

CHANGING FACES OF CALIFORNIA STATE UNIVERSITY FACULTY AND STUDENTS:

A Summary of Data on the Racial/Ethnic and Gender Diversity in the CSU

prepared for the
**CFA Equity Conference 2006:
Building Power Through
Diversity and Activism**

Aimee Shreck
CFA Research Specialist
March 2006

Changing Faces of California State University Faculty and Students: A Summary of Data on the Racial/Ethnic and Gender Diversity in the CSU

This report updates and expands on the report and data prepared for CFA's Equity Conference in 2003. The figures and tables in the pages that follow provide a snapshot of the CSU faculty and students, both systemwide and at the campus-level. Particular attention is given to the gender and racial/ethnic diversity of CSU instructional faculty and students because of the availability of such data. Some data pertaining to all of Unit 3 (instructional faculty, counselors, librarians, and coaches) are also included in this report. The tables and figures are grouped into eight broad categories (see Table of Contents), but there are numerous ways that they could have been organized. If you don't see the data you are looking for right away, it might be in a different section. In most cases, data are presented in terms of both headcount (the total number of individuals) and full-time equivalents. Data tables follow most charts, to show the data in both more and less detail and so that further analysis can be conducted independently when needed. Although in this report, analysis is limited, in favor of descriptive data, the numbers and charts reveal patterns that suggest both progress and areas in which there is room for improvement. The report is intended as a tool for CFA activists. We hope the information included in this report will inspire your advocacy, assist you in your activism, and support the work that is needed to transform our systems into more ones that are more equitable and just.

Overview

- As of fall 2005, there 23,797 active (not on leave) faculty members in the bargaining unit represented by the California Faculty Association. About 95 percent of the unit are instructional faculty. Over half are lecturers with temporary appointments. In full-time equivalents, over a third of the 15,940 FTE faculty are lecturers.
- Forty-three percent of the women and 42 percent of the men in the bargaining unit are members. Systemwide, Latino/as have the highest membership rate, relative to other racial/ethnic groups. Humboldt and San Francisco campuses have the highest rate of membership, each with 55 percent.
- Growth in temporary appointments continues to outpace growth in tenure-track appointments. In 2005, there were 3,573 more temporary instructional faculty members and only 93 more tenure line instructional faculty members than there were twenty years ago. Tenure line faculty are still predominantly male while temporary faculty are predominantly female, though the gaps are much smaller than they were twenty years ago. Unit 3 is still overwhelmingly white. Some progress towards increasing the racial/ethnic diversity is occurring, however. Today, while 76 percent of full professors are white, 63 percent of assistant professors identify as white, and only 60 percent of new tenure-track faculty hired for 2004 were white. In 2004, 80 percent of all doctorate recipients (US citizens at US institutions) were white.

- The most significant inequities concerning salary are arguably related to the large and continuously growing gap (the so-called “CPEC-gap”) between CSU salaries and salaries paid to professors at the CSU’s comparison institutions across the country. The same patterns of salary compression and inversion that are being experienced by faculty nationwide are also affecting the distribution of salaries in the CSU. However, these patterns are not analyzed in this report. Data analyzed for this conference do show that at all ranks, and across all racial/ethnic categories, men in the CSU earn more than women, on average. The differences are not always very large, and in calculating these averages, we have not controlled for important factors such as years of experience or discipline. Therefore, these data *do not* attempt to demonstrate gender discrimination. A more thorough examination of the salary data would need to be conducted before the validity of such conclusions could be considered. Of course, undeniable structural inequality exists throughout academia, and the CSU is no exception. Professors in some disciplines, which tend to be overwhelming male, are paid far more than are professors in other disciplines, many of which are today comprised of more women than men. In 2005, the newly hired assistant professors in the highest paid discipline (Accounting) were paid, on average, about \$32,000 more than those in the lowest paid discipline (Communications). (The annual report on faculty recruitment, prepared by the CSU Human Resources department, is a helpful source of data for this pattern in the CSU. The report is cited in the References to this report).
- The CSU student body is very diverse, and the CSU is often described as the most diverse university system in the country. In many ways, the racial/ethnic composition of CSU students reflects the diversity in the state. Women students far outnumber men, across all racial/ethnic categories. In particular, enrollment of Black/African American and Latino men lags far behind the women. This gender gap has persisted for many years and over the past few years has grown larger. The Los Angeles and Dominguez Hills campuses are probably the most diverse in terms of racial/ethnic diversity of both students and faculty. The Sonoma, Chico, Humboldt campuses are among the least representative of the state’s population.
- The California Postsecondary Education Commission has compiled data on the number of students with reported disabilities (such as visual or hearing impairments, learning disabilities, and physical impairments) since 1999. Though the large majority of CSU students are able-bodied with no known and reported disabilities, in 2004, 2.5 percent of the students reported a disability.
- California’s population continues to change as it grows, with the greatest increase projected for Latino/as over the next few decades. However, as current college enrollment patterns suggest, Latino/as are underrepresented in the CSU (relative to their representation in the state) and in higher education more broadly. The Public Policy Institute of California’s recent report, *California 2025* draws attention to the implications of these two intersecting trends, and highlights an expectation that the state’s employers will demand more workers with a college education than the state is likely to supply unless rates of participation of underrepresented groups improves significantly.

