



# THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY

# THE CALIFORNIA STATE UNIVERSITY

## PEOPLE WITH PURPOSE, WHO TEACH, CREATE, INSPIRE AND DISCOVER.

As the nation's leading university system, the CSU has pushed the boundaries of higher education for 60 years. We remain committed to delivering quality education, while fostering a culture of inclusion and understanding for our students and valued faculty and staff.

## OUR WORKFORCE ADAPTS AND THRIVES, NEVER SETTLING FOR THE STATUS QUO.

We are committed to continually evolving and innovating, to building upon past accomplishments and to ensure our traditions of educational excellence and personal transformation are respected. Success that is measured in transformed lives, thriving communities and, ultimately, in a brighter future for California.

Our community is more than a collection of bright minds and diverse experiences—the CSU attracts genuine people with ambition, dedication and passion. We imagine what the future can be and we work together to realize it.

## SUSTAINING EXCELLENCE, TODAY AND TOMORROW.

The enduring spirit of the CSU is exemplified in the unwavering commitment of our leadership, faculty and staff to deliver on the promise of providing access to a quality education to the students of California.



## Dear Friends of the California State University,

The California State University is committed to advancing and extending knowledge, learning and culture, and to giving each and every one of our students the opportunity to develop intellectually, personally and professionally. Our faculty and staff are the heart and soul of the CSU and we are so grateful for their contributions, dedication and passion.

This annual Employee Profile provides a snapshot of current statistics on our diverse workforce, including faculty, staff and student workers. It also highlights photography from our campuses and showcases some of the talented employees who've made significant impacts on their universities and local communities.

As a national leader in higher education, we strive to attract, develop and retain a high-performing and inclusive workforce reflective of our student body and today's global work environment. The diverse backgrounds, knowledge and experiences of our faculty and staff foster a transformative educational experience that provides our students essential skills for lifelong success in problem-solving, critical thinking and reasoning, communication and cultural competence.

Collectively, we share the CSU spirit and commitment to our student's success. This publication demonstrates the power of the CSU's greatest strength—our people. Rich in stories and information, I hope you find it inspiring and useful.

Warm regards,

A handwritten signature in black ink, appearing to read "Leora Freedman". The signature is fluid and cursive.

Leora Freedman  
Vice Chancellor, Human Resources



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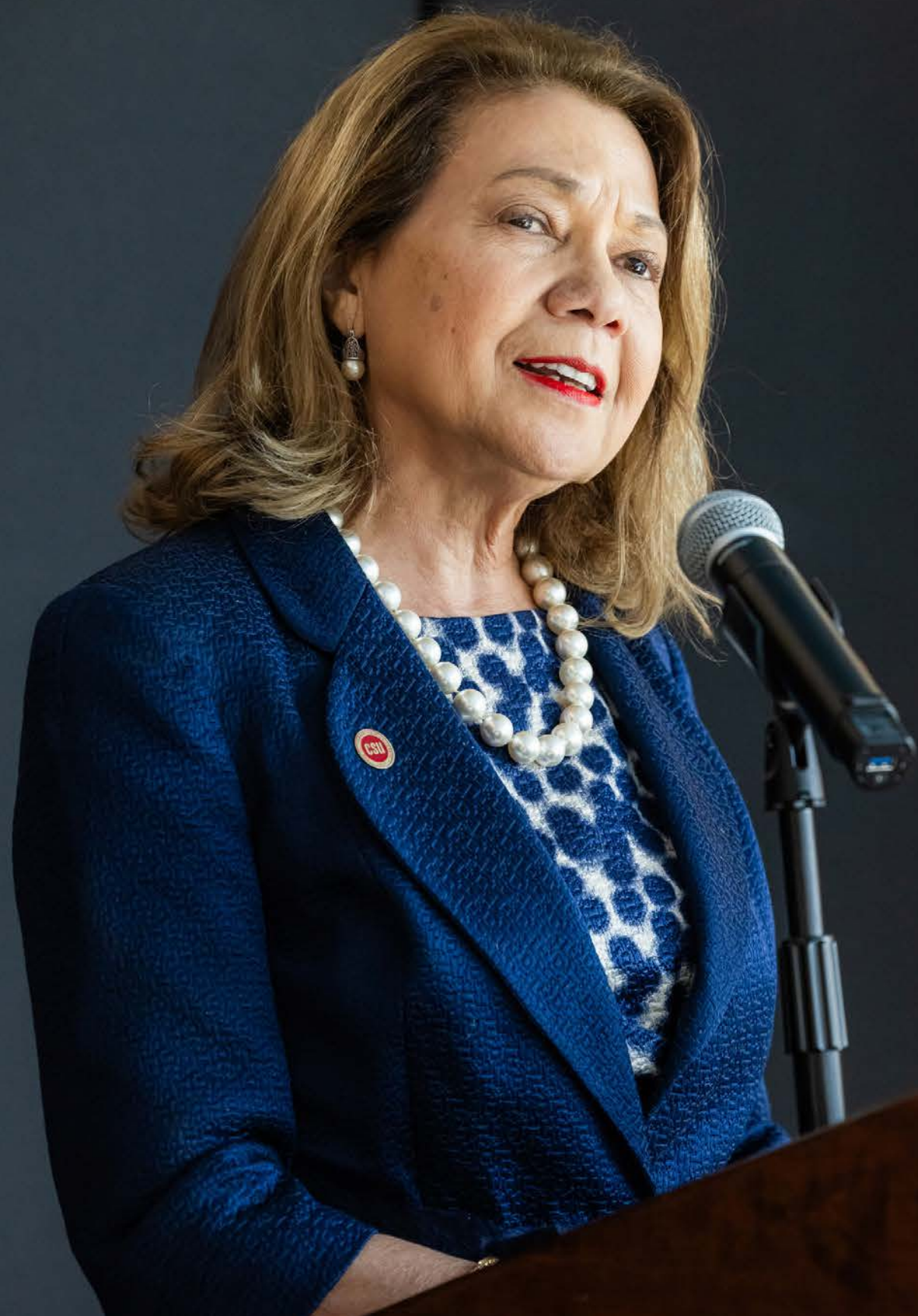
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# WELCOME, CHANCELLOR GARCÍA

Dr. Mildred García began her tenure as the California State University's 11th chancellor in October 2023. She is the first Latina to lead a four-year public university system.

García was raised in New York City by her parents, who moved to New York from Puerto Rico. She often recalls that she grew up in a poor but beautifully diverse neighborhood near the factories where her parents and neighbors worked. All shared the dream of creating a better life for their children and grandchildren. As the first in her family to earn a college degree, she takes great pride in living their dream, and in connecting future generations with the transformative power of higher education.

A CSU veteran, García served as president of California State University, Fullerton from 2012 to 2018, leading the university to record graduation rates and nearly tripling philanthropic gifts. She served as president of California State University, Dominguez Hills from 2007 to 2012, dramatically increasing retention rates and eliminating a structural deficit of \$2.8 million.

Most recently, García served as president of the American Association of State Colleges and Universities since 2018, where she was an internationally renowned advocate for public higher education. She previously served as CEO of Berkeley College and has held positions at Arizona State University; Montclair State University; Pennsylvania State University; Teachers College, Columbia University; and the Hostos, LaGuardia and City colleges of the City University of New York.

A recipient of myriad honors and awards, García was appointed by President Barack Obama to several advisory boards, including the President's Advisory Commission on Educational Excellence for Hispanics, and by the U.S. Secretary of Education to serve on the Committee on Measures of Student Success.

We are thrilled to welcome Chancellor García and wish her continued success in the years to come.



## TRAMAINE AUSTIN-DILLON

**MANAGER, DIVERSITY, EQUITY AND INCLUSION (DEI) PROGRAMS & INITIATIVES,  
OFFICE OF THE PRESIDENT  
SONOMA STATE UNIVERSITY**

Austin-Dillon is passionate about working with students from underrepresented backgrounds. As Sonoma State’s first DEI manager, he creates opportunities to celebrate culture, heritage and identity. He manages university-wide programs and initiatives, assists colleagues and gathers information related to campus climate, equity in policy making and overall advocacy for the most marginalized student, staff and faculty populations. During his 10 years on campus, he founded and coordinated Black Student Housing (Visionaries, Inspiring, Black, Educated, Scholars); coordinated the Male Success Initiative and serves on the Seawolf Commitment Values committee and SSU Strategic Vision Planning teams. As a first-generation student himself, he’s focused on creating opportunities for those struggling against societal barriers to success. This past year, he was awarded North Bay Business Journal’s Forty Under 40 award. “The greatest thing about being under 40 is you feel invincible! You network, volunteer, create new initiatives, support your family and friends and advocate for change. You are motivated to fix the world’s problems,” Austin-Dillon says.



## JUAN CABRERA

**ASSISTANT DIRECTOR, PUBLIC SAFETY  
CALIFORNIA STATE UNIVERSITY, OFFICE OF THE CHANCELLOR (CO)**

As assistant director of Public Safety, Cabrera ensures the CO functions safely and reliably so employees can conduct business in support of CSU systemwide operations. A first-generation graduate of Cal State Long Beach, Cabrera majored in kinesiology and worked at the campus for four years before joining the CO nine years ago. Whether ensuring the safety of attendees at Board of Trustee meetings, assisting with employee relocations, adding a state-of-the-art security system or managing the COVID-19 pandemic and personally testing employees himself, he is beloved by his team, and his impact is felt by all who work at and visit the offices. Cabrera has received the Award of Excellence, which recognizes CO employees for their outstanding contributions toward accomplishing and enhancing the mission and strategic initiatives of the CO. “I love what I do, and I have a great team,” Cabrera says. “I’m extremely thankful for the opportunity the CSU has given me.”



## KIM COUGHLIN-LAMPHEAR

**ACCESSIBILITY ADVISOR, CAMPUS DISABILITY RESOURCE CENTER  
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, HUMBOLDT**

Coughlin-Lamphear is a first-generation college graduate and Cal Poly Humboldt alumna who obtained a bachelor’s in psychology and a master’s in psychology, counseling and school psychology. Her career has focused on students, education and access—beginning in financial aid and admissions working for local and statewide programs. In the Campus Disability Resource Center, she provides support and resources for students with disabilities, as well as educates the campus community on disability-related issues. She’s an active member of the Social Justice Planning Committee on campus, serves on the community college Disability Advisory Committee and has been instrumental in establishing valuable local community collaborations. This past year, Coughlin-Lamphear was acknowledged with a Staff Recognition Award for her contributions, enthusiasm and willingness to go above and beyond to benefit students. “I am honored to be a part of the CSU community and the impact it has on the lives of our second-third-and fourth-generation students and families who attend Humboldt,” Coughlin-Lamphear says.



## LA MONICA EVERETTE-HAYNES

**ASSOCIATE VICE PRESIDENT AND CHIEF COMMUNICATIONS OFFICER  
SAN DIEGO STATE UNIVERSITY**

Everett-Haynes began her career as a journalist, but her passion and commitment to serving students and her longstanding advocacy for public education led her to San Diego State. Her team has been recognized regionally and nationally for advancing the university’s brand, supporting the success among SDSU’s diverse student body, and enhancing visibility for university research, community impact, arts and other strategic initiatives. She has fine-tuned the university-wide communications ecosystem and created a program that employs a dozen students as writers, photographers and designers. In 2023, she was named a Top 50 LGBTQ+ Leader of Influence by the San Diego Business Journal, and a Communicator of the Year in 2022 by the International Association of Business Communicators San Diego chapter. “Every day, I reflect on how I can be better for myself, for my team and for the diverse communities we serve at SDSU,” Everett-Haynes says. “I appreciate being part of a community of people who genuinely care for the health, safety, development and success of others.”



## GERALD HOLMES

**CENTER DIRECTOR, STRAWBERRY CENTER  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO**

Holmes’ passion for science, plants and his desire to help others brought him to Cal Poly SLO. The Strawberry Center, in partnership with the California Strawberry Commission, was created in 2014 to increase the sustainability of the \$3 billion California strawberry industry through research and education. Strawberry farmers are among the most progressive and environmentally conscious growers in the world, and 90% of the nation’s strawberries come from California’s Central Coast. The farmers continue to lead, evolve and implement the most sustainable farming practices and ways to grow strawberries, which include much of the research and innovations coming from the Strawberry Center. “This one-of-a-kind center is rooted in the hands-on learning approach that defines Cal Poly,” Holmes says. “Our focus is on applied research incorporating teaching and learning experiences for undergraduate and graduate students, faculty and California strawberry farmers.” The center recently received \$1 million in federal funding to support research in strawberry automation leading to enhanced sustainable farming practices, including workforce development.



## ANA URIBE

**ADMINISTRATIVE SUPPORT COORDINATOR  
EQUITY AND AFFINITY CENTERS & STRATEGIC STUDENT SUPPORT PROGRAMS (SSSP)  
CALIFORNIA STATE UNIVERSITY, SACRAMENTO**

After a successful career in the private sector, Uribe “knew she was home” when she joined Sacramento State. As the administrative support coordinator for the Strategic Student Support Programs (SSSP) within the Student Affairs division, she assists multiple directors and program coordinators in the Dreamer Resource center, Serna, Multicultural and PRIDE centers, and Feria de Educación. Uribe also supports the Student Affairs Business Resources Office with budget management, and Uribe trains new staff members on budget protocols, administrative processes and ensures equity centers/programs adhere to funding, timekeeping and operational procedures. Her efforts were also instrumental in transitioning administrative operations during the pandemic. In 2022, her many contributions were recognized with a campus STAR Award. She is acknowledged by all as a dedicated, compassionate and caring member of the Hornet community, who fondly refer to her as “Momma Bear.” Uribe says, “I see myself as a mother figure to many of the students, and for many of them, I am more than just a staff member.”



