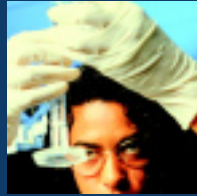
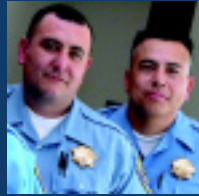
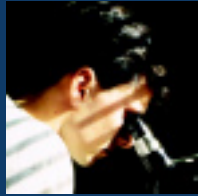
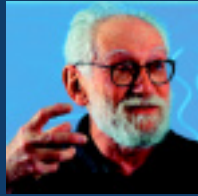


The California State University



Fall 2003

Profile of CSU Employees

CSU

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

www.calstate.edu

Profile of CSU Employees, Fall 2003

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

All tables in this Profile exclude student employees, other intermittent or casual employees, and faculty teaching in extension courses, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries.

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

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

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

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

Employees by Occupational Group and Campus

- 1 Employees by Occupational Group, Fall 2003 and Prior Year
- 1 Occupational Profile of Full-Time Employees, Fall 2003
- 2 Staffing by Campus, Fall 2003
- 3 Headcount of Employees by Campus, Fall 2003 and Prior Year

Employees by Gender and Ethnicity

- 4 Employees by Gender and Ethnic Categories, Fall 2003
- 5 Total Employees by Gender and Ethnic Categories, Fall 2003, Prior Year and Five Years Earlier
- 6 Percent of Full-Time Employees within Occupational Groups by Gender & Ethnic Categories, Fall 2003
- 7 Occupational Profile of Full-Time Employees by Gender and Ethnic Categories, Fall 2003
- 8 Occupational Profile of Full-Time Employees by Ethnicity, Fall 2003
- 9 Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2003 and Five Years Earlier

Age Distribution of CSU Employees

- 10 Age Distribution of All Full-time Employees, Fall 2003
- 10 Age Distribution of Full-time Employees by Gender and Minority Status, Fall 2003
- 11 Age Distribution of Full-Time Employees, Percentage by Age Group, Fall 2003
- 12 Minority Employees as Percent of Full-Time Employees by Age Groups and Job Categories, Fall 2003
- 12 Women Employees as Percent of Full-Time Employees by Age Groups and Job Categories, Fall 2003

Gender and Ethnicity

- 14 Full-Time Faculty by Academic Title, Gender and Ethnic Categories, Fall 2003 and Five Years Earlier
- 15 Full-Time Faculty by Tenure Status, Gender and Ethnic Categories, Fall 2003 and Five Years Earlier
- 16 Headcount of Part-Time Faculty by Gender & Ethnicity, Fall 2003

Tenure Status

- 17 Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2003
- 17 Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2003 and Five Years Earlier

New Faculty

- 18 New Full-Time Tenure Track Faculty by Academic Title, Fall 2003 and Five Years Earlier

Promotions

- 19 Promotions Among Full-Time Faculty, Fall 2003 and Prior Year

Separations

- 20 Separations Among Faculty, by Cause and Appointment Status, 2002-03 and 2001-02

Salary

- 21 Average Salaries for Full-Time Faculty, by Rank, Fall 2003

Glossary

22, 23

CSU Staffing Fall 2003



CSU Staffing

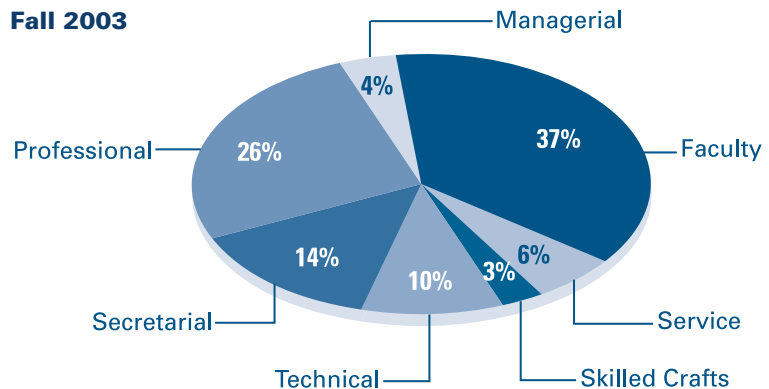
Employees by Occupational Group and Campus

