

Profile of
CSU EMPLOYEES

F A L L 2 0 0 5

PROFILE OF CSU EMPLOYEES, FALL 2005

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

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

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

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

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CSU STAFFING

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EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

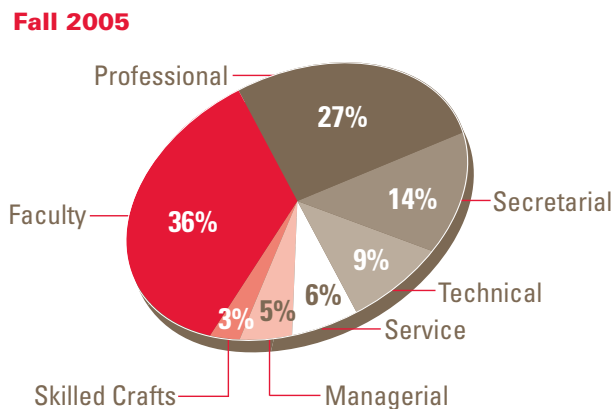
The California State University employs over 44,000 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Employees by Occupational Group

	Full-Time	Part-Time	Total
Fall 2005			
Faculty	11,276	11,168	22,444
Professional	8,416	874	9,290
Clerical and Secretarial	4,351	497	4,848
Technical & Paraprofessional	2,825	289	3,114
Service and Maintenance	1,867	104	1,971
Managerial	1,428	13	1,441
Skilled Crafts	972	3	975
TOTAL	31,135	12,948	44,083

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

Occupational Profile of Full-Time Employees



EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Staffing by Campus*

	Total	Headcount		Estimated Full Time Equivalents (FTE)
		Full-Time	Part-Time	
Fall 2005				
Bakersfield	915	723	192	801.5
Channel Islands	477	340	137	394.9
Chico	1,873	1,328	545	1,597.8
Dominguez Hills	1,282	873	409	1,021.3
East Bay	1,504	1,017	487	1,245.1
Fresno	2,133	1,585	548	1,802.8
Fullerton	3,066	1,910	1,156	2,405.6
Humboldt	1,148	848	300	994.9
Long Beach	3,466	2,352	1,114	2,828.9
Los Angeles	2,047	1,439	608	1,704.5
Maritime Academy	211	177	34	192.7
Monterey Bay	672	492	180	577.2
Northridge	3,303	2,190	1,113	2,653.1
Pomona	2,087	1,508	579	1,800.1
Sacramento	2,735	1,971	764	2,311.5
San Bernardino	1,715	1,270	445	1,467.7
San Diego	3,425	2,502	923	2,868.3
San Francisco	3,101	2,077	1,024	2,536.2
San José	3,028	1,933	1,095	2,395.0
San Luis Obispo	2,196	1,715	481	1,969.6
San Marcos	898	657	241	759.5
Sonoma	1,306	999	307	1,138.7
Stanislaus	950	698	252	810.1
Chancellor's Office	545	531	14	540.1
TOTAL	44,083	31,135	12,948	36,816.9

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

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Headcount of Employees by Campus