Table of Contents

	page
I. Bargaining Unit 3: Who we are today	
CSU Unit 3 Faculty, Fall 2005 [Chart]	1
CSU Faculty, All Ranks (Headcount), by Campus 2005	2
Percent of All Faculty, by Campus	3
CSU Full-Time Equivalent Faculty, All Ranks, Fall 2005	4
Percent of Full-Time Equivalent Faculty (All Ranks), Fall 2005	5
Percent of CSU Instructional Faculty, by Campus, Fall 2005	6
Race/Ethnicity of CSU Faculty (All Unit 3), Fall 2005	7
Number of CSU Faculty (All Unit 3), by Campus and Race/Ethnicity, Fall 2005	8
I. CFA: What does our membership look like?	
CFA Membership by Gender, Fall 2003 (All Faculty) [Chart]	9
CFA Membership by Gender and Campus (All Faculty), Fall 2005	10
CFA Membership by Race/Ethnicity, Fall 2005 [Chart]	11
CFA Membership by Race/Ethnicity and Campus (All Faculty), Fall 2005	12
Percent CFA Membership by Race/Ethnicity and Campus (All Faculty), Fall 2005	13
III. CSU Instructional Faculty: Tenure Status, Gender & Race/Ethnicity	
CSU Instructional Faculty (Headcount), by Tenure Status: 1985 to 2005 [Chart]	14
CSU Instructional Faculty (FTE), by Tenure Status: 1985 to 2005 [Chart]	15
CSU Instructional Faculty, by Campus and Tenure Status, Fall 2005	16
CSU Instructional Faculty, by Tenure Status, 1985 to 2005 (fall term)	17
CSU Instructional Faculty by Gender and Tenure Status: Fall 2005 [Chart]	18
CSU Instructional Faculty (Headcount), by Campus, Gender, and Tenure Status: Fall 2005	19
Percent CSU Instructional Faculty (Headcount), by Campus, Gender, and Tenure Status: Fall 2005	20
CSU Instructional Faculty (Full-Time Equivalent), by Campus, Gender, and Tenure Status: Fall 2005	21
Percent CSU Instructional Faculty (Full-Time Equivalent), by Campus, Gender, and Tenure Status: Fall 2005	22
Percent of Male CSU Instructional Faculty, by Campus: Fall 2005 [Chart]	23
CSU Instructional Faculty by Campus and Gender, Fall 2005	24
CSU Instructional Faculty (Headcount), by Gender: 1985 to 2005 [Chart]	25
CSU Instructional Faculty (FTE), by Gender: 1985 to 2005 [Chart]	26
CSU Distribution of Instructional Faculty, by Gender: 1985 to 2004	27
CSU Instructional Faculty, by Race/Ethnicity (Headcount), 1985 to 2005 [Chart]	28
CSU Instructional Faculty, by Race/Ethnicity (FTE), 1985 to 2005 [Chart]	29
CSU Instructional Faculty (FTE), by Race/Ethnicity: 1985 to 2005	30
Percent CSU Instructional Faculty (FTE), by Ethnicity, 1985 to 2005	31