# CSU WORKFORCE

Fall 2023

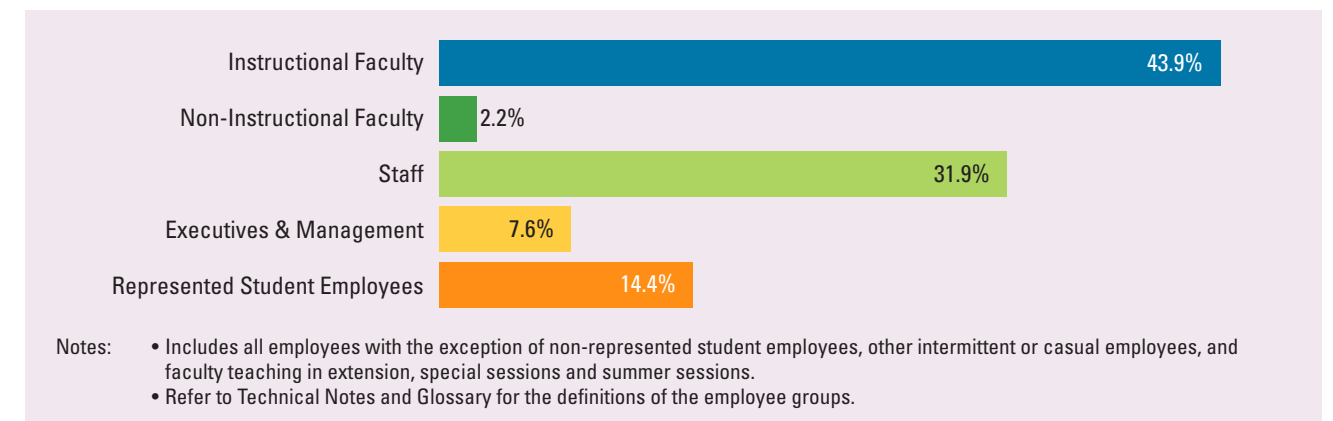
This report draws on CSU employment data as of fall 2023, profiling the university's evolving workforce and underscoring the CSU's commitment to hiring well-qualified, diverse faculty and staff. The pages that follow provide a high-level summary of personnel at the CSU, weaving analytics, stories and images in an annual portrait of the more than 63,000 faculty and staff the CSU employs 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 & Management, and Represented Student Employees. Figures are also disaggregated by three demographic categories: Race/Ethnicity, Gender and Age. Summaries representing faculty and student employees wrap up the quantitative sections of this profile.

The narratives and images woven throughout highlight some of the exceptional individuals making up the CSU's workforce.

## EMPLOYEES BY EMPLOYEE GROUPS AND CAMPUS

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP, FALL 2023



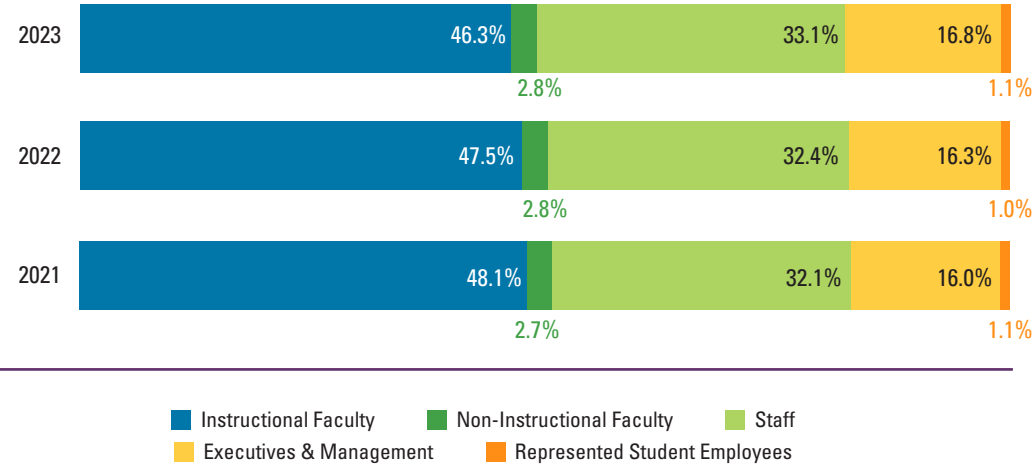
EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND TIME BASE, FALL 2021 TO FALL 2023

YEAR	EMPLOYEE GROUP	FULL-TIME		PART-TIME		GRAND TOTAL	
		Head Count	%	Head Count	%	Head Count	%
2023	Instructional Faculty	13,624	34.9%	14,203	58.5%	27,827	43.9%
	Non-Instructional Faculty	1,069	2.7%	321	1.3%	1,390	2.2%
	Staff	19,575	50.1%	665	2.7%	20,240	31.9%
	Executives & Management	4,764	12.2%	21	0.1%	4,785	7.6%
	Represented Student Employees	43	0.1%	9,072	37.4%	9,115	14.4%
	<b>Total</b>	<b>39,075</b>	<b>100.0%</b>	<b>24,282</b>	<b>100.0%</b>	<b>63,357</b>	<b>100.0%</b>
2022	Instructional Faculty	13,601	35.8%	14,199	57.9%	27,800	44.5%
	Non-Instructional Faculty	1,036	2.7%	306	1.2%	1,342	2.1%
	Staff	18,794	49.5%	661	2.7%	19,455	31.1%
	Executives & Management	4,510	11.9%	27	0.1%	4,537	7.3%
	Represented Student Employees	49	0.1%	9,324	38.0%	9,373	15.0%
	<b>Total</b>	<b>37,990</b>	<b>100.0%</b>	<b>24,517</b>	<b>100.0%</b>	<b>62,507</b>	<b>100.0%</b>
2021	Instructional Faculty	13,536	36.4%	14,359	57.5%	27,895	44.9%
	Non-Instructional Faculty	985	2.7%	318	1.3%	1,303	2.1%
	Staff	18,212	49.0%	693	2.8%	18,905	30.4%
	Executives & Management	4,361	11.7%	19	0.1%	4,380	7.1%
	Represented Student Employees	49	0.1%	9,582	38.4%	9,631	15.5%
	<b>Total</b>	<b>37,143</b>	<b>100.0%</b>	<b>24,971</b>	<b>100.0%</b>	<b>62,114</b>	<b>100.0%</b>

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 2021 TO FALL 2023**



Note: • Salary expenditures (annual base salary \* FTE) as of October 31, 2023.

**EMPLOYEE SALARY AND HEAD COUNT DISTRIBUTION BY COLLECTIVE BARGAINING UNIT, FALL 2023**

UNION/GROUP	% OF TOTAL SALARY	% OF EMPLOYEES
California Faculty Association (CFA)	49.09%	46.12%
California State University Employees Union (CSUEU)	23.07%	23.03%
Executives & Management Personnel Plan	16.75%	7.55%
Academic Professionals of California (APC)	5.59%	5.60%
Teamsters Local 2010	2.15%	1.70%
Academic Student Employees (UAW)	1.10%	14.39%
Confidential Classes	0.94%	0.77%
Statewide University Police Association (SUPA)	0.81%	0.53%
Union of American Physicians and Dentists (UAPD)	0.34%	0.12%
Excluded Classes	0.13%	0.19%
International Union of Operating Engineers (IUOE)	0.02%	0.02%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>

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 HEAD COUNT AND FTE BY CAMPUS AND TIME BASE, FALL 2023**

CAMPUS	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bakersfield	977	983.09	415	133.71	1,392	1,116.80
Chancellor's Office	700	700.25	*	0.95	702	701.20
Channel Islands	768	771.46	303	111.01	1,071	882.47
Chico	1,452	1,457.21	743	200.56	2,195	1,657.77
Dominguez Hills	1,244	1,248.96	625	259.43	1,869	1,508.39
East Bay	1,143	1,148.36	721	226.46	1,864	1,374.82
Fresno	1,859	1,863.27	1,165	359.19	3,024	2,222.46
Fullerton	2,665	2,682.36	1,621	589.47	4,286	3,271.83
Humboldt	926	931.74	482	211.51	1,408	1,143.25
Long Beach	2,918	2,925.87	2,184	699.29	5,102	3,625.16
Los Angeles	1,682	1,687.31	1,313	479.19	2,995	2,166.50
Maritime	241	241.33	57	11.86	298	253.19
Monterey Bay	811	819.31	421	131.72	1,232	951.03
Northridge	2,593	2,609.50	1,886	642.13	4,479	3,251.63
Pomona	1,862	1,867.01	1,165	522.28	3,027	2,389.29
Sacramento	2,283	2,285.17	1,401	434.20	3,684	2,719.37
San Bernardino	1,571	1,576.91	921	338.21	2,492	1,915.12
San Diego	3,069	3,076.23	2,515	758.21	5,584	3,834.43
San Francisco	2,252	2,259.71	1,499	440.86	3,751	2,700.57
San José	2,491	2,501.45	1,908	582.58	4,399	3,084.03
San Luis Obispo	2,503	2,512.78	1,295	245.72	3,798	2,758.50
San Marcos	1,291	1,302.74	683	224.04	1,974	1,526.78
Sonoma	791	794.72	443	150.72	1,234	945.44
Stanislaus	983	986.01	514	146.51	1,497	1,132.52
<b>Grand Total</b>	<b>39,075</b>	<b>39,232.75</b>	<b>24,282</b>	<b>7,899.80</b>	<b>63,357</b>	<b>47,132.55</b>

**EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE, FALL 2023**

CAMPUS	FULL-TIME				PART-TIME				GRAND TOTAL
	Faculty	Staff	Students	Total	Faculty	Staff	Students	Total	
Bakersfield	371	606		977	310	10	95	415	1,392
Chancellor's Office		700		700		*		*	702
Channel Islands	235	527	6	768	190	8	105	303	1,071
Chico	524	918	10	1,452	382	34	327	743	2,195
Dominguez Hills	459	785		1,244	514	12	99	625	1,869
East Bay	387	756		1,143	480	37	204	721	1,864
Fresno	866	991	*	1,859	693	15	457	1,165	3,024
Fullerton	1,128	1,537		2,665	1,080	23	518	1,621	4,286
Humboldt	309	617		926	248	15	219	482	1,408
Long Beach	1,176	1,742		2,918	1,342	60	782	2,184	5,102
Los Angeles	715	967		1,682	964	11	338	1,313	2,995
Maritime	69	172		241	25	*	30	57	298
Monterey Bay	258	552	*	811	267	22	132	421	1,232
Northridge	998	1,595		2,593	1,156	71	659	1,886	4,479
Pomona	703	1,141	18	1,862	782	22	361	1,165	3,027
Sacramento	900	1,383		2,283	954	18	429	1,401	3,684
San Bernardino	557	1,010	4	1,571	635	15	271	921	2,492
San Diego	1,125	1,942	*	3,069	1,060	102	1,353	2,515	5,584
San Francisco	842	1,410		2,252	822	98	579	1,499	3,751
San José	963	1,528		2,491	1,131	36	741	1,908	4,399
San Luis Obispo	1,000	1,503		2,503	439	27	829	1,295	3,798
San Marcos	460	831		1,291	461	17	205	683	1,974
Sonoma	248	543		791	249	18	176	443	1,234
Stanislaus	400	583		983	340	11	163	514	1,497
<b>Total</b>	<b>14,693</b>	<b>24,339</b>	<b>43</b>	<b>39,075</b>	<b>14,524</b>	<b>686</b>	<b>9,072</b>	<b>24,282</b>	<b>63,357</b>

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.  
• An asterisk (\*) denotes that a group or subgroup contained five or fewer employees. These values have been redacted to protect privacy.



## EMPLOYEE DEMOGRAPHICS

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

At the CSU, 55.4 percent of the workforce are women. Within the executive and management workforce, this increases slightly to 56.1 percent. And in fact, 12 of CSU's 23 presidents are women and five are from historically underrepresented populations. In terms of race, ethnicity and gender, nearly 58 percent of all Latinx and Black employees are female, with the staff population already around 60 percent for those two groups.

The median age of the CSU workforce in 2023 is 44. Latinas have the youngest median age, at 37.2 while white men hold the oldest median age, at 49.6. The represented student employees are the youngest employee group, with a median age of 23. The next youngest group, with a median age of 40.5 are non-instructional faculty, which includes coaches, counselors and librarians. The oldest employee group is executives and management, with a median age of 49.4.

Smaller populations are not highlighted in this report when total figures are less than 300. There are 298 Native American, 182 Pacific Islander and 1,784 mixed-race employees in 2023, with 3,270 declining to state race/ethnicity.

Our fastest-growing population of employees are those who identify as nonbinary. Since 2019, when nonbinary became an official reporting category for gender, the reported number of employees who identify as nonbinary has more than septupled, growing from 39 to 275 individuals systemwide.

### EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND TIME BASE, FALL 2023



### EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2023

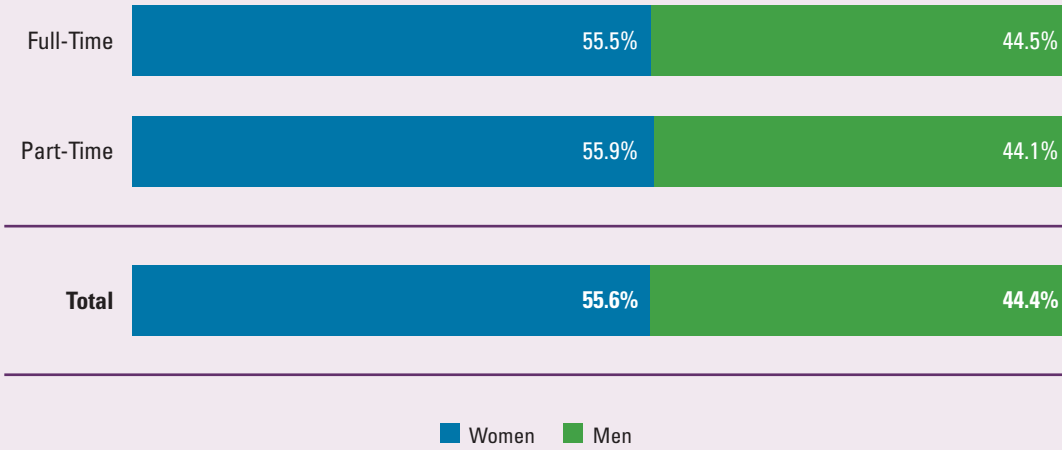
RACE / ETHNICITY	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
African American/Black	2,378	6.1%	1,064	4.4%	3,442	5.4%
Other/Unknown*	3,054	7.8%	2,298	9.5%	5,352	8.4%
Asian/Pacific Islander	6,764	17.3%	4,632	19.1%	11,396	18.0%
Hispanic/Latinx	9,921	25.4%	5,179	21.3%	15,100	23.8%
White	16,958	43.4%	11,109	45.7%	28,067	44.3%
<b>Total</b>	<b>39,075</b>	<b>100.0%</b>	<b>24,282</b>	<b>100.0%</b>	<b>63,357</b>	<b>100.0%</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
• 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.