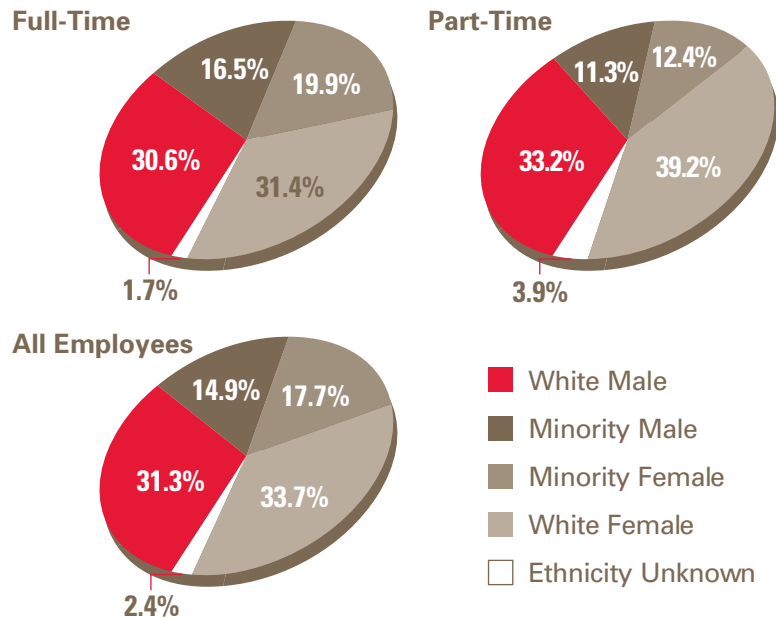
	Full-Time		Part-Time		Grand Total	
	Faculty	Staff	Faculty	Staff	Fall 2005	Fall 2004
Fall 2005 & Prior Year						
Bakersfield	307	416	155	37	915	863
Channel Islands	90	250	131	6	477	440
Chico	500	828	424	121	1,873	1,790
Dominguez Hills	287	586	377	32	1,282	1,299
East Bay	316	701	416	71	1,504	1,390
Fresno	642	943	499	49	2,133	2,080
Fullerton	749	1,161	1,067	89	3,066	2,917
Humboldt	290	558	217	83	1,148	1,117
Long Beach	950	1,402	982	132	3,466	3,275
Los Angeles	566	873	560	48	2,047	1,961
Maritime Academy	53	124	23	11	211	209
Monterey Bay	123	369	143	37	672	650
Northridge	785	1,405	1,015	98	3,303	3,331
Pomona	554	954	502	77	2,087	2,011
Sacramento	767	1,204	685	79	2,735	2,709
San Bernardino	447	823	402	43	1,715	1,687
San Diego	937	1,565	812	111	3,425	3,196
San Francisco	770	1,307	780	244	3,101	2,977
San José	714	1,219	986	109	3,028	2,803
San Luis Obispo	671	1,044	384	97	2,196	2,107
San Marcos	218	439	186	55	898	847
Sonoma	260	739	222	85	1,306	1,247
Stanislaus	280	418	200	52	950	893
Chancellor's Office		531		14	545	535
TOTAL	11,276	19,859	11,168	1,780	44,083	42,334