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

Employees by Occupational Group

Fall 2003	Full Time	Part Time	Total
Faculty	11,674	10,360	22,034
Professional	8,325	844	9,169
Clerical and Secretarial	4,555	546	5,101
Technical & Paraprofessional	3,030	346	3,376
Service and Maintenance	1,898	103	2,001
Managerial	1,398	20	1,418
Skilled Crafts	993	5	998
GRAND TOTALS	31,873	12,224	44,097
Fall 2002			
Faculty	11,782	11,275	23,057
Professional	8,159	782	8,941
Clerical and Secretarial	4,634	575	5,209
Technical & Paraprofessional	3,077	341	3,418
Service and Maintenance	1,878	126	2,004
Managerial	1,395	14	1,409
Skilled Crafts	989	1	990
GRAND TOTALS	31,914	13,114	45,028

Occupational Profile of Full-Time Employees



Employees by Occupational Group and Campus

Staffing by Campus*

Fall 2003

	Total	Headcount		Estimated Full Time Equivalents (FTE)
		Full Time	Part Time	
Bakersfield	919	720	199	795.2
Channel Islands	376	286	90	315.6
Chico	1,835	1,374	461	1,602.6
Dominguez Hills	1,450	932	518	1,118.2
Fresno	2,199	1,628	571	1,849.6
Fullerton	2,879	1,923	956	2,305.7
Hayward	1,559	1,055	504	1,275.2
Humboldt	1,142	854	288	996.6
Long Beach	3,453	2,420	1,033	2,865.2
Los Angeles	2,030	1,523	507	1,748.8
Maritime Academy	194	173	21	181.3
Monterey Bay	662	484	178	565.8
Northridge	3,359	2,252	1,107	2,712.8
Pomona	2,142	1,610	532	1,872.9
Sacramento	2,852	2,037	815	2,399.5
San Bernardino	1,728	1,283	445	1,472.1
San Diego	3,420	2,562	858	2,921.5
San Francisco	3,035	2,079	956	2,498.0
San José	2,914	1,971	943	2,398.0
San Luis Obispo	2,235	1,770	465	2,015.0
San Marcos	894	663	231	756.0
Sonoma	1,316	1,016	300	1,153.0
Stanislaus	934	704	230	805.4
Chancellor's Office	570	554	16	564.7
Total	44,097	31,873	12,224	37,188.7

* Includes all faculty and staff with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension courses, special sessions and summer sessions.

Employees by Occupational Group and Campus

Headcount of Employees by Campus

Fall 2003 & Prior Year

Campus	Full Time		Part Time		Grand Total	
	Faculty	Staff	Faculty	Staff	Fall 2003	Fall 2002
Bakersfield	307	413	157	42	919	949
Channel Islands	67	219	86	4	376	254
Chico	525	849	356	105	1,835	1,909
Dominguez Hills	310	622	480	38	1,450	1,425
Fresno	648	980	525	46	2,199	2,270
Fullerton	757	1,166	859	97	2,879	2,958
Hayward	330	725	429	75	1,559	1,615
Humboldt	289	565	193	95	1,142	1,226
Long Beach	964	1,456	877	156	3,453	3,488
Los Angeles	600	923	450	57	2,030	2,134
Maritime Academy	56	117	11	10	194	187
Monterey Bay	126	358	142	36	662	725
Northridge	835	1,417	991	116	3,359	3,298
Pomona	596	1,014	474	58	2,142	2,114
Sacramento	811	1,226	726	89	2,852	2,889
San Bernardino	480	803	399	46	1,728	1,729
San Diego	978	1,584	723	135	3,420	3,752
San Francisco	792	1,287	708	248	3,035	3,115
San José	738	1,233	828	115	2,914	3,004
San Luis Obispo	698	1,072	362	103	2,235	2,234
San Marcos	217	446	178	53	894	906
Sonoma	267	749	219	81	1,316	1,359
Stanislaus	283	421	187	43	934	937
Chancellor's Office		554		16	570	551
Total	11,674	20,199	10,360	1,864	44,097	45,028

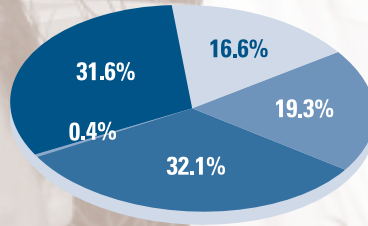
Staff includes all personnel not counted among the instructional faculty.

