

401 Golden Shore, 5th Floor
Long Beach, CA 90802-4210

CSU Legislative Reports Website
<https://www.calstate.edu/legislativereports/>

Steve Relyea
Executive Vice Chancellor
and Chief Financial Officer

562-951-4600
srelyea@calstate.edu

October 15, 2019

Honorable Holly Mitchell, Chair
Joint Legislative Budget Committee
State Capitol, Room 5080
Sacramento, CA 95814

Gabriel Petek
Legislative Analyst Office
925 L Street, #1000
Sacramento, CA 95814

Keely Bosler, Director
Department of Finance
State Capitol, Room 1145
Sacramento, CA 95814

Erika Contreras
Secretary of the Senate
State Capitol, Room 3044
Sacramento, CA 95814

Diane Boyer-Vine
Legislative Counsel
State Capitol, Room 3021
Sacramento, CA 95814

E. Dotson Wilson
Chief Clerk of the Assembly
State Capitol, Room 3196
Sacramento, CA 95814

RE: California State University Tenure-Track Faculty Hiring

The following report outlines California State University campuses' plans to hire new tenure-track faculty with funds received in the 2019-20 state general fund allocation, consistent with the goals of Graduation Initiative 2025. Total tenure-track faculty recruitments for the 2019-20 academic year, new tenure-track positions added for recruitment in the 2019-20 academic year, estimated net-new tenure-track faculty in fall 2020 (based on historic search yield) and dollars allocated for new tenure-track positions are herein reported.

The addition of new tenure-track faculty is important to achieving the goals of Graduation Initiative 2025. These additional positions provide students with increased access to courses, more flexibility for student-centered scheduling, expanded mentorship and advising, and increased collaborative research opportunities with the top professors in their discipline.

CSU Campuses
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay

Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy

Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego

San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

California State University Tenure-Track Faculty Hiring
October 15, 2019
Page 2

As required by the Budget Act of 2019, the California State University shall report in October 2019, and every two years thereafter beginning on December 1, 2020, on campus progress to spend \$35 million to hire new tenure-track faculty.

Senate Bill 109 of 2019 requires the CSU to prepare this plan for the budget committees of the Legislature. This report fulfills the requirements of the budget language.

Should you have any questions about this report, please contact Kathleen Chavira, assistant vice chancellor, Advocacy and State Relations at (916) 445-5983.

Sincerely,



Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

SR:kp

Full report posted to <https://www.calstate.edu/legislativereports/>

- c: Members, California State Legislature
- Members, Joint Legislative Budget Committee
- Timothy P. White, Chancellor, California State University
- Loren J. Blanchard, Executive Vice Chancellor, Academic and Student Affairs
- Evelyn Nazario, Vice Chancellor, Human Resources
- Garrett Ashley, Vice Chancellor, University Relations and Advancement
- Kathleen Chavira, Assistant Vice Chancellor, Advocacy and State Relations
- Ryan Storm, Assistant Vice Chancellor for Budget
- Kara Perkins, Executive Budget Director

Tenure-Track Faculty Hiring

October 2019

1 Background

The Budget Act of 2019 (Senate Bill 109) requires the California State University (CSU) to report on the funds allocated for tenure-track faculty hiring at each campus, based on the university's state budget appropriation. Beginning December 1, 2020, and every two years thereafter, the CSU will submit a report to the legislature. These reports will continue until the \$35 million allocation is expended.

This report reflects each CSU campus' plan for tenure-track faculty hiring, as of September 2019, and the costs associated with the new tenure-track positions. The results of the faculty searches undertaken at each campus will increase the number of tenure-track faculty joining the CSU in the 2020-2021 academic year.

Subsequent reports related to tenure-track faculty hiring at the CSU will be submitted to the California State Legislature, the Joint Legislative Budget Committee and the California Department of Finance on November 1, 2020, and December 1, 2020. The November report will indicate the number of tenure-track faculty hired and the total dollars expended from the 2018-19 CSU budget allocation. The December report will indicate the number of tenure-track faculty hired and the total dollars expended from the 2019-20 CSU budget allocation.

2 Tenure-Track Faculty Hiring – Systemwide

At the CSU, tenure-track faculty hiring is a critical component of Graduation Initiative 2025. It has been a high priority for campuses over the last three years as new initiative dollars have been allocated in the CSU operating fund budget.

Hiring tenure-track faculty requires significant time and personnel resources on each campus. In 2018-19, the CSU had an 84 percent systemwide average success rate for tenure-track faculty searches.

In addition to the new positions approved following the adoption of the 2019-20 budget, campuses may also conduct searches to replace faculty who have retired or otherwise separated from the university. In total, searches for approximately 891 tenure-track faculty positions will be launched in 2019-20 for both new (367) and replacement (524) faculty. The cost associated with hiring 367 new tenure-track faculty, based on a systemwide average salary and benefits of \$129,500 per position, is approximately \$47.5 million.

The net-new tenure-track faculty reported in subsequent years (as noted in the previous section) will be based on the total number of new hires, less the number of faculty who have retired or otherwise separated from the university. In addition, recruitments that do not result in a successful hire are often carried over into the next academic year. For these reasons, we have also included the estimated number of net-new tenure-track faculty who will join the CSU in the fall 2020 term.

3 Tenure-Track Faculty Hiring – Campuses

The chart below provides campus-specific information related to tenure-track faculty hiring, including:

- The number of tenure-track faculty searches each campus plans to undertake in 2019-20 (Column A);
- The number of new tenure-track faculty positions approved in 2019-20 (Column B);
- The number of estimated net-new tenure-track faculty in fall 2020 based on tenure-track search success rates at each campus and average separation rates of tenure-track faculty (Column C); and
- The dollar amount allocated for the hiring of new tenure-track faculty in 2019-20 (from Column B), based on the average new-hire rate of \$129,500, inclusive of salary and benefits (Column D).

Campus	Column A: <i>Total Tenure-Track Faculty Recruitments 2019-20</i>	Column B: <i>New Tenure-Track Positions Approved in 2019-20</i>	Column C: <i>Estimated Net-New Tenure-Track Faculty Fall 2020</i>	Column D: <i>Amount Allocated for New Tenure-Track Positions</i>
Bakersfield	34	14	12	\$1,813,000
Channel Islands	19	12	9	\$1,554,000
Chico	35	4	3	\$518,000
Dominguez Hills	36	25	18	\$3,237,500
East Bay	37	29	24	\$3,755,500
Fresno	25	2	2	\$259,000
Fullerton	58	8	6	\$1,036,000
Humboldt	7	0	-6	\$0
Long Beach	55	30	26	\$3,885,000
Los Angeles	65	54	41	\$6,993,000
Maritime	0	0	-3	\$0
Monterey Bay	9	5	4	\$647,500
Northridge	66	15	13	\$1,942,500
Pomona	50	26	23	\$3,367,000
Sacramento	50	22	19	\$2,849,000
San Bernardino	57	27	20	\$3,496,500
San Diego	65	29	23	\$3,755,500
San Francisco	47	8	8	\$1,036,000
San Luis Obispo	52	14	11	\$1,813,000
San José	70	21	20	\$2,719,500
San Marcos	21	7	6	\$906,500
Sonoma	16	8	7	\$1,036,000
Stanislaus	17	7	6	\$906,500
CSU Total	891	367	292	\$47,526,500