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

EMPLOYEES BY GENDER AND ETHNICITY

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

Employees by Gender and Ethnicity

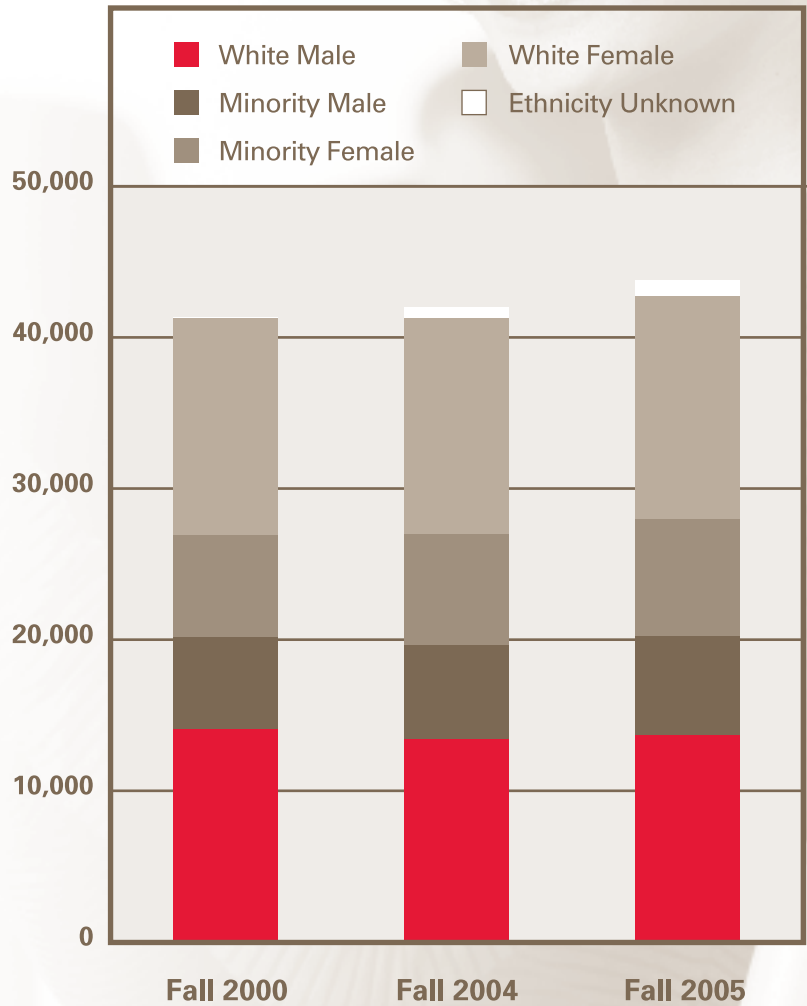


	Full-Time	Part-Time	All Employees
White Male	9,514	4,302	13,816
Minority Male	5,126	1,458	6,584
Minority Female	6,193	1,610	7,803
White Female	9,770	5,070	14,840
Ethnicity Unknown	532	508	1,040
TOTAL	31,135	12,948	44,083
Total Minority	11,319	3,068	14,387
Total White	19,284	9,372	28,656
Total Female	16,216	6,952	23,168
Total Male	14,919	5,996	20,915

Note: Percentages may not add to 100% because of rounding.