CSU Instructional Faculty (Headcount), by Race/Ethnicity: 1985 to 2005	32
Percent CSU Instructional Faculty (Headcount), by Race/Ethnicity: 1985 to 2005	33
Race/Ethnicity of CSU Instructional Faculty, Systemwide: Fall 2005	34
Race/Ethnicity of CSU Instructional Faculty, by Campus, Fall 2005	35

IV. Instructional Faculty Salaries

Average Base Salaries by Rank & Gender, All Tenure Line Instructional Faculty, Fall 2005 [Chart]	36
Average Base Salaries, by Rank and Race/Ethnicity, All Tenure Line Instructional Faculty, Fall 2005 [Chart]	37
Average Base Salaries by Campus & All Instructional Faculty Ranks (Fall 05)	38
Average Base Salary by Sex, Rank, and Race/Ethnicity	39

V. Are we improving diversity through our hiring practices?

New CSU Tenure Track Appointments, by Ethnicity: Fall 2004 (Systemwide) [Chart]	40
Percent of New CSU Tenure Track Faculty (2004) who Identity as White [Chart]	41
Percent of New CSU Tenure Track Faculty who were Women [Chart]	42
New Tenure Track Hires in the CSU: 2004	43
Race/Ethnicity of Doctoral Recipients Who Earned Degrees from US Universities in 2004 [Chart]	44
Percent of Doctoral Recipients by Racial/Ethnicity Minority Group: 1994 and 2004	45
Doctoral Recipients from US Institutions: 1994 and 2004	46
Doctorates Earned by US Citizens, by Race/Ethnicity and Broad field of Study	47

VI. How do we compare?

Racial/Ethnic Diversity of CSU Faculty, New Tenure Line Faculty, and California's Population [Chart]	48
Racial/Ethnic Diversity of Instructional Faculty in the CSU and US Public 4-Year Institutions: 2003 [Chart]	49
Percent of CSU Students and Instructional Faculty Who Identify as White, 2004 [Chart]	50
Percent of CSU Students and Instructional Faculty Who Identify as White, 1994 [Chart]	51
Racial/Ethnic Diversity of CSU Students and Instructional Faculty: 1994 and 2004	52
Percent of CSU Students and Instructional Faculty (% of Known Race/Ethnicity)	54

