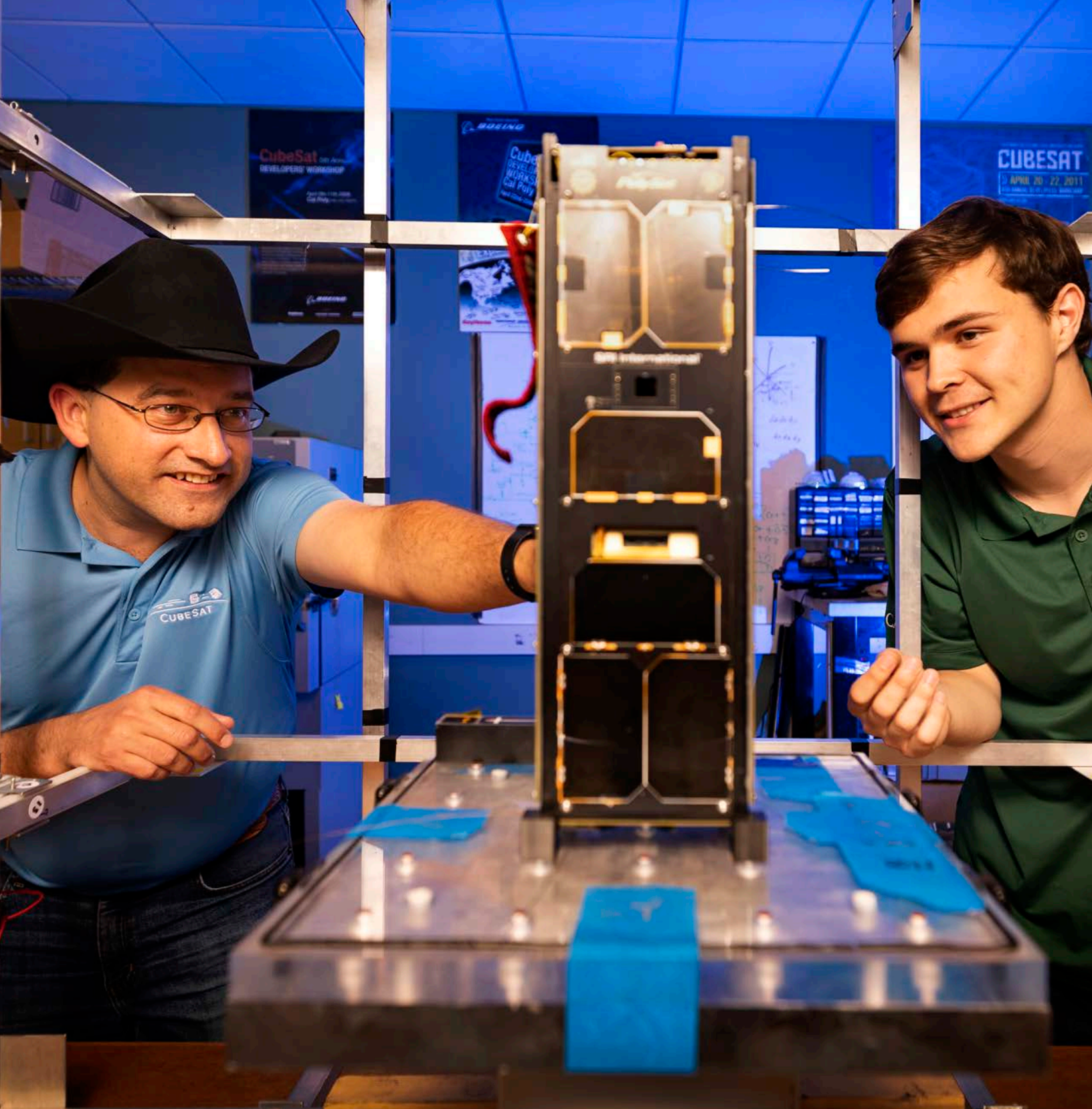


# ACKNOWLEDGEMENTS

Our thanks to the campus human resource teams and photographers who supported this annual Employee Profile, which showcases employment data analytics and notable employee accomplishments. While not all of the assets were utilized in this issue— we greatly appreciated your time, effort and contributions which helped reflect campus life at the CSU, and the valued work of our employees across the system.

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# TECHNICAL NOTES AND GLOSSARY

Fall 2020

## TECHNICAL NOTES

- This reference booklet contains fall 2020 snapshot information on employees at all 23 campuses and the Chancellor's Office.
- All tables and charts in the Employee Profile exclude student employees (unless otherwise noted), other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
- Employees are included regardless of how their salaries are funded.
- Beginning this year, Employee Group replaces Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) because it aligns with the CSU's reporting practices. As a result, data for these groups cannot be compared to previous Employee Profiles.
- Data presented in this report were obtained from the annual university-wide Integrated Postsecondary Education Data System Human Resources Survey (IPEDS-HR) extract, from the CSU's Campus Information Retrieval System (CIRS), and from the annual Faculty Recruitment and Retention Survey.
- Percentages referenced throughout the report may not add up to 100 because of rounding.

## GLOSSARY

<b>Academic Student Employee</b>	Employees whose primary appointment is as a teaching associate, graduate assistant or instructional student assistant.
<b>Instructional Faculty</b>	All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors. Also excludes extension or summer session faculty.
<b>Non-Instructional Faculty</b>	Librarians, coaches, and counselors.
<b>Staff</b>	Employees with a primary appointment other than faculty or student employee. Excludes executives and management.
<b>Executives and Management</b>	Chancellor's Office executives, campus presidents, and all Management Personnel Plan (MPP) employees.
<b>Represented Student Employees</b>	Teaching associates (TA), graduate assistants (GA) and instructional student assistants (ISA) who are represented by UAW.
<b>Non-Represented Student Employees</b>	Student employees not represented by a labor union.
<b>Full-Time</b>	Individuals employed "100 percent of time", includes full-time employees on leave with pay.
<b>Lecturer</b>	Includes all instructional faculty with temporary appointments (non-tenure track).
<b>Part-Time</b>	Includes employees whose assignments at a given campus are less than 100 percent of time. Individuals employed simultaneously at two campuses are counted as two employees.
<b>Probationary Faculty</b>	Tenure-track faculty who have not been awarded tenure. Also includes individuals who may have been denied tenure and are serving their terminal year.
<b>Tenured Faculty</b>	Tenure-track faculty who have been awarded tenure.

Questions about the data in the Employee Profile should be directed to: [hadmin@calstate.edu](mailto:hadmin@calstate.edu)





**23 CAMPUSES**  
**1 UNIVERSITY**



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