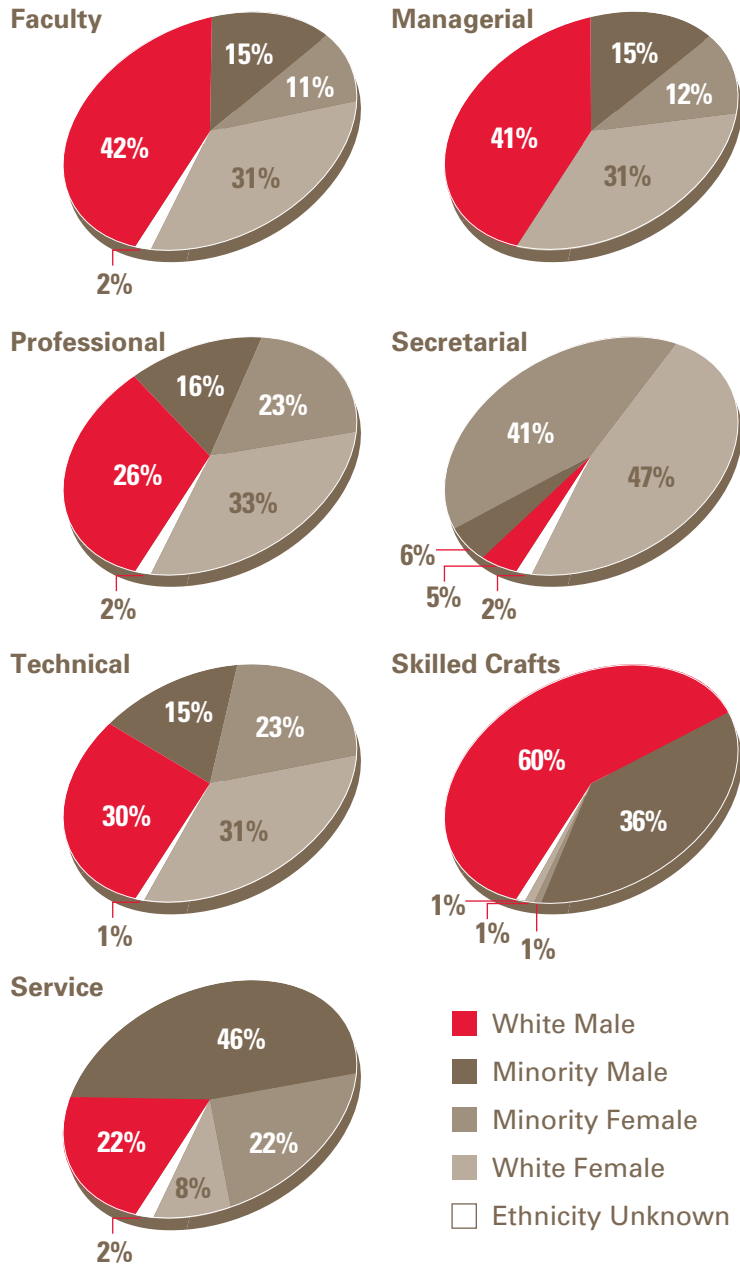
EMPLOYEES BY GENDER AND ETHNICITY

Total Employees by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

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

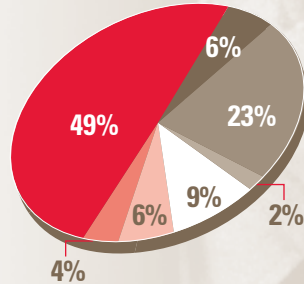


Note: Percentages may not add to 100% because of rounding.

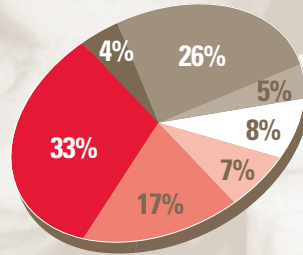
EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employees by Gender and Ethnicity

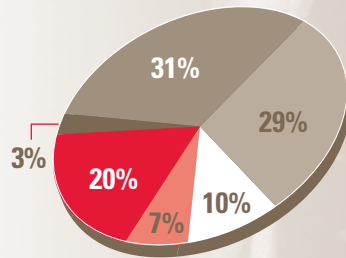
White Male



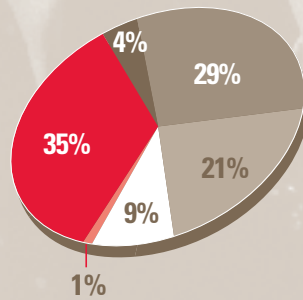
Minority Male



Minority Female



White Female

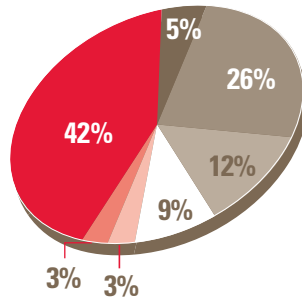


- Faculty
- Managerial
- Professional
- Secretarial
- Technical
- Skilled Crafts
- Service

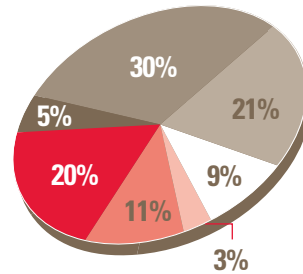
EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employees by Ethnicity

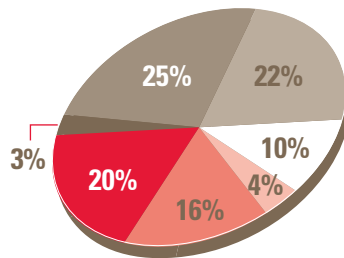
White



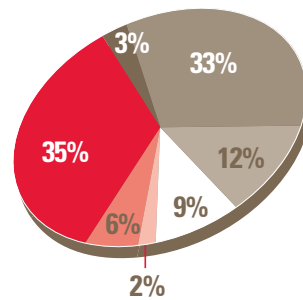
African American



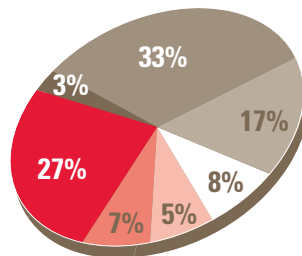
Hispanic



Asian



Native American



EMPLOYEES BY GENDER AND ETHNICITY

Headcount of Full-Time Employees by Occupational Group and Ethnicity, Fall 2005 and Five Years Earlier