Employees by Gender and Ethnicity

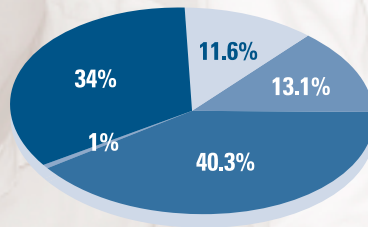
Pages 4 through 9 provide information on the gender and ethnicity of CSU employees. Pages 4 and 5 include data for all employees (both full-time and part-time) while the remaining pages provide detailed information on full-time employees.

Employees by Gender and Ethnic Categories

Full Time

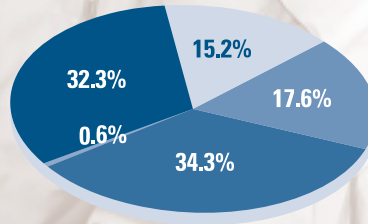


Part Time



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

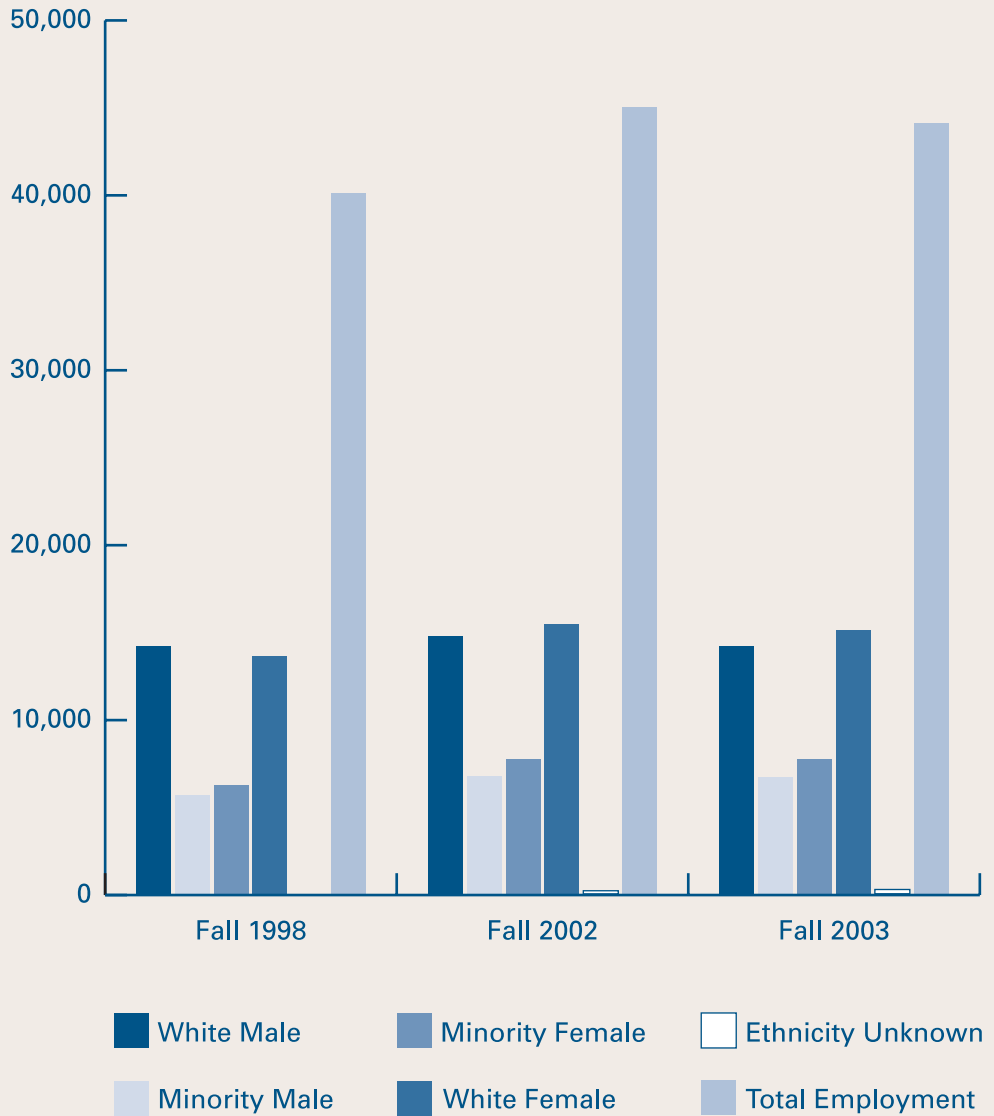
All Employees



	Full Time	Part Time	All Employees
White Male	10,077	4,153	14,230
Minority Male	5,296	1,421	6,717
Minority Female	6,163	1,597	7,760
White Female	10,216	4,930	15,146
Ethnicity Unknown	121	123	244
Total	31,873	12,224	44,097
Total Minority	11,459	3,018	14,477
Total White	20,293	9,083	29,376
Total Female	16,432	6,582	23,014
Total Male	15,441	5,642	21,083