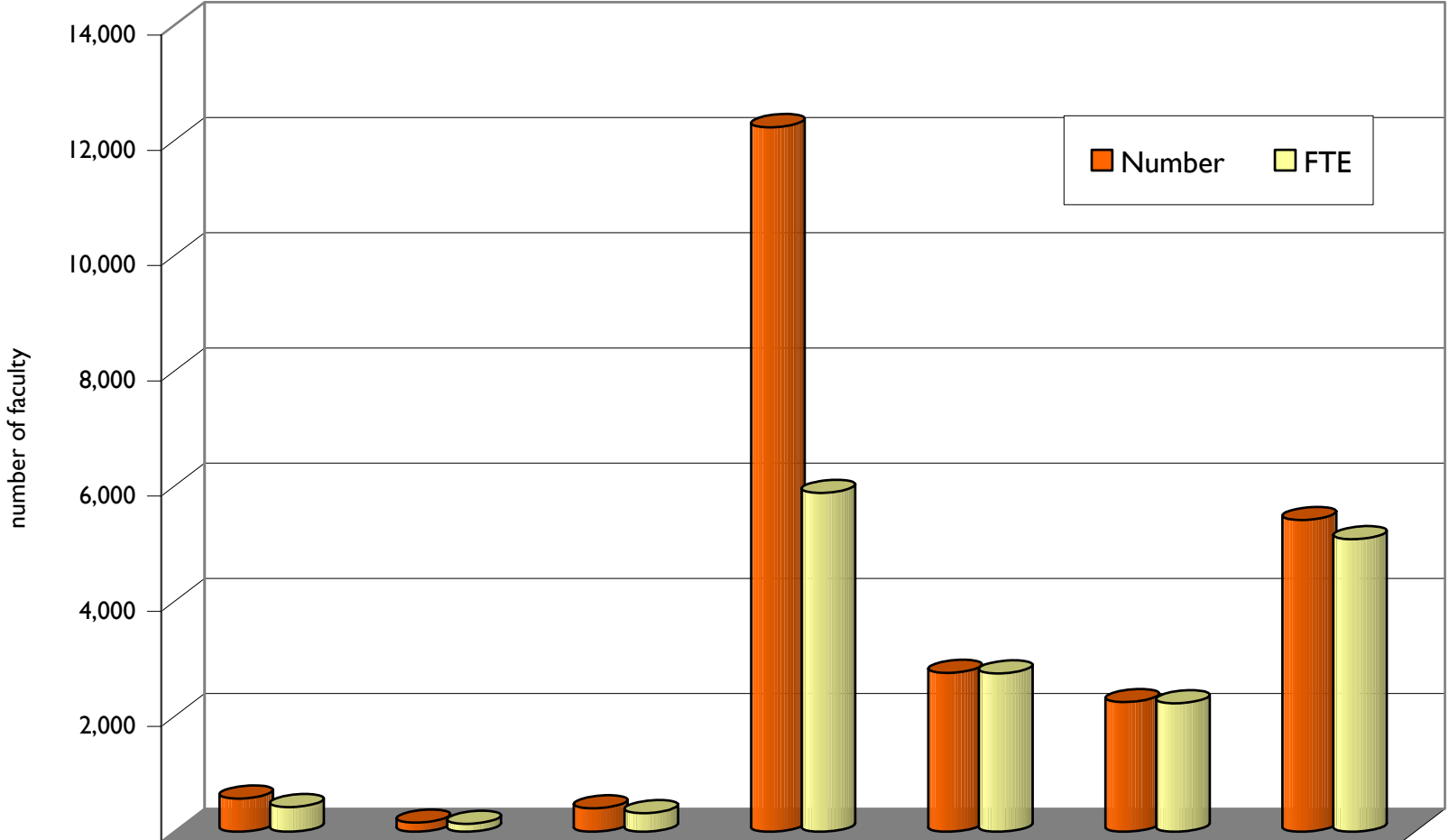
VII. CSU Student Enrollment

CSU Systemwide Enrollment, by Race/Ethnicity (Headcount), 1984, 1994, 2004 [Chart]	56
Percent of CSU Students Who Identify as White: 1985 – 2004 [Chart]	57
CSU Systemwide Enrollment (Headcount), by Gender: 1985 – 2004 [Chart]	58
CSU Systemwide Enrollment (Headcount), by Race/Ethnicity and Gender: 2004 [Chart]	59
CSU Systemwide Enrollment (Headcount), by Gender: 1985 to 2004	60
CSU Systemwide Enrollment, by Race/Ethnicity: 1985 to 2004	61
CSU Enrollment, by Ethnicity: 1984-2004	62
Percent of CSU Students with Reported Disabilities [Chart]	64
CSU Systemwide Enrollment of Students with Reported Disabilities	65

VIII. The broader context: California and the United States	
Distribution of US and California Population, by Race/Ethnicity: 2004 [Chart]	66
Distribution of California Population, by Race/Ethnicity: 1980, 1990, 2000 [Chart]	67
Distribution of US Population, by Race/Ethnicity: 1980, 1990, 2000 [Chart]	68
Changes in the Racial/Ethnic Composition to California's Population: 1970 to 2050 [Chart]	69
US Population Projections, by Race/Ethnicity: 2000 to 2050 [Chart]	70
US and California Populations, by Race/Ethnicity	71
US Population Projections, by Race/Ethnicity 2000 to 2050	72
California's Population Growth, by Ethnicity: 2000 to 2050	72
References: Notes about main data sources consulted	73

If you are looking for a particular statistic or comparison that is not included in this report, and it will help you in your work and activism; for additional copies; or if you have questions about this report, please contact Aimee Shreck, CFA Research Specialist, at 916.441.4848 or ashreck@calfac.org. Visit the CFA Research Center at www.calfac.org/research.html to view or download other research reports.