	Total	African American	Native American	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2005							
Faculty	11,276	440	69	1,497	906	8,140	224
Professional	8,416	667	84	1,375	1,148	4,997	145
Secretarial	4,351	457	44	509	1,032	2,238	71
Technical	2,825	205	21	361	471	1,730	37
Service	1,867	251	18	271	739	550	38
Managerial	1,428	117	8	132	136	1,028	7
Skilled Crafts	972	73	14	74	200	601	10
TOTAL	31,135	2,210	258	4,219	4,632	19,284	532
Fall 2000							
Faculty	11,089	428	71	1,323	770	8,493	4
Professional	6,991	594	80	991	875	4,445	6
Secretarial	4,422	506	57	471	947	2,435	6
Technical	3,031	227	27	367	441	1,967	2
Service	1,730	267	25	220	622	592	4
Managerial	1,402	116	10	87	138	1,049	2
Skilled Crafts	931	88	16	67	168	592	
TOTAL	29,596	2,226	286	3,526	3,961	19,573	24

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

Age	Staff*	Faculty	Total
Fall 2005			
60+	1,492	2,052	3,544
50-9	6,696	4,102	10,798
40-9	5,535	2,932	8,467
30-9	3,950	2,084	6,034
Under 30	2,186	106	2,292
TOTAL	19,859	11,276	31,135
AVERAGE AGE	45.7	50.3	47.4

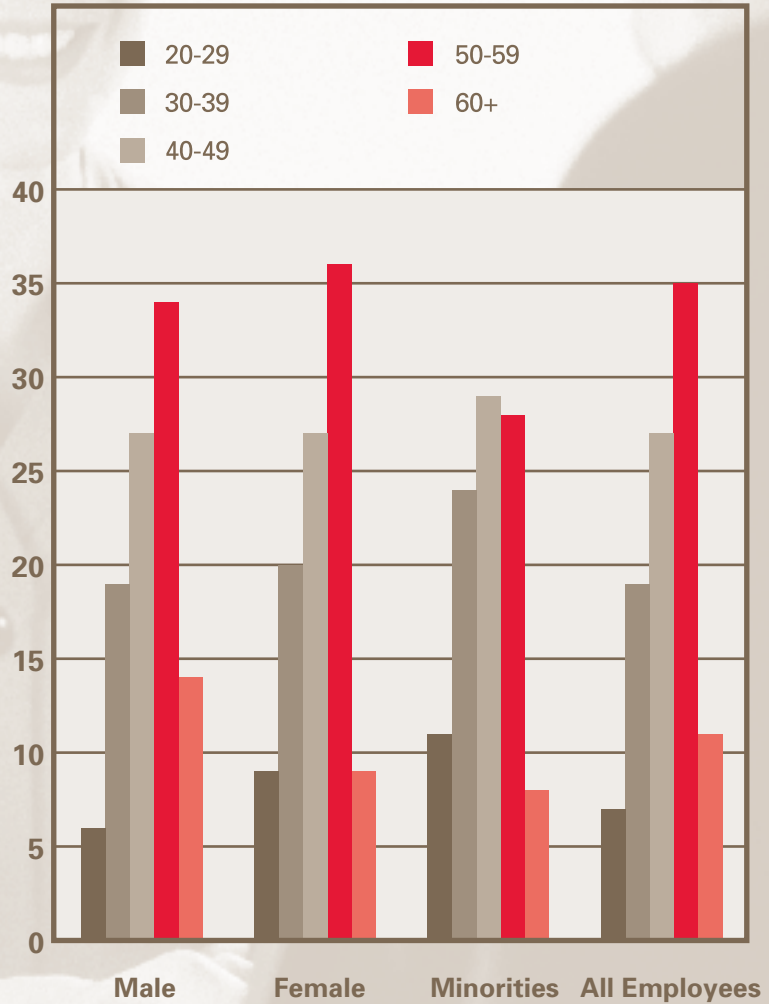
* Staff includes all personnel not counted among the instructional faculty.