**EMPLOYEE DISTRIBUTION BY GENDER AND TIME BASE, FALL 2023**



Notes: • Due to small population, nonbinary and unknown gender are not reported above.  
 • 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.

**EMPLOYEE DISTRIBUTION AND HEAD COUNT BY GENDER AND TIME BASE, FALL 2023**

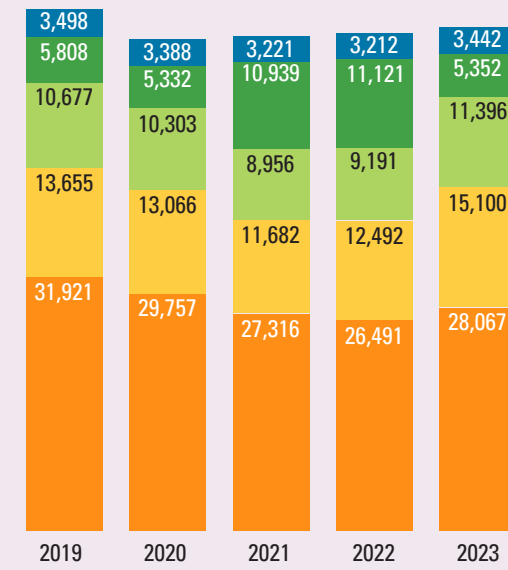
GENDER	FULL-TIME		PART-TIME		TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Women	21,617	55.5%	13,488	55.9%	35,105	55.6%
Men	17,328	44.5%	10,649	44.1%	27,977	44.4%
<b>Total</b>	<b>38,945</b>	<b>100.0%</b>	<b>24,137</b>	<b>100.0%</b>	<b>63,082</b>	<b>100.0%</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.  
 • 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.

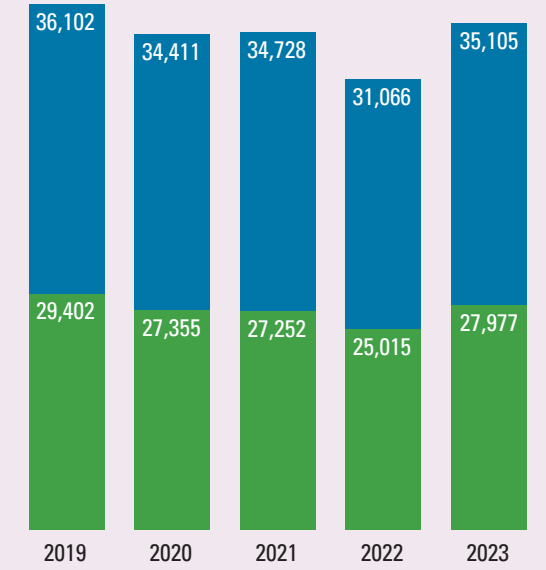
Since 2019, when the CSU first began tracking nonbinary as a category of gender, the reported number of employees identifying as such has more than septupled, from 39 to 275 individuals systemwide. Though still a small subset of the population and too small to report in our data, if current trends continue, we expect reported numbers to increase.

There are nearly 300 CSU employees identifying as American Indian systemwide, which is a 26.8 percent increase since 2019. Though an important part of the CSU population that contributes to the overall diversity and richness of our population, this information remains a group too small to report in our data.

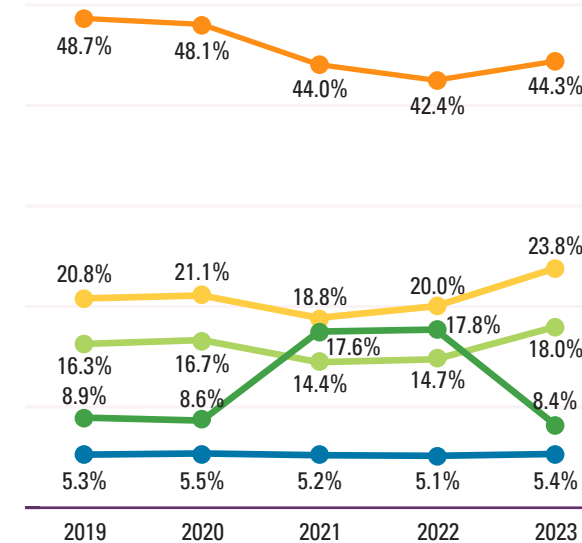
**EMPLOYEE HEAD COUNT BY RACE/ETHNICITY, FALL 2019 TO FALL 2023**



**EMPLOYEE HEAD COUNT BY GENDER, FALL 2019 TO FALL 2023**



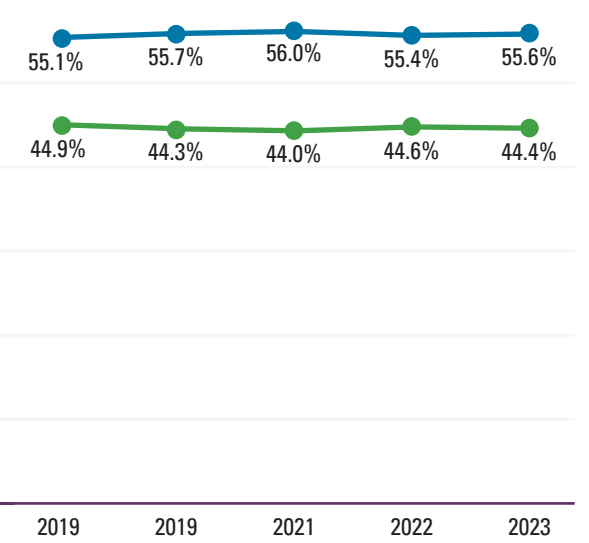
**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY, FALL 2019 TO FALL 2023**



Legend: African American/Black (Blue), Asian/Pacific Islander (Green), Hispanic/Latinx (Yellow), Other/Unknown\* (Orange), White (Red)

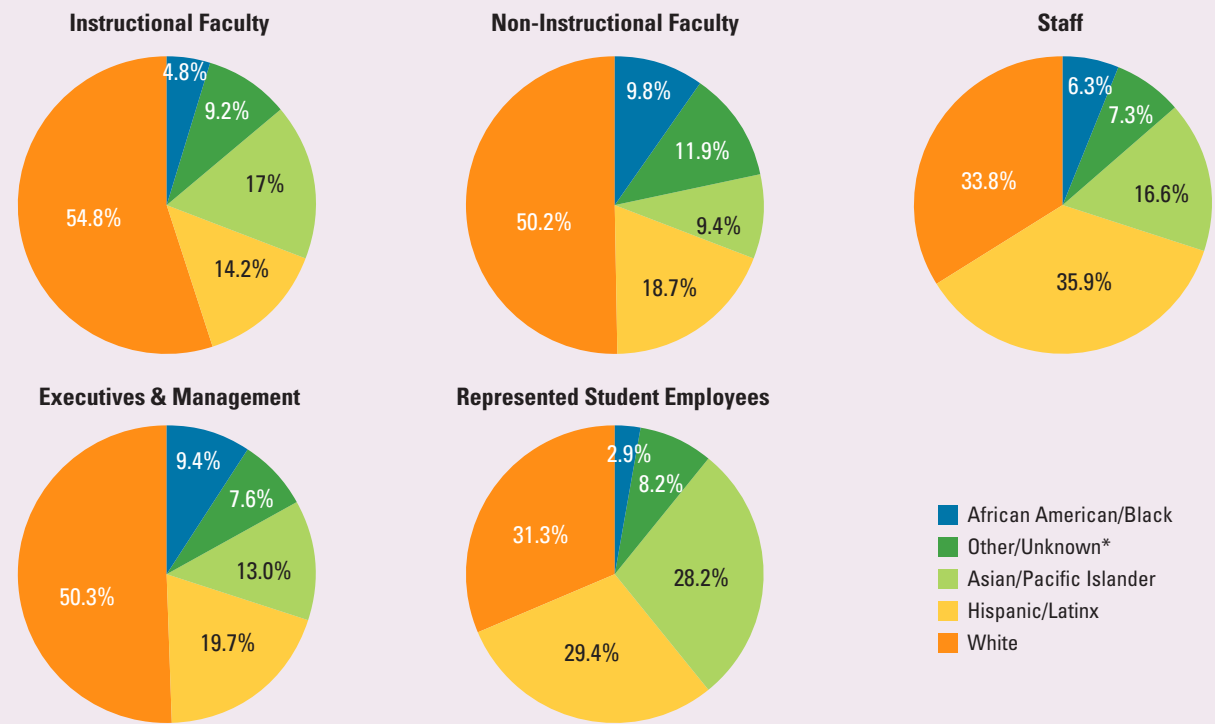
Notes: • Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
 • Due to small population, nonbinary and unknown gender are not reported above.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE DISTRIBUTION BY GENDER, FALL 2019 TO FALL 2023**



Legend: Women (Blue), Men (Green)

**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY WITHIN EMPLOYEE GROUP, FALL 2023**



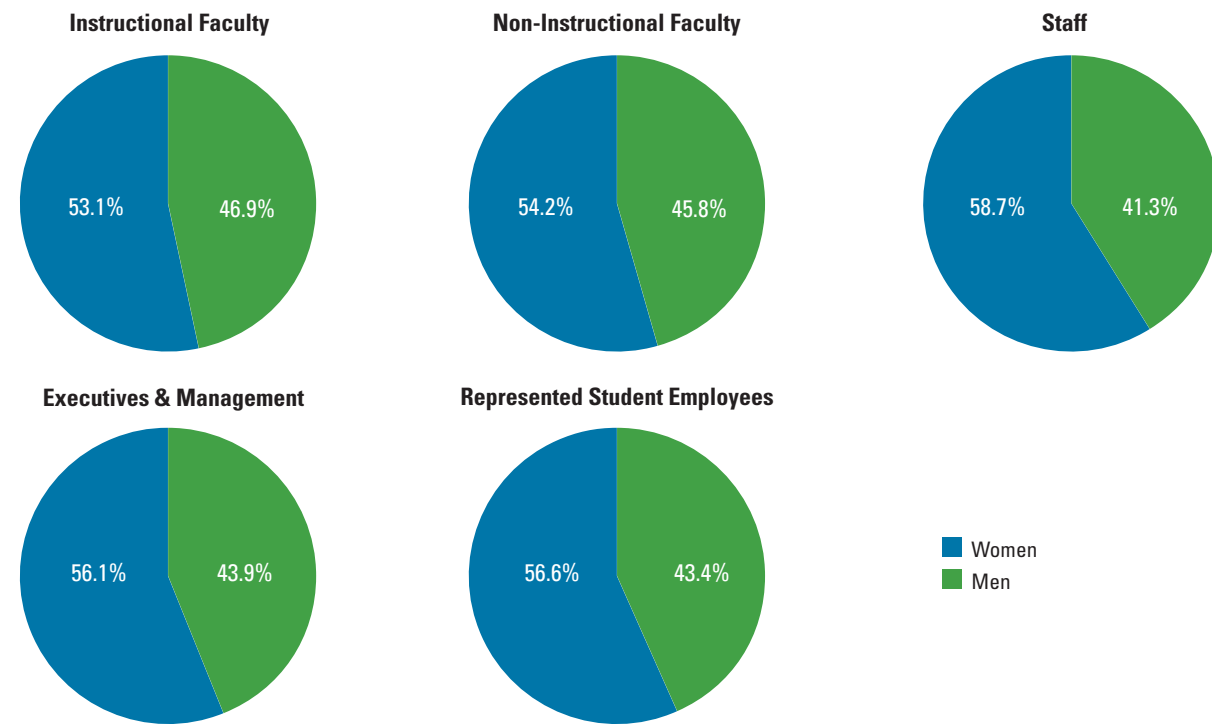
**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN RACE/ETHNICITY, FALL 2023**



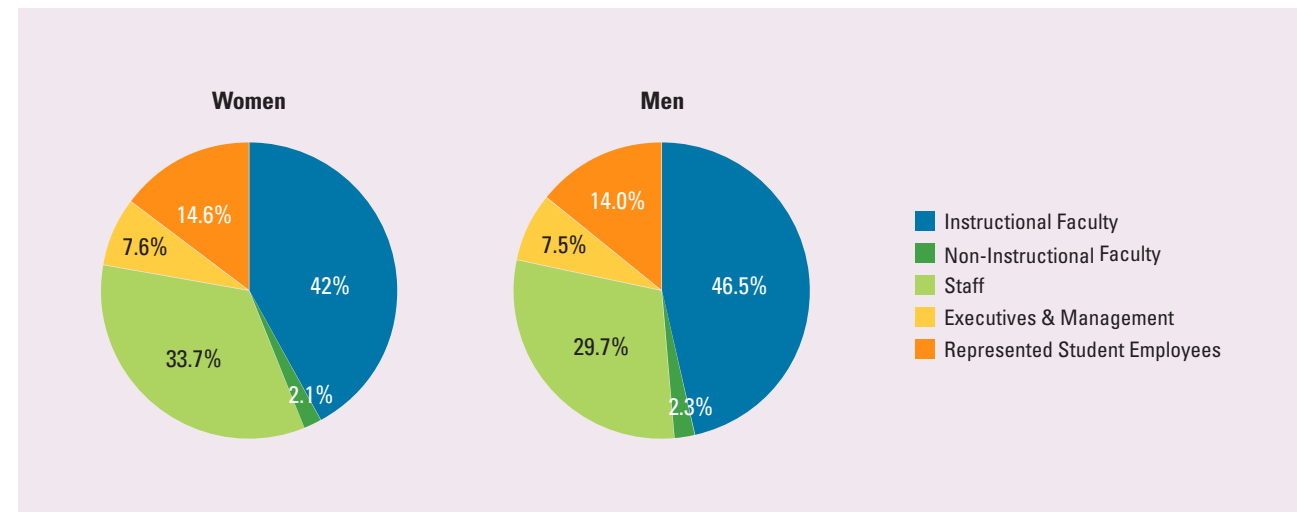
Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
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**EMPLOYEE DISTRIBUTION BY GENDER WITHIN EMPLOYEE GROUP, FALL 2023**



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN GENDER, FALL 2023**



- Notes:
- \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.
  - 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.
  - Due to small population, nonbinary and unknown gender are not reported above.