Employees by Gender and Ethnicity

Total Employees by Gender and Ethnic Categories

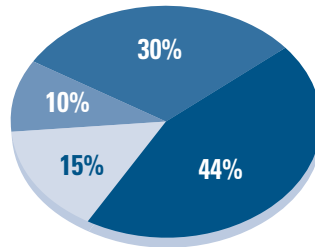


CSU Staffing Fall 2003, Prior Year & Five Years Earlier

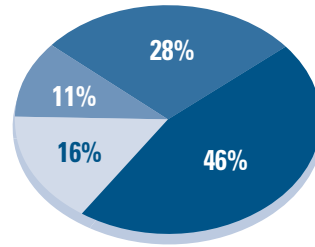
Employees by Gender and Ethnicity

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

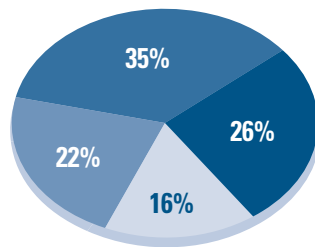
Faculty



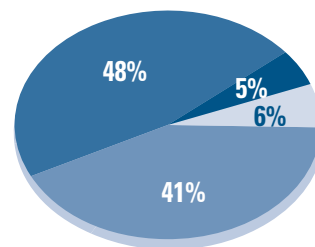
Managerial



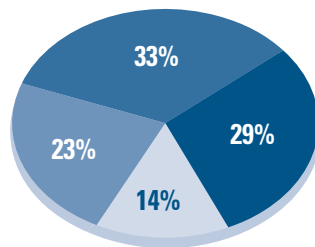
Professional



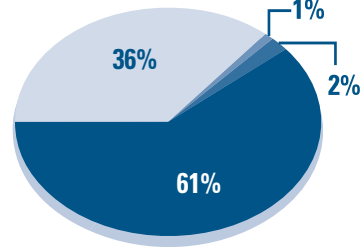
Secretarial



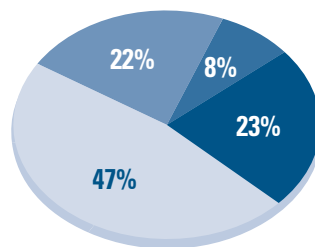
Technical



Skilled Crafts



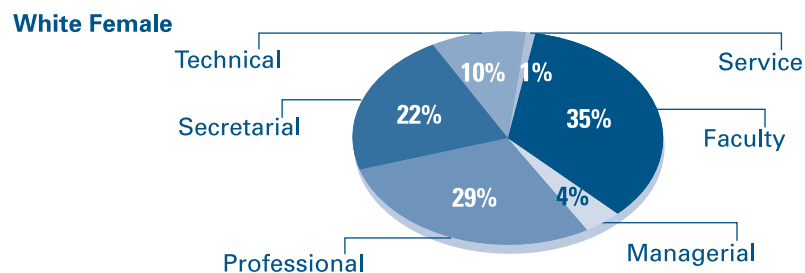
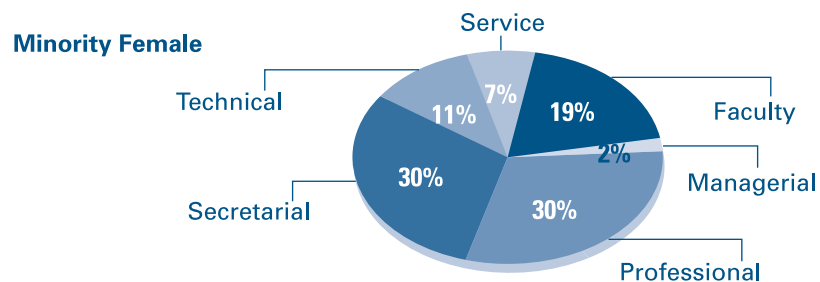
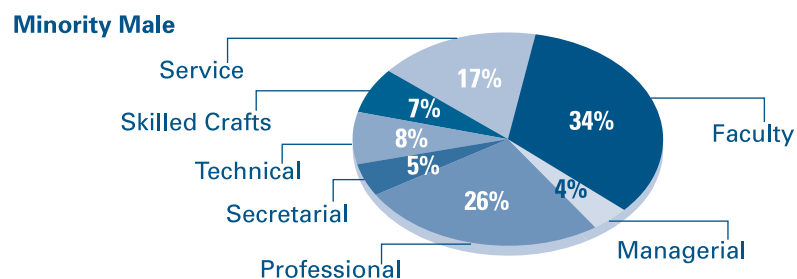
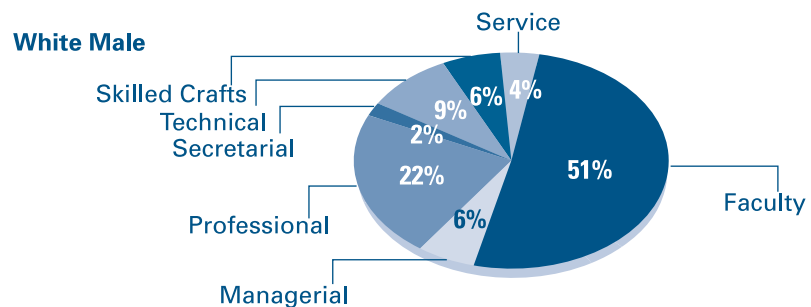
Service



- White Male
- Minority Male
- Minority Female