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

Age	Male	Female	Minorities	Total
Fall 2005				
60+	2,108	1,436	889	3,544
50-9	5,029	5,769	3,162	10,798
40-9	4,047	4,420	3,312	8,467
30-9	2,869	3,165	2,732	6,034
UNDER 30	866	1,426	1,224	2,292
TOTAL	14,919	16,216	11,319	31,135
AVERAGE AGE	48.2	46.6	44.8	47.4

AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employees, Percentage by Age Group



AGE DISTRIBUTION OF CSU EMPLOYEES

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

Age	Support	Professional & Managerial	Faculty	All Full-time Employees
Fall 2005				
60+	37.8	26.8	19.7	25.1
50-9	38.3	27.6	23.2	29.3
40-9	48.3	39.6	29.7	39.1
30-9	58.1	48.4	31.1	45.3
Under 30	59.9	46.8	33.0	53.4
ALL AGES	47.3%	37.3%	25.8%	36.4%

E.g., 37.8% of Full-time, Support employees in the "60 and above" age group are minorities.

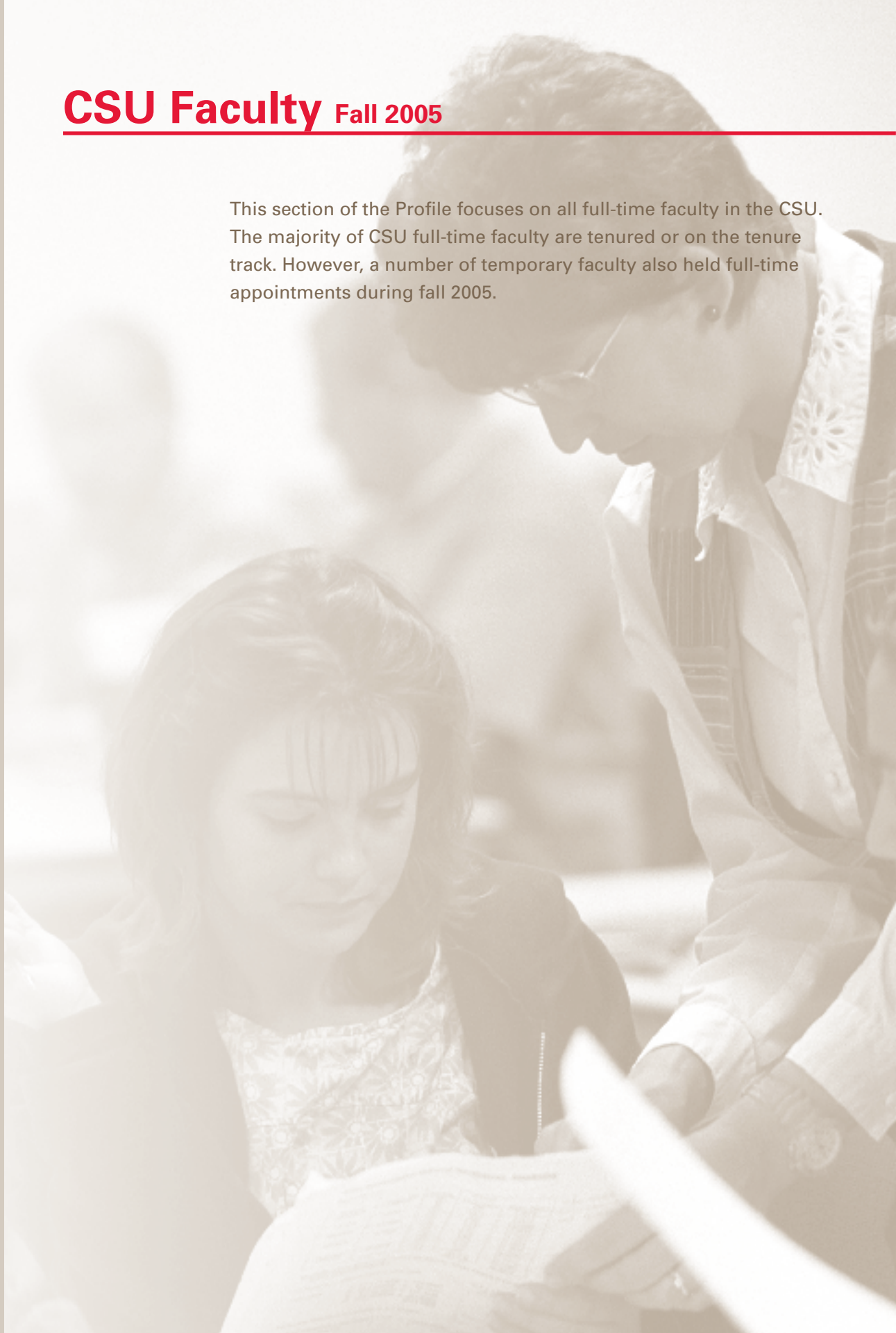
Female Employees as Percent of Full-Time Employees by Age Group and Job Categories