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2023**

EMPLOYEE GROUP	RACE/ETHNICITY	WOMEN	MEN
Instructional Faculty	African American/Black	57.1%	42.9%
	Other/Unknown*	52.9%	47.1%
	Asian/Pacific Islander	52.1%	47.9%
	Hispanic/Latinx	54.3%	45.7%
	White	52.7%	47.3%
	<b>Total</b>		<b>53.1%</b>
Non-Instructional Faculty	African American/Black	50.0%	50.0%
	Other/Unknown*	48.8%	51.2%
	Asian/Pacific Islander		73.8%
	Hispanic/Latinx	60.1%	39.9%
	White	50.4%	49.6%
	<b>Total</b>		<b>54.2%</b>
Staff	African American/Black	59.9%	40.1%
	Other/Unknown*	57.8%	42.2%
	Asian/Pacific Islander	58.4%	41.6%
	Hispanic/Latinx	61.1%	38.9%
	White	56.4%	43.6%
	<b>Total</b>		<b>58.7%</b>
Executives & Management	African American/Black	55.7%	44.3%
	Other/Unknown*	52.1%	47.9%
	Asian/Pacific Islander	56.6%	43.4%
	Hispanic/Latinx	60.2%	39.8%
	White	55.1%	44.9%
	<b>Total</b>		<b>56.1%</b>
Represented Student Employees	African American/Black	63.7%	36.3%
	Other/Unknown*	55.7%	44.3%
	Asian/Pacific Islander	53.1%	46.9%
	Hispanic/Latinx	58.2%	41.8%
	White	57.9%	42.1%
	<b>Total</b>		<b>56.6%</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
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**EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP AND RACE/ETHNICITY, FALL 2023 AND FALL 2018**

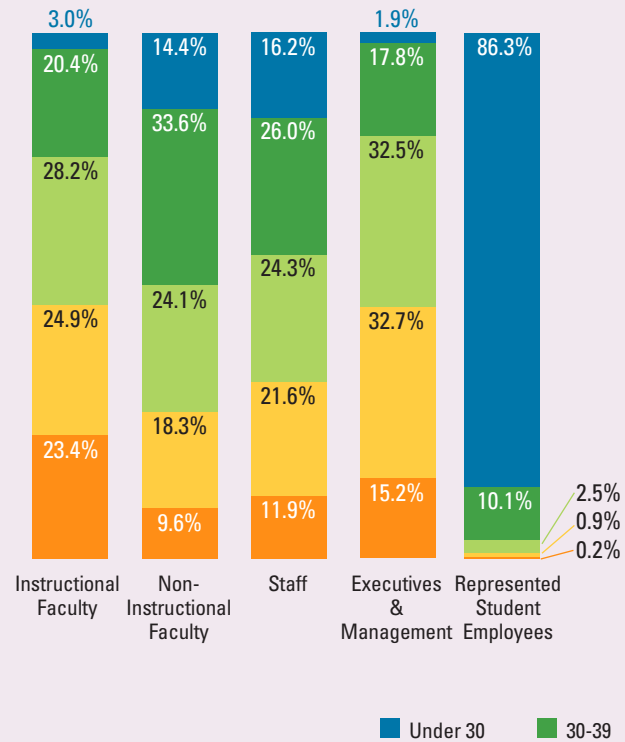
YEAR	EMPLOYEE GROUP	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
2023	Instructional Faculty	1,328	2,568	4,725	3,951	15,255	27,827
	Non-Instructional Faculty	136	167	130	259	698	1,390
	Staff	1,266	1,496	3,362	7,268	6,848	20,240
	Executives & Management	450	366	623	939	2,407	4,785
	Represented Student Employees	262	755	2,556	2,683	2,859	9,115
	<b>Total</b>		<b>3,442</b>	<b>5,352</b>	<b>11,396</b>	<b>15,100</b>	<b>28,067</b>
2018	Instructional Faculty	1,159	2,325	4,022	3,056	16,572	27,134
	Non-Instructional Faculty	115	137	125	166	748	1,291
	Staff	1,471	1,382	3,277	5,905	8,085	20,120
	Executives & Management	365	279	529	620	2,473	4,266
	Represented Student Employees	331	1,194	2,510	3,331	4,346	11,712
	<b>Total</b>		<b>3,441</b>	<b>5,317</b>	<b>10,463</b>	<b>13,078</b>	<b>32,224</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
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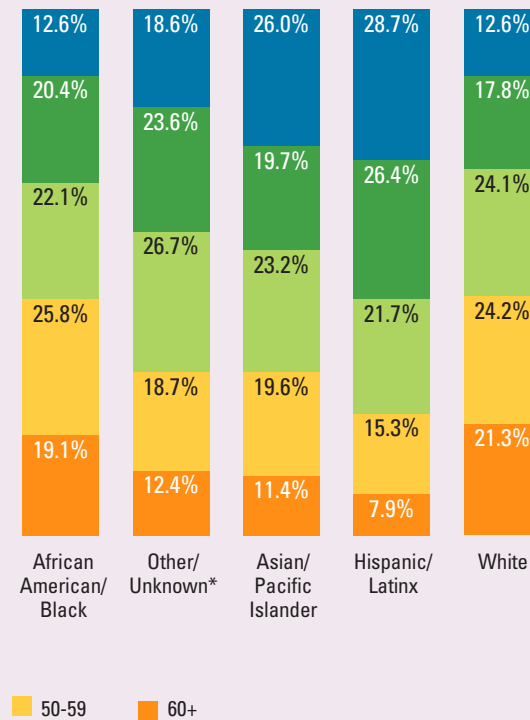


# AGE DISTRIBUTION OF CSU EMPLOYEES

**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2023**



**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2023**



Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
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**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2023**

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	836	3.0%	200	14.4%	3,277	16.2%	89	1.9%	7,866	86.3%	12,268	19.4%
30-39	5,690	20.4%	467	33.6%	5,258	26.0%	850	17.8%	922	10.1%	13,187	20.8%
40-49	7,854	28.2%	335	24.1%	4,914	24.3%	1,555	32.5%	228	2.5%	14,886	23.5%
50-59	6,937	24.9%	254	18.3%	4,381	21.6%	1,564	32.7%	78	0.9%	13,214	20.9%
60+	6,510	23.4%	134	9.6%	2,410	11.9%	727	15.2%	21	0.2%	9,802	15.5%
<b>Grand Total</b>	<b>27,827</b>	<b>100.0%</b>	<b>1,390</b>	<b>100.0%</b>	<b>20,240</b>	<b>100.0%</b>	<b>4,785</b>	<b>100.0%</b>	<b>9,115</b>	<b>100.0%</b>	<b>63,357</b>	<b>100.0%</b>

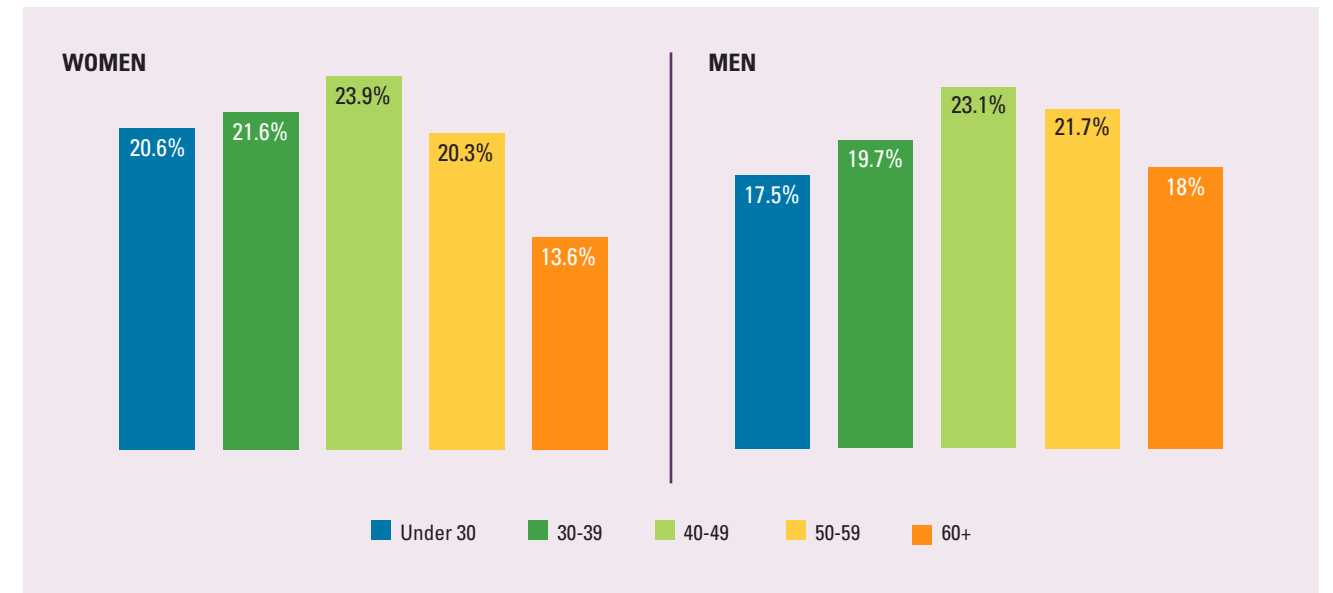
Notes: • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2023**

AGE GROUP	AFRICAN AMERICAN/BLACK		OTHER/UNKNOWN*		ASIAN/PACIFIC ISLANDER		HISPANIC/LATINX		WHITE		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	434	12.6%	996	18.6%	2,968	26.0%	4,332	28.7%	3,538	12.6%	12,268	19.4%
30-39	701	20.4%	1,262	23.6%	2,250	19.7%	3,979	26.4%	4,995	17.8%	13,187	20.8%
40-49	761	22.1%	1,428	26.7%	2,641	23.2%	3,282	21.7%	6,774	24.1%	14,886	23.5%
50-59	888	25.8%	1,000	18.7%	2,234	19.6%	2,313	15.3%	6,779	24.2%	13,214	20.9%
60+	658	19.1%	666	12.4%	1,303	11.4%	1,194	7.9%	5,981	21.3%	9,802	15.5%
<b>Grand Total</b>	<b>3,442</b>	<b>100.0%</b>	<b>5,352</b>	<b>100.0%</b>	<b>11,396</b>	<b>100.0%</b>	<b>15,100</b>	<b>100.0%</b>	<b>28,067</b>	<b>100.0%</b>	<b>63,357</b>	<b>100.0%</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
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**EMPLOYEE DISTRIBUTION BY GENDER AND AGE, FALL 2023**



**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY GENDER AND AGE, FALL 2023**

AGE GROUP	WOMEN		MEN		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Under 30	7,240	20.6%	4,906	17.5%	12,146	19.3%
30-39	7,589	21.6%	5,500	19.7%	13,089	20.7%
40-49	8,390	23.9%	6,459	23.1%	14,849	23.5%
50-59	7,129	20.3%	6,071	21.7%	13,200	20.9%
60+	4,757	13.6%	5,041	18.0%	9,798	15.5%
<b>Grand Total</b>	<b>35,105</b>	<b>100.0%</b>	<b>27,977</b>	<b>100.0%</b>	<b>63,082</b>	<b>100.0%</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.  
 • 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.

Each year, the Wang Family Excellence Award recognizes four outstanding faculty members and one outstanding staff member who, through extraordinary commitment and dedication, have distinguished themselves through exemplary contributions and achievements. Their activities advance the California State University's mission, contribute to student success, bring benefit and credit to the CSU, and enhance the CSU's excellence in teaching, scholarship and service.



### **OUTSTANDING FACULTY INNOVATOR IN STUDENT SUCCESS** **KELLY ANSLEY YOUNG, PH.D.**

**PROFESSOR, BIOLOGICAL SCIENCES**  
**CALIFORNIA STATE UNIVERSITY, LONG BEACH**

During her 20-year tenure, Young has utilized her exceptional teaching skills, knowledge, focused scholarship and student-centered inclusive approach to create faculty pedagogical and mentoring programs that promote student achievement. In the NIH Building Infrastructure Leading to Diversity (BUILD) program, she created two programs to train mentors of research students. Since 2022, over 600 mentors completed the Advanced Inclusive Mentoring (AIM) program. Young has trained

AIM leaders at 11 CSU campuses, with nine of them adopting AIM. All told, AIM mentors will reach an estimated 42,000 to 140,000 students during their careers. As the director of faculty retention for the College of Natural Sciences and Mathematics, Young also developed faculty learning communities and the college's mentoring program. Moreover, in her yearlong appointment as faculty director of the Chancellor's Doctoral Incentive Program for the CSU, she enacted key transformations to better serve CSU students earning their doctorates and planning to return to the CSU as faculty.



### **OUTSTANDING FACULTY SCHOLARSHIP** **DANIEL CROCKER, PH.D.**

**PROFESSOR AND CHAIR, BIOLOGY**  
**SONOMA STATE UNIVERSITY**

Crocker has been instrumental in developing the biology master's program and is a world-renowned researcher and expert on how human-created stressors such as noise and contaminants affect the survival and reproduction of thousands of species that live in the oceans. He holds a nearly unparalleled record for successful research funding, bringing in nearly \$8 million in capacity building and transforming the university's biology program—which has also funded more than 40 graduate students.