- White Female

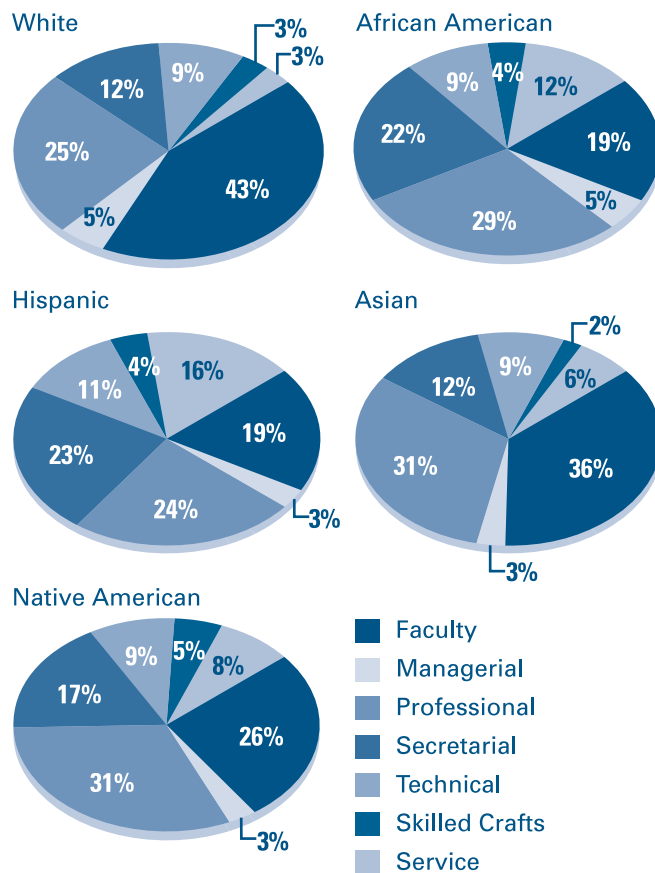
Employees by Gender and Ethnicity

Occupational Profile of Full-Time Employees by Gender and Ethnic Categories



Employees by Gender and Ethnicity

Occupational Profile of Full-Time Employees by Ethnicity



Employees by Gender and Ethnicity

Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2003 and Five Years Earlier

Fall 2003

	Total	African American	Native American	Asian American	Latino/Hispanic	White	Ethnicity Unknown
Faculty	11,674	449	73	1,581	882	8,637	52
Managerial	1,398	126	9	110	126	1,025	2
Professional	8,325	657	87	1,359	1,075	5,117	30
Secretarial	4,555	514	48	533	1,031	2,413	16
Technical	3,030	210	25	407	492	1,888	8
Skilled Crafts	993	82	14	72	198	624	3
Service	1,898	265	23	276	735	589	10
Total	31,873	2,303	279	4,338	4,539	20,293	121