CSU Unit 3 Faculty, Fall 2005



	Coach	Counselor	Librarian	Lecturer	Assistant Prof	Associate Prof	Full Prof
Number	578	158	407	12,232	2,758	2,251	5,413
FTE	429	137	324	5,883	2,751	2,229	5,077

source: CSU PIMS database

CSU Faculty, All Ranks (Headcount), by Campus: Fall 2005

Campus	Coach	Counselor	Librarian	Lecturer	Assistant Prof	Associate Prof	Full Prof	Instructional	Total
								Faculty	All Ranks
BA	29	4	10	231	73	55	103	462	505
CH	25	7	22	443	91	119	303	956	1,010
CI			5	153	25	10	20	208	213
DH	18	7	11	379	91	48	140	658	694
EB	29	4	12	402	93	66	180	741	786
FR	21	5	19	627	146	101	277	1,151	1,196
FU	29	8	38	1,198	184	147	307	1,836	1,911
HU	19	3	12	250	58	75	143	526	560
LA	16	3	26	571	136	118	302	1,127	1,172
LB	26	10	19	1,124	205	175	432	1,936	1,991
MA	8		1	40	9	10	17	76	85
MB	22	2	10	184	26	24	37	271	305
NO	36	13	29	1,081	222	151	364	1,818	1,896
PO	23	4	17	492	107	97	356	1,052	1,096
SA	46	16	33	676	273	119	389	1,457	1,552
SB	17	6	14	486	86	90	218	880	917
SD	54	22	25	959	189	216	401	1,765	1,866
SF	19	13	25	814	227	154	369	1,564	1,621
SJ	42	13	30	1,011	153	162	398	1,724	1,809
SL	44	4	12	430	157	127	347	1,061	1,121
SM	7	5	14	205	66	62	74	407	433
SO	26	4	10	228	73	68	116	485	525
ST	22	5	13	248	68	57	120	493	533
ALL	578	158	407	12,232	2,758	2,251	5,413	22,654	23,797

source: CSU PIMS database (CFA Analysis)

Percent of CSU Faculty, All Ranks (Headcount), by Campus: Fall 2005

Campus								Instructional	Total
	Coach	Counselor	Librarian	Lecturer	Assistant Prof	Associate Prof	Full Prof	Faculty	All Ranks
BA	5.7%	0.8%	2.0%	45.7%	14.5%	10.9%	20.4%	91.5%	100.0%
CH	2.5%	0.7%	2.2%	43.9%	9.0%	11.8%	30.0%	94.7%	100.0%
CI	0.0%	0.0%	2.3%	71.8%	11.7%	4.7%	9.4%	97.7%	100.0%
DH	2.6%	1.0%	1.6%	54.6%	13.1%	6.9%	20.2%	94.8%	100.0%
EB	3.7%	0.5%	1.5%	51.1%	11.8%	8.4%	22.9%	94.3%	100.0%
FR	1.8%	0.4%	1.6%	52.4%	12.2%	8.4%	23.2%	96.2%	100.0%
FU	1.5%	0.4%	2.0%	62.7%	9.6%	7.7%	16.1%	96.1%	100.0%
HU	3.4%	0.5%	2.1%	44.6%	10.4%	13.4%	25.5%	93.9%	100.0%
LA	1.4%	0.3%	2.2%	48.7%	11.6%	10.1%	25.8%	96.2%	100.0%
LB	1.3%	0.5%	1.0%	56.5%	10.3%	8.8%	21.7%	97.2%	100.0%
MA	9.4%	0.0%	1.2%	47.1%	10.6%	11.8%	20.0%	89.4%	100.0%
MB	7.2%	0.7%	3.3%	60.3%	8.5%	7.9%	12.1%	88.9%	100.0%
NO	1.9%	0.7%	1.5%	57.0%	11.7%	8.0%	19.2%	95.9%	100.0%
PO	2.1%	0.4%	1.6%	44.9%	9.8%	8.9%	32.5%	96.0%	100.0%
SA	3.0%	1.0%	2.1%	43.6%	17.6%	7.7%	25.1%	93.9%	100.0%
SB	1.9%	0.7%	1.5%	53.0%	9.4%	9.8%	23.8%	96.0%	100.0%
SD	2.9%	1.2%	1.3%	51.4%	10.1%	11.6%	21.5%	94.6%	100.0%
SF	1.2%	0.8%	1.5%	50.2%	14.0%	9.5%	22.8%	96.5%	100.0%
SJ	2.3%	0.7%	1.7%	55.9%	8.5%	9.0%	22.0%	95.3%	100.0%
SL	3.9%	0.4%	1.1%	38.4%	14.0%	11.3%	31.0%	94.6%	100.0%
SM	1.6%	1.2%	3.2%	47.3%	15.2%	14.3%	17.1%	94.0%	100.0%
SO	5.0%	0.8%	1.9%	43.4%	13.9%	13.0%	22.1%	92.4%	100.0%
ST	4.1%	0.9%	2.4%	46.5%	12.8%	10.7%	22.5%	92.5%	100.0%
ALL	2.4%	0.7%	1.7%	51.4%	11.6%	9.5%	22.7%	95.2%	100.0%