Many of these students have gone on to earn doctorates and become CSU professors. Crocker's groundbreaking research continues to be recognized by the global scientific community; his research has been cited nearly 10,000 times. He has published more than 230 peer-reviewed papers, including 23 in the past two academic years. Additionally, Crocker is deeply committed to mentoring and training university students in research skills. He has recruited many first-generation students from underserved communities who have gone on to become professors, researchers and teachers.



### **OUTSTANDING FACULTY TEACHING** **ALLYSON TINTIANGCO-CUBALES, PH.D.**

**PROFESSOR, ASIAN AMERICAN STUDIES**  
**SAN FRANCISCO STATE UNIVERSITY**

Tintiango-Cubales has developed and taught nine different undergraduate and graduate courses in Asian American studies and ethnic studies, teaches seminars in the Educational Doctoral Program and supports the teaching of ethnic studies each semester to more than 150 students in the Step to College program. She has served as an advisor for the department's B.A. majors and minors, and as the coordinator for the Asian American Studies Master of Arts Program. As an advisor, she has been a chair

and/or committee member on more than 70 master's thesis committees and she has sat on and/or chaired 40 dissertations in the doctoral program in education both within and outside of SFSU. She has frequently credited with helping to illuminate a pathway for working-class and first-generation students, and her work in critical pedagogy and ethnic studies education has been widely published. Additionally, Tintiango-Cubales has used her expertise to transform the K-12 ethnic studies curriculum at local, state and national levels.



### **OUTSTANDING FACULTY SERVICE** **CHARLES TOOMBS, PH.D.**

**PROFESSOR, AFRICANA STUDIES**  
**SAN DIEGO STATE UNIVERSITY**

Over his nearly 30 years at the university, he has chaired the Department of Africana Studies twice and served on and chaired committees relating to personnel, tenure and promotion, curriculum, scholarship and academic planning for both the department and college. He's also served on general education and student success committees, and various task forces and initiatives dedicated to underrepresented faculty. He is president of the California Faculty Association, the largest higher education faculty union in the United

States, and is a vice president of SEIU California. Toombs supports students' understanding of the world through a cultural and social justice lens, while engaging directly with underrepresented communities throughout California. He has earned praise for his ability to connect theoretical material to a practical understanding of the community and the issues that students and faculty face. For Toombs, realizing a just and equitable future is not an abstract concept; it is a goal that he strives to carry out every day.



### **OUTSTANDING STAFF PERFORMANCE** **JOHN CROCKETT, PH.D.**

**ASSOCIATE VICE PRESIDENT, RESEARCH ADVANCEMENT**  
**SAN DIEGO STATE UNIVERSITY**

Crockett has invigorated the university's research organization by determining what objectively measurable and functional contributions will leverage San Diego State's scholars' intrinsic excellence. As a result, San Diego State's research activity has increased by more than 40% in just five years. Crockett's participation with other CSU chief research officers includes giving presentations on how to recognize faculty and support their scholarly activities, and how to form teams. He has also worked to foster the

expertise of early-career faculty at SDSU, and with his team, has supported the training of more than 300 new faculty members and many more graduate students and postdoctoral fellows. With an emphasis on equity, he and his team received NSF funding for and designed an intervention focused on preparing early-career scholars to contribute equitably within science teams and be credited for their contributions. Crockett has been acknowledged by his colleagues for his deep commitment to service leadership and professional growth.



The California State University is consistently renowned for its academic excellence and contributions to the public good. Each year, the 23 CSU campuses have received accolades for providing quality education, ensuring accessibility and affordability, and serving as an engine of social mobility.

21 CSU campuses designated as an **HISPANIC-SERVING INSTITUTION (HSI)** and 14 designated as an **ASIAN AMERICAN, NATIVE AMERICAN, PACIFIC ISLANDER INSTITUTION**<sup>6</sup>

22 CSU campuses named among **AMERICA'S TOP COLLEGES**

INSTITUTIONS DELIVERING TOP ACADEMICS, BEST EXPERIENCES, CAREER SUCCESS & LOWEST DEBT<sup>4</sup>

All 23 CSU campuses rank among the **"BEST COLLEGES IN AMERICA"** FOR QUALITY, AFFORDABILITY AND FUTURE CAREER EARNINGS<sup>2</sup>

8 CSU campuses earn the **SEAL OF EXCELENCIA CERTIFICATION** FOR INTENTIONALLY SERVING LATINOS AND DEMONSTRATING POSITIVE STUDENT OUTCOMES<sup>8</sup>

All 23 campuses are considered a **"BEST BANG FOR THE BUCK"** FOR SOCIAL MOBILITY, RESEARCH & PROMOTING PUBLIC SERVICE<sup>1</sup>



**1**  
IN EVERY  
**20**

AMERICANS WITH A COLLEGE DEGREE EARNED IT AT THE CSU<sup>6</sup>

**209,400 JOBS** sustained and \$10.3 billion in **LABOR INCOME GENERATED BY THE CSU IN THE STATE OF CALIFORNIA**<sup>7</sup>



National rankings highlight the **TRANSFORMATIVE POWER** of a CSU degree to improving students' lives. THE CSU DOMINATES RANKINGS WITH 9 CAMPUSES IN TOP 20<sup>5</sup>

15 campuses among the 20 **TOP PUBLIC SCHOOLS** OF REGIONAL UNIVERSITIES IN THE WEST<sup>9</sup>

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



The CSU provides a return of nearly **\$7 FOR EVERY \$1** INVESTED BY CALIFORNIA<sup>7</sup>

9 campuses in Top 20 and 6 in the Top 10 for **BEST COLLEGES FOR VETERANS**<sup>9</sup>

9 CSU campuses are among Top 20 performers for **SOCIAL MOBILITY** FOR AFFORDABILITY, GRADUATION RATES, LOW-INCOME STUDENTS & POSTGRAD SALARIES<sup>3</sup>

15 campuses rank as a **TOP MASTER'S INSTITUTION** BASED ON CONTRIBUTIONS TO THE PUBLIC GOOD IN SOCIAL MOBILITY, RESEARCH AND PROMOTING PUBLIC SERVICE<sup>1</sup>

<sup>1</sup> Washington Monthly's 2023 College Rankings/West (August 2023)  
<sup>2</sup> Money's "Best Colleges In America" (May 2023)  
<sup>3</sup> Wall Street Journal's Top U.S. Colleges for Delivering Social Mobility (September 2023)  
<sup>4</sup> Forbe's "America's Top Colleges" (August 2023)

<sup>5</sup> Payscale CollegeNET's "2023 Social Mobility Index" (December 2023)  
<sup>6</sup> CSU Office of the Chancellor's Department of Institutional Research & Analyses  
<sup>7</sup> The Economic Impact of the California State University Study (April 2021)  
<sup>8</sup> Excelencia in Education (2023)  
<sup>9</sup> U.S. News & World Report 2024 Best Colleges (September 2023)



## JAIME HANNANS, PH.D.

**ASSOCIATE DEAN OF EXTENDED UNIVERSITY, PROFESSOR OF NURSING  
CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS**

As an associate dean, Hannans provides opportunities for lifelong learning and programs that improve quality of life for her students, but she's been teaching nursing clinical, classroom and lab courses since 2009. Her extraordinary background includes hands-on hospital-based critical care nursing, home health nursing, teaching and learning, simulation and technology. Hannans launched the VR labs in 2018, an immersive learning system simulating physical problems and/or chronic disease or illness faced by aging adults and utilizes mixed reality technology to train students how to navigate difficult end-of-life conversations. In 2018 she received a CSU Faculty Innovation and Leadership Award, and in 2019 she was named Ventura County Leadership Academy Educational Leader of the Year. One thing has been constant for Hannans: the CSU. "I'm passionate about helping people—students and patients," she says. "I received my education through the CSU system and now I am able to give back to those who are achieving their educational goals in the CSU."



## BIANCA R. MOTHÉ, PH.D.

**PROFESSOR OF BIOLOGICAL SCIENCES, DIRECTOR CSU STUDENT SUCCESS NETWORK  
AND CO-DIRECTOR MIDDLE LEADERSHIP ACADEMY  
CALIFORNIA STATE UNIVERSITY SAN MARCOS**

Mothé's curiosity about the immune system led to her expertise in immunology and vaccine design. She's now a prominent researcher who has designed novel vaccines for rapidly mutating pathogens, including HIV and SIV. At CSUSM, she's created highly engaging experiences through research and trained peers and colleagues to prioritize student success. Mothé was a Fulbright Scholar and received a Research Award for CSUSM in

2010/2022. She was appointed a permanent member of the National Institutes of Health Vaccines Against Microbial Diseases Study Section in 2014, which reviews grant proposals and makes funding recommendations. In 2023 she was honored with an Andreoli Faculty Service Award for CSUBIOTECH, which acknowledges CSU faculty who've demonstrated the highest level of service to the biotechnology community. "I want to create opportunities for underrepresented students to engage in cutting-edge science," Mothé says. "As a scientist, this requires staying connected and fostering collaborations with other scientists. As an educator, this involves exposing students and allowing them to immerse themselves in science."



## ROBERT SCHUG, PH.D.

**ASSOCIATE PROFESSOR, CRIMINOLOGY, CRIMINAL JUSTICE & FORENSIC PSYCHOLOGY  
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

A real-life criminal mind scientist, Schug focuses on understanding the relationship between extreme forms of psychopathology and antisocial, criminal and violent behavior from a biopsychosocial perspective. The neurocriminologist and clinical psychologist has pioneered an innovative approach to study etiological factors and brain functioning in multiple homicide offenders, along with the multilevel personality assessment of individuals characterized by extreme and repetitive violence. Schug has a doctorate in psychology

(clinical neurosciences) along with a doctoral respecialization in clinical psychology. He has extensive clinical training as a forensic psychologist. He has authored numerous empirical articles, book chapters and a leading textbook on mental illness and crime. Schug has a private practice focusing on forensic assessment and is part of a prestigious panel of psychologists and psychiatrists for the Los Angeles Superior Court to give expert testimony in court cases. "I'm fortunate to teach and conduct research on criminology and be an actual practitioner in the criminal justice system—it's the best of both worlds," Schug says.



## FARZAD SHAHBODAGHLOU, PH.D.

**PROFESSOR AND FOUNDING DIRECTOR, CIVIL ENGINEERING AND  
CONSTRUCTION MANAGEMENT  
CALIFORNIA STATE UNIVERSITY, EAST BAY**

Shahbodaghlu has over three decades of experience as an academician, practitioner and consultant in the construction industry. He founded Cal State East Bay's Civil Engineering & Construction Management Program in 2009 and considers its growth to more than 300 students his greatest accomplishment. A new civil engineering program was inaugurated this fall, and a biannual career fair has increased to over 50 companies.

He serves as a graduate coordinator and is the self-appointed career advisor and mentor for students in his programs. For the past decade, Shahbodaghlu has led the Discover Engineering Residential Summer Camp, which provides high school students with hands-on education and access to industry experts. In 2002 he was recognized by the Construction Management Association of America with Educator of the Year and Nor-Cal President's Awards. "The messages I receive from students, alumni and employers in the construction industry on how our program has changed lives and made an impact is most gratifying to me," says Shahbodaghlu. "I am most honored to be in this position."

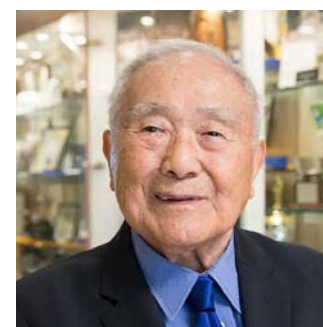


## NANDI SOJOURNER CROSBY, PH.D.

**PROFESSOR, SOCIOLOGY, MULTICULTURAL AND GENDER STUDIES  
CALIFORNIA STATE UNIVERSITY, CHICO**

Crosby changed her name to reflect her beliefs, heritage and outlook on the world. Her academic career and interests include gender and sexuality, race, women's studies and multiculturalism. Acknowledged as a passionate and charismatic teacher, she was awarded a CSU Outstanding Teacher Award in 2016. Crosby employs active learning—which engages all students to be successful—using pop culture and current media to challenge students' assumptions and push them past easy answers or

personal opinions. "I want to help students become more empowered, and to engage in society so they have the language, perspective, understanding, passion and compassion around equity issues," she says. Crosby's commitment to social justice is evident in the books she has published, including "This Side of My Struggle," a collection of stories from prisoners about their incarceration. And her latest book, "Prisoners I Once Loved: A Memoir," is about experiences she has had with prisoners, including volunteer work, friendships, pen pals and a marriage.



## YOSHIHIRO "YOSH" UCHIDA

**PROFESSOR, KINESIOLOGY AND JUDO COACH  
SAN JOSÉ STATE UNIVERSITY**

Uchida has a celebrated life as a coach, educator, mentor and student advocate. Internationally recognized as the grandfather of American judo, he began coaching judo as a student in 1940. After serving in World War II, he returned in 1946 and has been an integral contributor to his alma mater for more than 75 years. In 1962 he organized the first National Collegiate Judo Association (NJCA) Championships, in which the Spartans won the first 17 team titles and now possess more than 50. During the 1964 Tokyo

Olympics, he coached the U.S. judo team to a bronze medal. He has trained domestic and international Olympic athletes, attending more than 10 Olympic Games as a coach or mentor. Now 103 years old, he remains a revered member of San José State, as exemplified by Uchida Hall, the building and judo team dojo bearing his name. "We are on this earth for a short period of time, and we want to leave a better world for future generations," Uchida says. SJSU has dominated the sport nationally and has won more competitions than the rest of the country combined.