Fall 1998

	Total	African American	Native American	Asian American	Latino/Hispanic	White
Faculty	10,636	411	69	1,182	698	8,276
Managerial	1,335	107	10	67	126	1,025
Professional	6,158	560	75	782	708	4,033
Secretarial	4,138	490	51	435	823	2,339
Technical	3,056	232	25	352	399	2,048
Skilled Crafts	884	81	12	63	161	567
Service	1,636	267	28	216	533	592
Total	27,843	2,148	270	3,097	3,448	18,880

Age Distribution of CSU Employees

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

Age Distribution of All Full-Time Employees

Fall 2003

	Staff*	Faculty	Total
70+	59	149	208
60-69	1,356	1,987	3,343
50-59	6,614	4,241	10,855
40-49	5,969	3,109	9,078
30-39	4,033	2,060	6,093
Under 30	2,168	128	2,296
Total	20,199	11,674	31,873
Average Age	45.5	50.3	47.3

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

Fall 2003

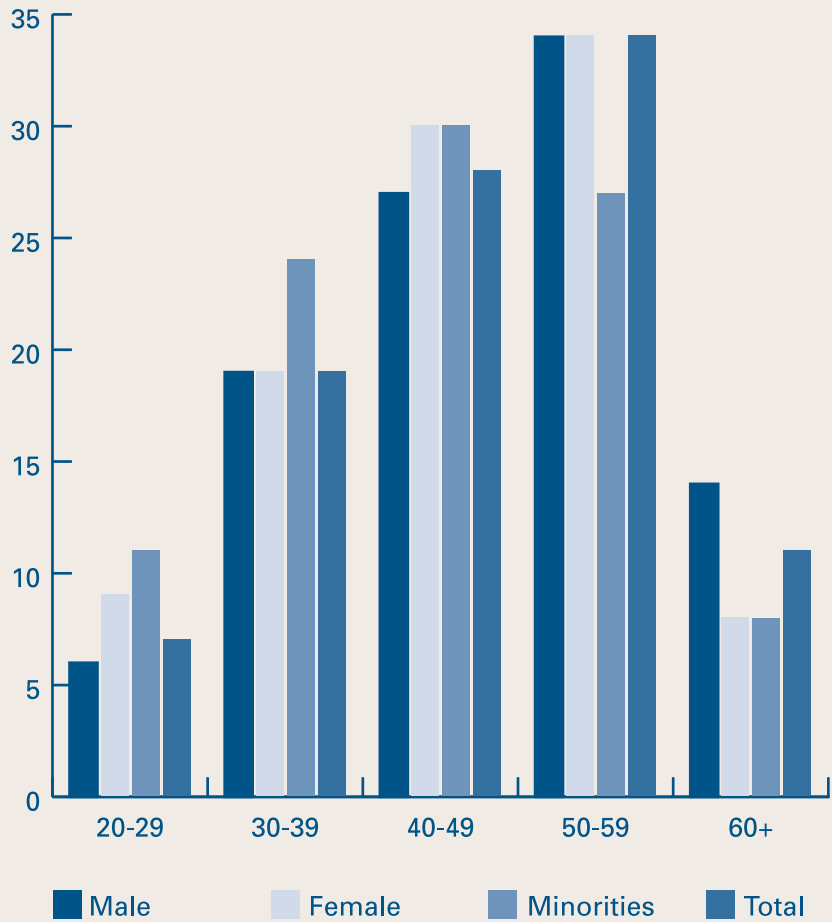
	Male	Female	Minorities	Total
60+	2,217	1,334	865	3,551
50-59	5,218	5,637	3,076	10,855
40-49	4,219	4,859	3,448	9,078
30-39	2,892	3,201	2,783	6,093
Under 30	895	1,401	1,287	2,296
Total	15,441	16,432	11,459	31,873
Average Age	48.2	46.3	44.4	47.3

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

Age Distribution of CSU Employees

Fall 2003

Percentage by Age Group



Age Distribution of CSU Employees

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

Fall 2003

	Support	Professional & Managerial	Faculty	All Full-Time Employees
60+	39.0	25.4	19.0	24.4
50-59	37.5	27.4	21.7	28.3
40-49	46.5	36.8	30.1	38.0
30-39	57.8	47.4	33.1	45.7
Under 30	62.5	50.2	31.3	56.1
All Ages	47.0%	36.5%	25.6%	36.0%

E.g., 39.0% of Full-Time Support Employees in the "60 and above" age group are minorities.