Age	Support	Professional & Managerial	Faculty	All Full-time Employees
Fall 2005				
60+	58.6	51.8	29.8	40.5
50-9	59.3	59.7	43.5	53.4
40-9	58.1	54.5	44.3	52.2
30-9	59.6	50.6	48.3	52.5
UNDER 30	69.4	53.2	54.7	62.2
ALL AGES	60.2%	55.1%	42.2%	52.1%

E.g., 58.6% of Full-time, Support employees in the "60 and above" age group are female.

CSU Faculty Fall 2005

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 2005.



GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU faculty in fall 2005, as well as five years earlier. In fall 2005, approximately one-quarter of full-time CSU faculty were ethnic minorities and more than 40 percent were female.

Full-Time Faculty by Academic Title, Gender, and Ethnicity, Fall 2005 and Five Years Earlier

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
Fall 2005							
Professor	2,340	767	339	1,185	40	4,671	41.4
Associate Professor	801	357	283	721	40	2,202	19.5
Assistant Professor	929	423	443	820	110	2,725	24.2
Instructor	5	1		2	0	8	0.07
Tenure-track Subtotal	4,075	1,548	1,065	2,728	190	9,606	85.2
Lecturer	606	144	155	731	34	1,670	14.8
ALL FULL-TIME	4,681	1,692	1,220	3,459	224	11,276	100
Fall 2000							
Professor	3,442	881	291	1,366	0	5,980	53.9
Associate Professor	606	315	215	569	2	1,707	15.4
Assistant Professor	647	287	309	700	1	1,944	17.5
Instructor	9	3		2	0	14	0.1
Tenure-track Subtotal	4,704	1,486	815	2,637	3	9,645	87.0
Lecturer	553	143	148	599	1	1,444	13.0
ALL FULL-TIME	5,257	1,629	963	3,236	4	11,089	100

GENDER AND ETHNICITY

Full-Time Faculty by Tenure Status, Gender, and Ethnicity, Fall 2005 and Five Years Earlier

	White Male	Minorities		White Female	Ethnicity Unknown	Total	% of Grand Total
		Male	Female				
Fall 2005							
Tenured	3,019	1,072	596	1,811	69	6,567	58.29
Probationary	1,056	476	469	917	121	3,039	27.0
Tenure-track Subtotal	4,075	1,548	1,065	2,728	190	9,606	85.2
Temporary	606	144	155	731	34	1,670	14.8
TOTAL	4,681	1,692	1,220	3,459	224	11,276	100
Fall 2000							
Tenured	3,909	1,136	470	1,825	2	7,342	66.2
Probationary	795	350	345	812	1	2,303	20.8
Tenure-track Subtotal	4,704	1,486	815	2,637	3	9,645	87.0
Temporary	553	143	148	599	1	1,444	13.0
TOTAL	5,257	1,629	963	3,236	4	11,089	100