# CSU FACULTY

Fall 2023

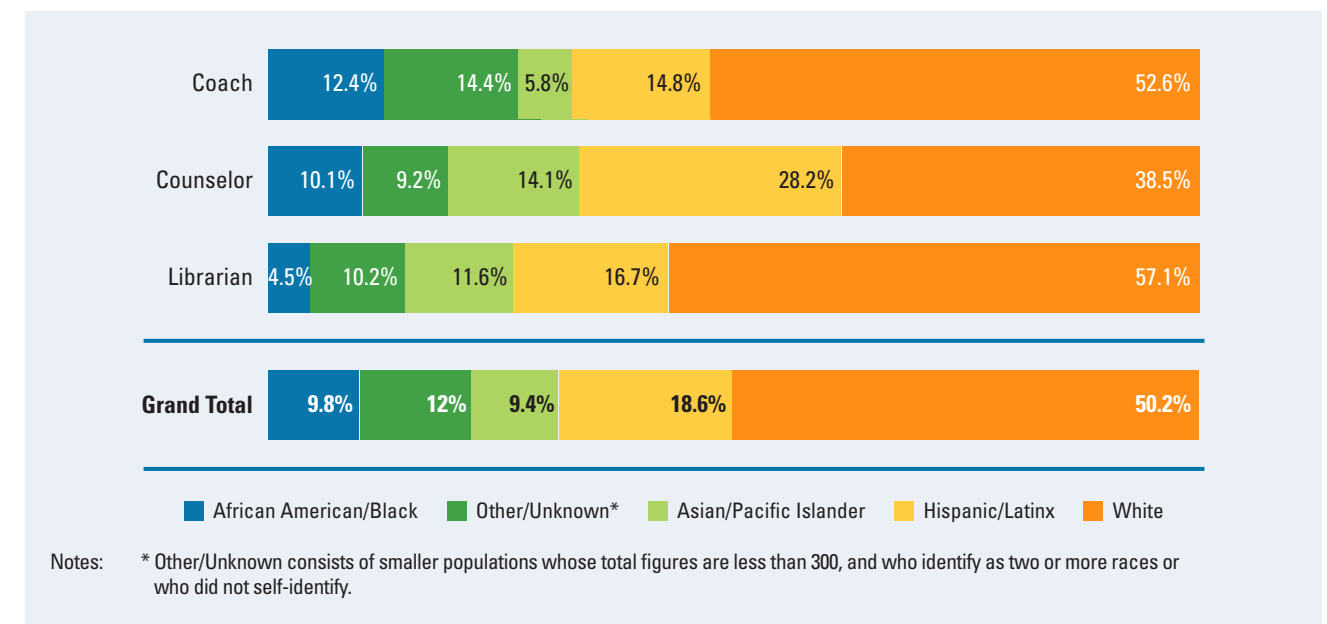
The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs 27,827 instructional faculty members and 1,390 non-instructional faculty members, which represent the majority of CSU employees. Of the 13,624 full-time faculty, 77.1 percent are tenured or tenure-track. Of full-time faculty employed by the CSU, 4,556 are tenured full professors.

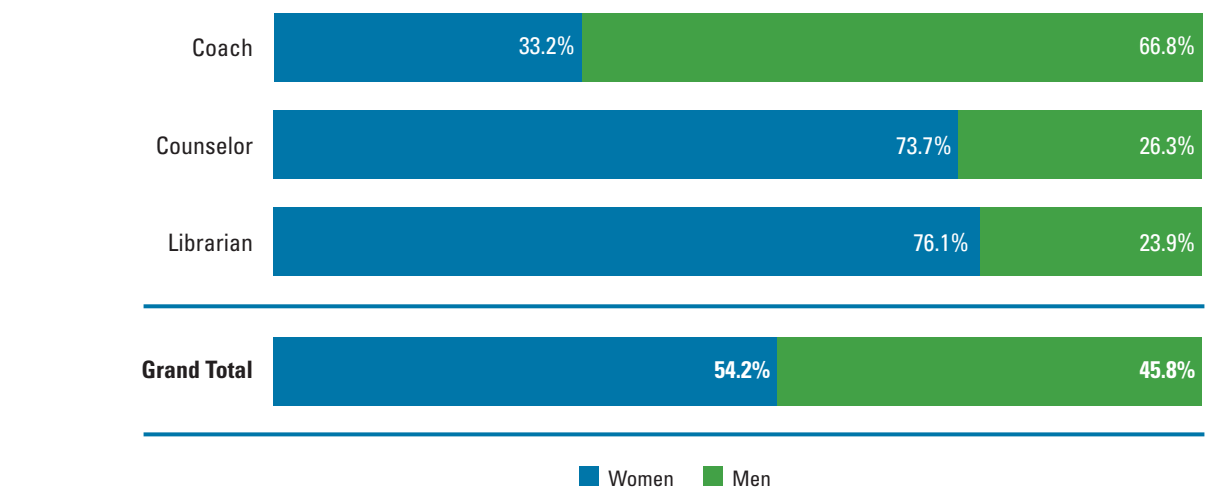
The CSU continues to make strides in diversifying the faculty population to better represent the composition of the student body and the California population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members ensure 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 2023



NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY GENDER, FALL 2023

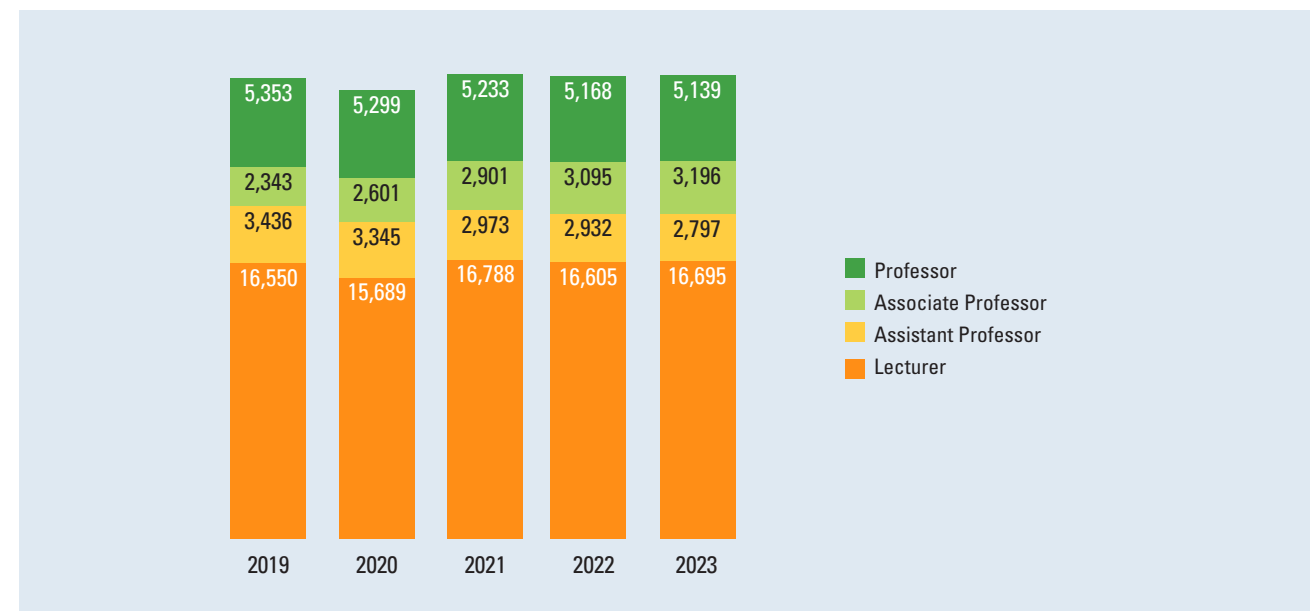


### NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY, FALL 2023

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Coach	African American/Black	36.5%	63.5%
	Other/Unknown*	32.3%	67.7%
	Asian/Pacific Islander	50%	50%
	Hispanic/Latinx	37.3%	62.7%
	White	29.6%	70.4%
	<b>Total</b>	<b>33.2%</b>	<b>66.8%</b>
Counselor	African American/Black	68.6%	31.4%
	Other/Unknown*	65.6%	34.4%
	Asian/Pacific Islander	81.6%	18.4%
	Hispanic/Latinx	72.4%	27.6%
	White	75.0%	25.0%
	<b>Total</b>	<b>73.7%</b>	<b>26.3%</b>
Librarian	African American/Black	81.3%	18.8%
	Other/Unknown*	81.8%	18.2%
	Asian/Pacific Islander	87.8%	12.2%
	Hispanic/Latinx	79.3%	20.7%
	White	71.5%	28.5%
	<b>Total</b>	<b>76.1%</b>	<b>23.9%</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
 • Due to small population, nonbinary and unknown gender are not reported above.

### INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2019 TO FALL 2023



### INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND RACE/ETHNICITY, FALL 2023 AND FALL 2018

YEAR	FACULTY RANK	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
2023	Professor	154	253	1,083	475	3,174	5,139
	Associate Professor	156	297	675	350	1,718	3,196
	Assistant Professor	193	316	754	445	1,089	2,797
	<b>Tenure-Track Subtotal</b>	<b>503</b>	<b>866</b>	<b>2,512</b>	<b>1,270</b>	<b>5,981</b>	<b>11,132</b>
	Lecturer	825	1,702	2,213	2,681	9,274	16,695
	<b>Total</b>	<b>1,328</b>	<b>2,568</b>	<b>4,725</b>	<b>3,951</b>	<b>15,255</b>	<b>27,827</b>
2018	Professor	168	224	968	466	3,507	5,333
	Associate Professor	101	149	493	226	1,290	2,259
	Assistant Professor	175	370	718	371	1,777	3,411
	<b>Tenure-Track Subtotal</b>	<b>444</b>	<b>743</b>	<b>2,179</b>	<b>1,063</b>	<b>6,574</b>	<b>11,003</b>
	Lecturer	715	1,582	1,843	1,993	9,998	16,131
	<b>Total</b>	<b>1,159</b>	<b>2,325</b>	<b>4,022</b>	<b>3,056</b>	<b>16,572</b>	<b>27,134</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.

### INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND GENDER, FALL 2023 AND FALL 2018

YEAR	FACULTY RANK	WOMEN	MEN	GRAND TOTAL
2023	Professor	2,263	2,876	5,139
	Associate Professor	1,664	1,532	3,196
	Assistant Professor	1,595	1,183	2,778
	<b>Total</b>	<b>5,522</b>	<b>5,591</b>	<b>11,113</b>
	Lecturer	9,207	7,424	16,631
	<b>Total</b>	<b>14,729</b>	<b>13,015</b>	<b>27,744</b>
2018	Professor	2,234	3,099	5,333
	Associate Professor	1,126	1,133	2,259
	Assistant Professor	1,841	1,570	3,411
	<b>Total</b>	<b>5,201</b>	<b>5,802</b>	<b>11,003</b>
	Lecturer	8,816	7,311	16,127
	<b>Total</b>	<b>14,017</b>	<b>13,113</b>	<b>27,130</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.



**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2023 AND FALL 2018**

YEAR	TENURE STATUS	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL	% OF GRAND TOTAL
2023	Tenured	306	536	1,738	821	4,846	8,247	29.6%
	Probationary	197	330	774	449	1,135	2,885	10.4%
	<b>Tenure-Track Subtotal</b>	<b>503</b>	<b>866</b>	<b>2,512</b>	<b>1,270</b>	<b>5,981</b>	<b>11,132</b>	<b>40.0%</b>
	Temporary	825	1,702	2,213	2,681	9,274	16,695	60.0%
	<b>Total</b>	<b>1,328</b>	<b>2,568</b>	<b>4,725</b>	<b>3,951</b>	<b>15,255</b>	<b>27,827</b>	<b>100.0%</b>
2018	Tenured	256	359	1,415	675	4,670	7,375	27.2%
	Probationary	188	384	764	388	1,904	3,628	13.4%
	<b>Tenure-Track Subtotal</b>	<b>444</b>	<b>743</b>	<b>2,179</b>	<b>1,063</b>	<b>6,574</b>	<b>11,003</b>	<b>40.6%</b>
	Temporary	715	1,582	1,843	1,993	9,998	16,131	59.4%
	<b>Total</b>	<b>1,159</b>	<b>2,325</b>	<b>4,022</b>	<b>3,056</b>	<b>16,572</b>	<b>27,134</b>	<b>100.0%</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2023 AND FALL 2018**

YEAR	TENURE STATUS	WOMEN	MEN	GRAND TOTAL	% OF GRAND TOTAL
2023	Tenured	3,884	4,363	8,247	29.7%
	Probationary	1,638	1,228	2,866	10.3%
	<b>Tenure-Track Subtotal</b>	<b>5,522</b>	<b>5,591</b>	<b>11,113</b>	<b>40.1%</b>
	Temporary	9,207	7,424	16,631	59.9%
	<b>Total</b>	<b>14,729</b>	<b>13,015</b>	<b>27,744</b>	<b>100.0%</b>
2018	Tenured	3,259	4,116	7,375	27.2%
	Probationary	1,942	1,686	3,628	13.4%
	<b>Tenure-Track Subtotal</b>	<b>5,201</b>	<b>5,802</b>	<b>11,003</b>	<b>40.6%</b>
	Temporary	8,816	7,311	16,127	59.4%
	<b>Total</b>	<b>14,017</b>	<b>13,113</b>	<b>27,130</b>	<b>100.0%</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2023**

TENURE STATUS	GENDER	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
Tenured	Female	159	266	856	375	2,228	3,884
	Male	147	270	882	446	2,618	4,363
	<b>Total</b>	<b>306</b>	<b>536</b>	<b>1,738</b>	<b>821</b>	<b>4,846</b>	<b>8,247</b>
Probationary	Female	103	179	434	241	681	1,638
	Male	93	148	335	206	446	1,228
	<b>Total</b>	<b>196</b>	<b>327</b>	<b>769</b>	<b>447</b>	<b>1,127</b>	<b>2,866</b>
<b>Tenure-Track Subtotal</b>	Female	262	445	1,290	616	2,909	5,522
	Male	240	418	1,217	652	3,064	5,591
	<b>Total</b>	<b>502</b>	<b>863</b>	<b>2,507</b>	<b>1,268</b>	<b>5,973</b>	<b>11,113</b>
Temporary	Female	495	904	1,168	1,523	5,117	9,207
	Male	329	784	1,039	1,145	4,127	7,424
	<b>Total</b>	<b>824</b>	<b>1,688</b>	<b>2,207</b>	<b>2,668</b>	<b>9,244</b>	<b>16,631</b>
<b>Total</b>	Female	757	1,349	2,458	2,139	8,026	14,729
	Male	569	1,202	2,256	1,797	7,191	13,015
	<b>Total</b>	<b>1,326</b>	<b>2,551</b>	<b>4,714</b>	<b>3,936</b>	<b>15,217</b>	<b>27,744</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.