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

Fall 2003

	Support	Professional & Managerial	Faculty	All Full-Time Employees
60+	57.4	50.0	26.8	37.6
50-59	60.2	58.3	40.5	51.9
40-49	59.8	55.3	45.4	53.5
30-39	60.6	50.5	47.6	52.5
Under 30	67.4	52.7	53.1	61.0
All Ages	60.9%	54.6%	40.7%	51.6%

E.g., 57.4% of Full-Time Support Employees in the "60 and above" age group are minorities.

CSU Faculty Fall 2003

This section of the Profile focuses on all full-time faculty in the CSU. The majority of CSU full-time faculty are tenured or on the tenure track. However, a number of temporary faculty also held full-time appointments during fall 2003.

Gender and Ethnicity

The following tables present information on the gender and ethnicity of CSU faculty in fall 2003, as well as five years earlier. In fall 2003, approximately one quarter of full-time CSU faculty were ethnic minorities and over 40 percent were women.

Full-Time Faculty by Academic Title, Gender and Ethnic Categories, Fall 2003 and Five Years Earlier

Fall 2003	White	Minorities		White	Ethnicity Unknown	Total	% of Grand Total
	Male	Male	Female	Female			
Professor	2,791	824	330	1,306	1	5,252	45.0
Associate Professor	734	348	245	588	5	1,920	16.4
Assistant Professor	998	459	447	963	35	2,902	24.9
Instructor	7	2	1	2	0	12	0.1
Tenure-track Subtotal	4,530	1,633	1,023	2,859	41	10,086	86.4
Lecturer	579	152	177	669	11	1,588	13.6
All Full-Time	5,109	1,785	1,200	3,528	52	11,674	100.0

Fall 1998	White	Minorities		White	Total	% of Grand Total
	Male	Male	Female	Female		
Professor	3,836	893	268	1,334	6,331	59.5
Associate Professor	623	316	214	631	1,784	16.8
Assistant Professor	487	235	221	489	1,432	13.5
Instructor	5	1	0	1	7	0.1
Tenure-track Subtotal	4,951	1,445	703	2,455	9,554	89.8
Lecturer	420	104	108	450	1,082	10.2
All Full-Time	5,371	1,549	811	2,905	10,636	100.0

Gender and Ethnicity

Full-Time Faculty by Tenure Status, Gender and Ethnic Categories, Fall 2003 and Five Years Earlier

Fall 2003	White Male	Minorities Male	Minorities Female	White Female	Ethnicity Unknown	Total	% of Grand Total
Tenured	3,350	1,106	540	1,787	4	6,787	58.1
Probationary	1,180	527	483	1,072	37	3,299	28.3
Tenure-track Subtotal	4,530	1,633	1,023	2,859	41	10,086	86.4
Temporary	579	152	177	669	11	1,588	13.6
Total	5,109	1,785	1,200	3,528	52	11,674	100.0

Fall 1998	White Male	Minorities Male	Minorities Female	White Female	Total	% of Grand Total
Tenured	4,370	1,164	449	1,856	7,839	73.7
Probationary	581	281	254	599	1,715	16.1
Tenure-track Subtotal	4,951	1,445	703	2,455	9,554	89.8
Temporary	420	104	108	450	1,082	10.2
Total	5,371	1,549	811	2,905	10,636	100.0

Gender and Ethnicity



Headcount of Part-Time Faculty by Gender and Ethnicity

Fall 2003	Total	African American	Native American	Asian American	Latino/ Hispanic	White
Female	5,275	247	35	522	363	4,059
Male	5,085	184	32	596	403	3,812
Total	10,360	431	67	1,118	766	7,871