GENDER AND ETHNICITY

Headcount of Part-Time Faculty by Gender and Ethnicity

	Total	African American	Native American	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2005							
Female	5,706	240	40	511	425	4,255	235
Male	5,462	192	48	584	460	3,977	201
TOTAL	11,168	432	88	1,095	885	8,232	436

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

	Total	Tenure		Doctorate	
		Total	%	Total	%
Fall 2005					
Professor	4,671	4,633	99.2	4,024	86.1
Associate Professor	2,202	1,838	83.5	1,865	84.7
Assistant Professor	2,725	92	3.4	2,173	79.7
Instructor	8	4	50.0	0	0
Tenure-track Subtotal	9,606	6,567	68.4	8,062	83.9
Lecturer	1,670	0	0	489	29.3
ALL FULL-TIME	11,276	6,567	58.2%	8,551	75.8%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity, Fall 2005 and Five Years Earlier

	Total	African	Native	Asian	Latino/	White	Ethnicity
		American	American	American	Hispanic		Unknown
Fall 2005							
Tenured	6,567	265	39	868	496	4,830	69
Probationary	3,039	123	20	508	294	1,973	121
Temporary	1,670	52	10	121	116	1,337	34
TOTAL	11,276	440	69	1,497	906	8,140	224
Fall 2000							
Tenured	7,340	279	43	834	450	5,734	2
Probationary	2,302	97	21	363	214	1,607	1
Temporary	1,443	52	7	126	106	1,152	1
TOTAL	11,085	428	71	1,323	770	8,493	4

NEW FACULTY

The CSU hired over 700 new tenure-track faculty for fall 2005. 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 2005 and Five Years Earlier

	Total	Male	Female	Minorities
Fall 2005				
Professor	29	19	10	10
Associate Professor	73	44	29	8
Assistant Professor	618	308	310	183
Instructor	0	0	0	0
TOTAL	720	371	349	201
Fall 2000				
Professor	36	24	12	7
Associate Professor	95	58	37	34
Assistant Professor	569	281	288	155
Instructor	3	3	0	0
TOTAL	703	366	337	196

PROMOTIONS

The following table indicates the number of full-time faculty who were promoted to a higher academic rank during fall 2004 and fall 2005.

Promotions Among Full-Time Faculty

To:	Fall 2004	Fall 2005
Professor	185	222
Associate Professor	392	396
Assistant Professor	6	6
TOTAL	583	624

SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2004-05 and in the prior year. In 2004-05, about 56 percent of the separations were retirements. Out of the 437 tenured and probationary faculty who retired, 77 percent entered the Faculty Early Retirement Program (FERP).

Separations Among Faculty by Cause and Appointment Status

	Retirement	Death	Resignation	Not Rehired	Total
2004-05					
Tenured	428	8	64	0	500
Probationary	9	3	146	10	168
Temporary	18	1	19	112	150
TOTAL	455	12	229	122	818
2003-04					
Tenured	683	10	52	1	746
Probationary	19	4	120	9	152
Temporary	61	4	17	90	172
TOTAL	763	18	189	100	1,070

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 2004-05 are excluded.

SALARY

The table below presents information on average salaries paid to full-time faculty employees as of October 2005. 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

To:	Number	Average Salary
Fall 2005		
Professor	4,671	86,107
Associate Professor	2,202	68,513
Assistant Professor	2,725	58,239
Instructor	8	55,004
Lecturer	1,670	54,007
ALL FULL-TIME FACULTY	11,276	\$71,160

GLOSSARY

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

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

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

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

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

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

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

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

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

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

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

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

* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.

GLOSSARY

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 Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.



Human Resources

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