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**INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY, FALL 2023**

EMPLOYEE GROUP	RACE/ETHNICITY	WOMEN	MEN
Professor	African American/Black	49.4%	50.6%
	Other/Unknown*	41.5%	58.5%
	Asian/Pacific Islander	46.5%	53.5%
	Hispanic/Latinx	42.3%	57.7%
	White	43.4%	56.6%
	<b>Total</b>	<b>44.0%</b>	<b>56.0%</b>
Associate Professor	African American/Black	54.5%	45.5%
	Other/Unknown*	56.2%	43.8%
	Asian/Pacific Islander	53.2%	46.8%
	Hispanic/Latinx	50.6%	49.4%
	White	51.0%	49.0%
<b>Total</b>	<b>52.1%</b>	<b>47.9%</b>	
Assistant Professor	African American/Black	52.6%	47.4%
	Other/Unknown*	55.3%	44.7%
	Asian/Pacific Islander	57.0%	43.0%
	Hispanic/Latinx	53.7%	46.3%
	White	60.7%	39.3%
<b>Total</b>	<b>57.4%</b>	<b>42.6%</b>	
Lecturer	African American/Black	60.1%	39.9%
	Other/Unknown*	53.6%	46.4%
	Asian/Pacific Islander	52.9%	47.1%
	Hispanic/Latinx	57.1%	42.9%
	White	55.4%	44.6%
<b>Total</b>	<b>55.4%</b>	<b>44.6%</b>	

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## TENURE STATUS

### TENURE-TRACK INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2023

FACULTY RANK	ALL FACULTY	TENURED HEAD COUNT	% TENURED IN RANK
Professor	5,139	5,119	99.6%
Associate Professor	3,196	3,099	97.0%
Assistant Professor	2,797	29	1.0%
<b>Total</b>	<b>11,132</b>	<b>8,247</b>	<b>74.1%</b>

### INSTRUCTIONAL FACULTY WITH DOCTORATE HEAD COUNT BY RANK, FALL 2023

FACULTY RANK	ALL FACULTY	DOCTORATE HEAD COUNT	% DOCTORATE IN RANK
Professor	5,139	4,706	91.6%
Associate Professor	3,196	2,919	91.3%
Assistant Professor	2,797	2,447	87.5%
<b>Tenure-Track Subtotal</b>	<b>11,132</b>	<b>10,072</b>	<b>90.5%</b>
Lecturer	16,695	4,689	28.1%
<b>Total</b>	<b>27,827</b>	<b>14,761</b>	<b>53.0%</b>

### INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2023 AND FALL 2018

YEAR	TENURE STATUS	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
2023	Tenured	306	536	1,738	821	4,846	8,247
	Probationary	197	330	774	449	1,135	2,885
	Temporary	825	1,702	2,213	2,681	9,274	16,695
	<b>Total</b>	<b>1,328</b>	<b>2,568</b>	<b>4,725</b>	<b>3,951</b>	<b>15,255</b>	<b>27,827</b>
2018	Tenured	256	359	1,415	675	4,670	7,375
	Probationary	188	384	764	388	1,904	3,628
	Temporary	715	1,582	1,843	1,993	9,998	16,131
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2023	Tenured	3,884	4,363	8,247
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	<b>Total</b>	<b>14,729</b>	<b>13,015</b>	<b>27,744</b>
2018	Tenured	3,259	4,116	7,375
	Probationary	1,942	1,686	3,628
	Temporary	8,816	7,311	16,127
	<b>Total</b>	<b>14,017</b>	<b>13,113</b>	<b>27,130</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.

## NEW FACULTY

### NEW TENURE-TRACK INSTRUCTIONAL FACULTY, FALL 2019 AND FALL 2023

	2019	2020	2021	2022	2023
Searches	789	884	390	889	778
Appointments	665	679	328	763	632
Success Rate	84%	77%	84%	86%	81%

Note: Includes appointments to tenure-track instructional faculty positions scheduled to begin service for a given academic year, as reported by campuses in the annual CSU Faculty Recruitment Survey. Appointees may have previously held tenure-track appointments elsewhere in the CSU, temporary appointments at the reporting campus, or temporary appointments at other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.

## PROMOTIONS AND TENURE

### TENURE-TRACK INSTRUCTIONAL FACULTY PROMOTIONS, FALL 2019 AND FALL 2023

RANK	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023
Full Professor	324	263	214	293	335
Associate Professor	432	560	538	557	542
<b>Total</b>	<b>756</b>	<b>823</b>	<b>752</b>	<b>850</b>	<b>877</b>

Notes: Includes all tenure-track instructional faculty promotions as of 10/31/23.

### TENURE-TRACK INSTRUCTIONAL FACULTY GRANTED TENURE, FALL 2019 AND FALL 2023

RANK	FALL 2019	FALL 2020	FALL 2021	FALL 2022	FALL 2023
<b>Total</b>	<b>459</b>	<b>584</b>	<b>619</b>	<b>584</b>	<b>555</b>

Notes: Includes all tenure-track instructional faculty granted tenure as of 10/31/23.



## SEPARATIONS

### SEPARATIONS AMONG FULL-TIME TENURE-TRACK INSTRUCTIONAL FACULTY BY CAUSE AND APPOINTMENT STATUS, FALL 2019 TO FALL 2023

SEPARATION AS OF TERM	TENURE STATUS	FULL-TIME HEAD COUNT, AS OF PREVIOUS FALL	DEATH		NOT REIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%
Fall 2023	Tenured	7,476	10	0.13%	2	0.0%	77	1.0%	335	4.5%	424	5.7%
	Probationary	3,027			5	0.2%	167	5.5%	9	0.3%	181	6.0%
	<b>Total</b>	<b>10,503</b>	<b>10</b>	<b>0.13%</b>	<b>7</b>	<b>0.2%</b>	<b>244</b>	<b>6.5%</b>	<b>344</b>	<b>4.8%</b>	<b>605</b>	<b>11.7%</b>
Fall 2022	Tenured	7,299	11	0.15%			74	1.0%	288	3.9%	373	5.1%
	Probationary	3,074	1	0.03%	9	0.3%	153	5.0%	4	0.1%	167	5.4%
	<b>Total</b>	<b>10,373</b>	<b>12</b>	<b>0.18%</b>	<b>9</b>	<b>0.3%</b>	<b>227</b>	<b>6.0%</b>	<b>292</b>	<b>4.1%</b>	<b>540</b>	<b>10.5%</b>
Fall 2021	Tenured	7,107	8	0.11%	2	0.0%	50	0.7%	305	4.3%	365	5.1%
	Probationary	3,467	1	0.03%	15	0.4%	98	2.8%	13	0.4%	127	3.7%
	<b>Total</b>	<b>10,574</b>	<b>9</b>	<b>0.14%</b>	<b>17</b>	<b>0.5%</b>	<b>148</b>	<b>3.5%</b>	<b>318</b>	<b>4.7%</b>	<b>492</b>	<b>8.8%</b>
Fall 2020	Tenured	6,944	9	0.13%	1	0.0%	44	0.6%	358	5.2%	412	5.9%
	Probationary	3,584			9	0.3%	111	3.1%	4	0.1%	124	3.5%
	<b>Total</b>	<b>10,528</b>	<b>9</b>	<b>0.13%</b>	<b>10</b>	<b>0.3%</b>	<b>155</b>	<b>3.7%</b>	<b>362</b>	<b>5.3%</b>	<b>536</b>	<b>9.4%</b>
Fall 2019	Tenured	6,849	13	0.19%	2	0.0%	41	0.6%	338	4.9%	394	5.8%
	Probationary	3,585	2	0.06%	11	0.3%	119	3.3%	15	0.4%	147	4.1%
	<b>Total</b>	<b>10,434</b>	<b>15</b>	<b>0.25%</b>	<b>13</b>	<b>0.3%</b>	<b>160</b>	<b>3.9%</b>	<b>353</b>	<b>5.4%</b>	<b>541</b>	<b>9.9%</b>

Notes: Note: Includes separations for full-time tenure-track instructional faculty positions as of 10/31/23. Retiring faculty who enter FERP are included, but FERP faculty who exit the program are not included.

## CAMPUS

### INSTRUCTIONAL FACULTY HEAD COUNT BY CAMPUS AND RANK, FALL 2023

CAMPUS	TENURE TRACK				LECTURER	ALL INSTRUCTIONAL FACULTY
	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	OVERALL		
Bakersfield	81	82	85	248	378	626
Channel Islands	60	60	47	167	242	409
Chico	199	131	94	424	436	860
Dominguez Hills	132	90	92	314	603	917
East Bay	146	106	98	350	459	809
Fresno	251	202	139	592	911	1,503
Fullerton	400	249	155	804	1,325	2,129
Humboldt	111	70	55	236	277	513
Long Beach	421	231	211	863	1,583	2,446
Los Angeles	263	136	177	576	1,058	1,634
Maritime	18	18	13	49	31	80
Monterey Bay	76	67	45	188	295	483
Northridge	448	195	144	787	1,273	2,060
Pomona	262	163	154	579	858	1,437
Sacramento	330	189	205	724	1,040	1,764
San Bernardino	210	121	130	461	676	1,137
San Diego	340	257	220	817	1,239	2,056
San Francisco	350	189	147	686	919	1,605
San José	307	196	231	734	1,253	1,987
San Luis Obispo	360	192	159	711	637	1,348
San Marcos	113	98	89	300	568	868
Sonoma	115	65	31	211	247	458
Stanislaus	146	89	76	311	387	698
<b>Systemwide</b>	<b>5,139</b>	<b>3,196</b>	<b>2,797</b>	<b>11,132</b>	<b>16,695</b>	<b>27,827</b>

## SALARY

### INSTRUCTIONAL FACULTY HEAD COUNT AND AVERAGE SALARY BY RANK AND APPOINTMENT TYPE, FALL 2023

TIME BASE	FACULTY RANK	ACADEMIC YEAR HEAD COUNT	ACADEMIC YEAR AVERAGE SALARY	12-MONTH HEAD COUNT	12-MONTH AVERAGE SALARY
Full-Time	Professor	4,033	\$122,683	542	\$152,262
	Associate Professor	3,020	\$105,243	117	\$126,411
	Assistant Professor	2,763	\$90,996	26	\$106,020
	Lecturer	2,973	\$72,296	150	\$95,932
	<b>Total</b>	<b>12,789</b>	<b>\$100,006</b>	<b>835</b>	<b>\$137,081</b>
Part-Time	Professor	562	\$125,956	2	\$147,612
	Associate Professor	58	\$105,656	1	\$114,096
	Assistant Professor	8	\$84,792		
	Lecturer	13,539	\$64,787	33	\$103,792
	<b>Total</b>	<b>14,167</b>	<b>\$67,392</b>	<b>36</b>	<b>\$106,513</b>
<b>All Time Bases</b>		<b>26,956</b>	<b>\$82,865</b>	<b>871</b>	<b>\$135,817</b>





## MAXIMA ALEXANDRA

**STUDENT SUPERVISOR, HUMAN RESOURCES  
2023 CSU STUDENT TRUSTEES' AWARD WINNER  
CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY**

Alexandra is a student at Cal Maritime pursuing a bachelor's degree in marine transportation and a Third Mate Unlimited License with the United States Coast Guard. As a woman of color in a male-dominated industry, she has faced—and overcome—her share of isolation and inequity. Whenever she isn't deck-handing or in class, Alexandra can be found working as a student supervisor in the university's

Human Resources department or helping fellow students by hemming their uniforms and trimming their hair. This fall she received the CSU Trustees' Award for Outstanding Achievement, the highest student distinction within the university. "I'm so incredibly grateful," Alexandra says. "I feel there's no better way to exhibit leadership than by demonstrating an ability to work effectively with others." She is looking forward to sailing with her Third Mate's License as soon as she graduates and hopes to eventually earn an Unlimited Tonnage Captain's License.



## DEA ARMSTRONG

**STUDENT AND MARKETING ASSISTANT, CSUSB SCENE SHOP  
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

Armstrong is the first Cal State San Bernardino student to be awarded first place in the undergraduate research competition for the prestigious S. Randolph Edmonds Young Scholars Award, for her paper "First Person Accounts and the Importance of William Wells Brown's Work." She presented an abstract from her paper at the annual Black Theatre Network Conference's awards ceremony, who sponsors the national competition, and will have the opportunity for her work to be featured in

its publication, the Black Theatre Review. Armstrong has worked in all areas of theater but interested in backstage and technical work. She is employed as a student assistant in the CSUSB scene shop and has worked at the Redlands Theatre Festival. "I believe the most important thing about research and scholarship competition is passion and curiosity, which sort of go hand in hand," Armstrong says. "Love something enough and have enough curiosity to pour that love into it."



## ALI FAKHRUDIN DADAWALLA

**CHEMISTRY TUTOR, LEARNING CENTER  
2023 STUDENT TRUSTEES' AWARD WINNER  
CALIFORNIA STATE UNIVERSITY, FRESNO**

Dadawalla was inspired to study neuroscience after watching a family friend struggle with Parkinson's disease, so he helped create the major at Fresno State. The honors student and President's Scholar has worked in research labs and presented his findings across California on several neurodegenerative diseases. "While my research may not have a direct effect on the vast community of individuals suffering from these

diseases, I know my work can have the impact to aid future researchers in conducting potentially life-changing studies," he says. This fall he received the CSU Trustees' Award for Outstanding Achievement, the highest student distinction within the university. In 2022 he received the Paul DeRuosi Memorial Community Service Scholarship in recognition of his extensive volunteerism. Dadawalla works as a chemistry tutor and served on the Deans' Student Advisory Circle in the College of Science and Mathematics. He plans to pursue a doctorate and become a physician-scientist in the Central Valley, researching neurodegenerative diseases and treating patients in underserved communities.