Tenure Status

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

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

Fall 2003	Total	Tenure		Doctorate	
		Total	%	Total	%
Professor	5,252	5,198	99.0	4,497	85.6
Associate Professor	1,920	1,510	78.6	1,606	83.6
Assistant Professor	2,902	77	2.7	2,302	79.3
Instructor	12	2	16.7	0	0.0
Tenure-track Subtotal	10,086	6,787	67.3	8,405	83.3%
Lecturer	1,588	0	0.0	471	29.7
All Full-Time	11,674	6,787	58.1%	8,876	76.0%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2003 and Five Years Earlier

Fall 2003	Total	African American	Native American	Asian American	Latino/Hispanic	White
Probationary	3,299	123	22	569	296	2,252
Temporary	1,588	55	11	154	109	1,248
Total	11,674	449	73	1,581	882	8,637

Fall 1998	Total	African American	Native American	Asian American	Latino/Hispanic	White
Probationary	1,715	90	22	254	169	1,180
Temporary	1,082	37	4	89	82	870
Total	11,036	411	69	1,182	698	8,676

New Faculty

The CSU hired over 800 new tenure-track faculty for fall 2003. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More detailed information on new faculty hired by the CSU is available in a report titled Faculty Recruitment in the California State University System. This report contains detailed information on faculty recruitment, faculty demographics and salaries offered to new faculty. The report is available at the following website: www.calstate.edu/br/apindex.shtml

New Full-Time Tenure-Track Faculty by Academic Title, Fall 2003 and Five Years Earlier

Fall 2003	Total	Male	Female	Minorities
Professor	27	17	10	4
Associate Professor	83	51	32	21
Assistant Professor	702	358	344	208
Instructor	5	3	2	0
Grand Total	817	429	388	233

Fall 1998	Total	Male	Female	Minorities
Professor	17	10	7	2
Associate Professor	66	32	34	19
Assistant Professor	460	232	228	119
Instructor	0	0	0	0
Grand Total	543	274	269	140

Note: In prior years, these tables excluded persons with prior appointments in the CSU system. Data reported in this edition of the Profile are from the annual Faculty Recruitment survey, which collects comprehensive information on faculty recruitment in the CSU. More information on this survey may be found in the *Report on Faculty Recruitment Survey*, which is available on the following Web page: www.calstate.edu/HR

Promotions

The following table indicates the number of full-time faculty who were promoted to a higher academic rank during 2002-03.

Promotions Among Full-Time Faculty

To:	Fall 2002	Fall 2003
Professor	194	198
Associate Professor	261	279
Assistant Professor	8	8
Total	463	485



Separations

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2002-03 and in the prior year. In 2002-03, nearly 60 percent of the separations were retirements. Out of the 495 tenured and probationary faculty who retired, 72 percent entered the Faculty Early Retirement Program (FERP).

Separations among Faculty by Cause and Appointment Status

2002-03

	Retirement	Death	Resignation	Not Rehired	Total
Tenured	485	13	36	1	535
Probationary	10	3	125	12	150
Temporary	19	3	18	143	183
Total	514	19	179	156	868

2001-02

	Retirement	Death	Resignation	Not Rehired	Total
Tenured	409	17	51	0	477
Probationary	8	2	106	7	123
Temporary	20	2	16	161	199
Total	437	21	173	168	799

Tables on faculty separations exclude all temporary faculty with part-time appointments. Retiring faculty who enter FERP are included, but FERP faculty who exited the program during 2001-02 are excluded. Reappointed lecturers are also excluded.

Salary

The table below presents information on average salaries paid to full-time faculty employees as of October 2003. These averages are based on salaries earned through regular academic year or 12-month appointments. Salaries earned through irregular pay appointments, such as extra quarter assignments, are not included in these calculations. Salaries of faculty on 12-month appointments have been adjusted to academic year equivalents by applying a 9/11th factor commonly used in higher education salary studies.

Average Salaries for Full-Time Faculty, by Rank

Fall 2003		
Rank	Number	Average Salary
Professor	5,252	83,516
Associate Professor	1,920	67,621
Assistant Professor	2,902	55,310
Instructor	12	48,126
Lecturer	1,588	53,062
Total	11,674	\$69,711

Glossary

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

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

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

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

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

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

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

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

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

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

Probationary Faculty Tenure track faculty employees who have not been awarded tenure. Includes individuals serving a “terminal” year.

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

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

Staff Employees Refers to all employees who are not “faculty” as defined above.

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

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

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

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

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

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

CSU

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