## DAMIAN "DJ" GUEST JR.

**STUDENT-ATHLETE ADVISORY COMMISSION REPRESENTATIVE  
NCAA DIVISION II CALIFORNIA COLLEGIATE ATHLETIC ASSOCIATION  
CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS**

Guest has a bachelor's degree from CSUDH in business administration with a human resources management concentration and is currently pursuing an MBA in education. He has worked in Athletics as part of the game management team, as well as the CSUDH Foundation, where he continues to work. This summer, Guest was selected as the first student athlete to be a Student-Athlete Advisory Commission (SAAC) representative

for the NCAA Division II California Collegiate Athletic Association (CCAA). "I am humbled to be able to serve CSUDH and the CCAA as their SAAC representative for (NCAA) Division II," Guest says. "I am always looking to be a part of change in the world and impact people's lives in a positive way. And this opportunity is the perfect way to do that." He aspires to become an athletic director, using his experience and knowledge of athletics, business administration, education and human resources to foster an inclusive culture that supports the well-being and potential of students.

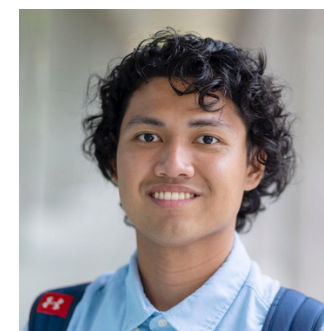


## AMY LA SCALA

**RETENTION ASSISTANT, TITAN CAREER AMBASSADOR AND STUDENT ASSISTANT  
CALIFORNIA STATE UNIVERSITY, FULLERTON**

La Scala attends one of the top HR master's programs in the nation, since graduating with her bachelor's degree in business administration and human resources management. As a CSUF honors student with a near-perfect GPA, she completed the CSU job shadow program and internships, was active in the CSUF Society of Excellence in Human Resources, Business Honors and the Women's Leadership Program. La

Scala worked as a retention assistant at the Business Graduate Office, was a career ambassador at CSUF Career Center, and a student assistant at the Office of the Provost and Academic Affairs. "My student leadership and work experience taught me how to lead a team and manage people by building meaningful relationships," La Scala says. "I also saw how my work impacted my peers, and it was rewarding to help them develop their skills and improve their college experience." She will be working at PepsiCo as a master's of HR intern this summer and aspires to become a corporate HR leader in the organization.



## PATRICK EMMANUEL SANGALANG

**STUDENT MENTOR, VERIZON INNOVATIVE LEARNING STEM ACHIEVERS PROGRAM & PROJECT GEAR UP  
2023 CSU STUDENT TRUSTEES' AWARD WINNER  
CALIFORNIA STATE UNIVERSITY, LOS ANGELES**

Sangalang graduated with a bachelor's degree in computer science, magna cum laude, from Cal State LA and is now pursuing a master's degree. His interest in the field stemmed from his fascination with video games but he didn't get his first exposure to coding until his high school AP computer science class. Sangalang has served as a student mentor

for the Verizon Innovative Learning STEM Achievers program, where he assisted middle schoolers as they learned coding, robotics, 3D printing and augmented reality. Sangalang also led campus tours, was a student panelist and served as a mentor with Project GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs). This fall he received the CSU Trustees' Award for Outstanding Achievement, the highest student distinction within the university. "After graduating from the master's program, I plan on pursuing a career in cybersecurity and getting as much experience and knowledge as possible from that field," he says. "And I eventually would like to build my own company."



Represented by UAW (United Auto Workers), academic student employees make up 14.4% of the CSU's workforce. Represented student employees were not reported in the Employee Profile until 2019.

The CSU also employs more than 22,000 non-represented student employees, which include various types of hourly student assistants. Due to the intermittent nature of non-represented student worker appointments, they're not reported elsewhere in the profile.

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

## REPRESENTED STUDENT EMPLOYEES

REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2023

CAMPUS	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
Bakersfield	*	10	9	50	22	95
Channel Islands	*	6	10	51	40	111
Chico	*	36	54	87	158	337
Dominguez Hills	*	6	37	46	7	99
East Bay	13	23	75	51	42	204
Fresno	11	32	123	197	96	459
Fullerton	9	32	205	163	109	518
Humboldt	*	20	13	48	137	219
Long Beach	20	62	258	237	205	782
Los Angeles	14	10	85	173	56	338
Maritime		*	6	*	16	30
Monterey Bay	*	15	16	40	60	133
Northridge	26	58	142	229	204	659
Pomona	11	21	115	150	82	379
Sacramento	24	54	123	87	141	429
San Bernardino	13	12	62	145	43	275
San Diego	41	105	295	381	533	1,355
San Francisco	20	57	199	161	142	579
San José	24	39	464	74	140	741
San Luis Obispo	*	84	191	121	428	829
San Marcos	7	16	48	65	69	205
Sonoma	*	26	8	50	90	176
Stanislaus	6	27	18	73	39	163
<b>Systemwide</b>	<b>262</b>	<b>755</b>	<b>2,556</b>	<b>2,683</b>	<b>2,859</b>	<b>9,115</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
 • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees. These values have been redacted to protect privacy.

# CSU STUDENT EMPLOYEES

Fall 2023

**REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2023**

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	56	39	95
Channel Islands	70	39	109
Chico	190	146	336
Dominguez Hills	63	36	99
East Bay	129	74	203
Fresno	264	194	458
Fullerton	265	251	516
Humboldt	117	85	202
Long Beach	430	344	774
Los Angeles	194	143	337
Maritime	7	23	30
Monterey Bay	78	53	131
Northridge	346	307	653
Pomona	205	174	379
Sacramento	249	179	428
San Bernardino	162	107	269
San Diego	817	517	1,334
San Francisco	298	276	574
San José	391	347	738
San Luis Obispo	453	376	829
San Marcos	112	92	204
Sonoma	116	60	176
Stanislaus	104	59	163
<b>Systemwide</b>	<b>5,116</b>	<b>3,921</b>	<b>9,037</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.

## NON-REPRESENTED STUDENT EMPLOYEES

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2023**

CAMPUS	AFRICAN AMERICAN/BLACK	OTHER/UNKNOWN*	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINX	WHITE	GRAND TOTAL
Bakersfield	36	30	62	325	67	520
Chancellor's Office	*	7	6	*	*	20
Channel Islands	19	30	35	223	103	410
Chico	36	92	101	440	395	1,064
Dominguez Hills	83	31	56	299	30	499
East Bay	49	43	241	210	92	635
Fresno	40	53	170	544	182	989
Fullerton	51	66	299	510	133	1,059
Humboldt	45	108	48	351	441	993
Long Beach	126	135	512	866	309	1,948
Los Angeles	48	21	113	404	29	615
Maritime	10	22	22	59	76	189
Monterey Bay	22	30	38	205	137	432
Northridge	110	95	252	627	241	1,325
Pomona	46	74	216	435	118	889
Sacramento	112	117	283	422	262	1,196
San Bernardino	53	29	58	492	88	720
San Diego	143	165	428	716	555	2,007
San Francisco	92	113	414	419	203	1,241
San José	74	109	700	352	195	1,430
San Luis Obispo	28	255	449	524	1,100	2,356
San Marcos	33	47	64	300	117	561
Sonoma	40	58	52	244	299	693
Stanislaus	24	28	35	276	102	465
<b>Systemwide</b>	<b>1,324</b>	<b>1,758</b>	<b>4,654</b>	<b>9,245</b>	<b>5,275</b>	<b>22,256</b>

Notes: \* Other/Unknown consists of smaller populations whose total figures are less than 300, and who identify as two or more races or who did not self-identify.  
 • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees. These values have been redacted to protect privacy.

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2023**

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	322	198	520
Chancellor's Office	9	6	15
Channel Islands	290	119	409
Chico	654	404	1,058
Dominguez Hills	294	205	499
East Bay	399	235	634
Fresno	637	350	987
Fullerton	657	379	1,036
Humboldt	624	327	951
Long Beach	1,239	695	1,934
Los Angeles	362	249	611
Maritime	56	132	188
Monterey Bay	306	122	428
Northridge	816	495	1,311
Pomona	513	372	885
Sacramento	784	410	1,194
San Bernardino	464	247	711
San Diego	1,365	620	1,985
San Francisco	766	462	1,228
San José	865	560	1,425
San Luis Obispo	1,423	931	2,354
San Marcos	386	172	558
Sonoma	464	224	688
Stanislaus	305	155	460
<b>Systemwide</b>	<b>14,000</b>	<b>8,069</b>	<b>22,069</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above.







Cal Poly Humboldt



CSUN



Cal Poly San Luis Obispo



San Diego State



CSU Monterey Bay



CSU Bakersfield

# ACKNOWLEDGMENTS

We thank the campus personnel for their contributions to the annual Employee Profile. Your support helps to reflect campus life at the CSU and the work of our valued employees in support of advancing the mission of the CSU.

**CAL POLY HUMBOLDT** | PAGE 32, 39, 48

**CAL POLY SAN LUIS OBISPO** | PAGE 15, 47, 48

**CHICO STATE** | PAGE 21

**CSU BAKERSFIELD** | PAGE 48

**CSU CHANCELLOR'S OFFICE** | PAGE 6-7, 19

**CSU FULLERTON** | PAGE 10, 18

**CSU LONG BEACH** | PAGE 28-29, 41

**CSU MARITIME ACADEMY** | PAGE 44

**CSU MONTEREY BAY** | COVER, PAGE 48

**CSU NORTHRIDGE** | PAGE 48

**CSU SAN BERNARDINO** | PAGE 35

**FRESNO STATE** | PAGE 4

**SACRAMENTO STATE** | PAGE 2, 14, 49, 50

**SAN DIEGO STATE** | PAGE 48

**SONOMA STATE** | PAGE 23

## LAND ACKNOWLEDGMENT

California State University campuses are located on unceded territories that are the ancestral lands of nearly 200 tribal nations. We acknowledge and honor the original inhabitants of our various regions and support the resilience and strength that all Indigenous people have shown worldwide.

## LABOR ACKNOWLEDGMENT

The CSU shares our gratitude and respect for the (voluntary and involuntary) immigrant and migrant people whose labor contributed to the building of this country and who continue to serve within our labor force. We acknowledge that our campuses rely on hourly, student, contingent and volunteer workers, and we recognize these contributions as critical to the success of the California State University system.



# TECHNICAL NOTES AND GLOSSARY

Fall 2023

## TECHNICAL NOTES

This reference booklet contains fall 2023 snapshot information on employees at all 23 universities and the Chancellor's Office.

- Data presented in this report were obtained from the annual systemwide IPEDS-HR extract, from campus HR databases in PeopleSoft and from the annual Faculty Recruitment and Retention Survey.
- Beginning in 2023, we report all classifications/job codes within United Auto Workers (UAW) for the represented Academic Student Employees regardless of Integrated Postsecondary Education Data System (IPEDS) reporting guidelines. As a result, data for these groups cannot be directly compared to previous Employee Profiles.
- All tables and charts in the Employee Profile exclude non-represented student employees (unless otherwise noted), other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
- Terminology and classifications represented throughout the document are consistent with those utilized by the Integrated Postsecondary Data System Reports (IPEDS).
- Beginning in 2020, we use Employee Group to replace 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 directly compared to previous Employee Profiles.
- Percentages referenced throughout this report may not add up to 100 because of rounding.

## GLOSSARY

<b>Academic Student Employees</b>	Employees whose primary appointment is as a teaching associate, graduate assistant or instructional student assistant.
<b>Executives &amp; Management</b>	Chancellor's Office executives, campus presidents and all Management Personnel Plan (MPP) employees.
<b>Full-Time</b>	Individuals employed "100% time"; includes full-time employees on leave with pay.
<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>Lecturer</b>	Includes all instructional faculty with temporary appointments (nontenure track).
<b>Non-Instructional Faculty</b>	Librarians, coaches and counselors.
<b>Non-Represented Student Employees</b>	Student employees who are not represented by a labor union.
<b>Part-Time</b>	Includes employees whose assignments at a given campus are less than 100% time. Individuals employed simultaneously at two universities are counted as two employees.
<b>Probationary Faculty</b>	Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a "terminal" year.
<b>Represented Student Employees</b>	Academic student employees represented by UAW.
<b>Staff</b>	Employees with a primary appointment other than faculty or student employee. Excludes executives and management.
<b>Tenured Faculty</b>	Tenure-track faculty employees who have been awarded tenure.

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

**NATION'S LARGEST**

**4-YEAR PUBLIC UNIVERSITY SYSTEM**

**THE CALIFORNIA STATE UNIVERSITY**

**SACRAMENTO**

**800 MILES**

**FROM HUMBOLDT**

**TO SAN DIEGO**

**LOS ANGELES**

**SAN LUIS OBISPO**

**EAST BAY**

**FRESNO**

**SAN MARCOS**

**23**

**SAN FRANCISCO**

**SONOMA SAN JOSÉ**

**OVER 63,000 FACULTY & STAFF**

**MORE THAN 450,000 STUDENTS**

**BAKERSFIELD CHANNEL ISLANDS MONTEREY BAY**

**OVER 4 MILLION ALUMNI**

**DOMINGUEZ HILLS**

**LONG BEACH**

**NEARLY 127,000 DEGREES  
CONFERRED ANNUALLY**

**FULLERTON**

**POMONA**

**NORTHRIDGE**

**CHICO**

**CAMPUSES AND 7 OFF-CAMPUS CENTERS  
SAN BERNARDINO**

**1 IN 10**

**CA EMPLOYEES**

**IS A CSU GRADUATE**

**STANISLAUS MARITIME**



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