source: CSU PIMS database (CFA Analysis)

CSU Full-Time Equivalent Faculty, All Ranks, Fall 2005

Campus	Coach	Counselor	Librarian	Lecturer	Assistant Prof	Associate Prof	Full Prof	Instructional	Total
								Faculty	All Ranks
BA	18.4	4.0	8.3	139.2	73.7	54.2	101.0	368.1	398.8
CH	16.2	7.0	13.1	220.6	91.0	117.9	273.7	703.2	739.5
CI			5.0	82.6	25.0	10.0	20.0	137.6	142.6
DH	10.2	5.2	8.0	153.2	90.5	48.0	126.0	417.6	440.9
EB	15.8	2.8	12.0	189.4	92.5	65.7	161.2	508.8	539.3
FR	21.0	4.8	18.5	326.8	145.8	99.5	259.5	831.6	875.9
FU	28.9	7.8	20.5	578.1	184.0	146.0	291.1	1,199.2	1,256.3
HU	14.7	3.0	11.4	117.4	58.0	74.0	135.3	384.7	413.7
LA	13.1	3.0	15.2	260.5	136.0	117.3	286.3	800.2	831.5
LB	25.5	9.1	13.5	555.0	205.3	172.8	407.1	1,340.2	1,388.3
MA	3.8		1.0	27.5	9.0	10.0	17.0	63.5	68.3
MB	8.7	1.2	7.8	107.1	25.7	24.0	36.5	193.3	211.0
NO	30.8	11.1	22.7	480.8	222.0	150.5	341.5	1,194.7	1,259.3
PO	12.8	4.0	13.9	269.1	107.0	97.0	333.2	806.3	837.0
SA	37.6	12.8	27.1	316.6	272.6	118.0	351.3	1,058.6	1,136.0
SB	12.4	4.6	11.7	232.6	86.0	89.8	209.1	617.4	646.1
SD	46.0	21.6	24.6	455.6	187.6	210.3	386.6	1,240.0	1,332.1
SF	8.1	10.4	22.1	369.7	224.1	154.1	342.7	1,090.5	1,131.1
SJ	33.7	10.3	27.3	435.9	151.7	157.9	374.4	1,119.8	1,191.0
SL	36.1	3.5	12.0	255.8	156.5	126.5	324.3	863.0	914.6
SM	5.3	2.8	10.9	87.4	65.6	60.8	73.2	287.0	305.9
SO	15.2	3.3	8.9	98.2	73.5	68.0	111.3	351.0	378.4
ST	14.5	4.5	9.0	124.0	68.0	57.0	114.8	363.7	391.8
ALL	428.6	136.5	324.4	5,883.1	2,751.0	2,229.2	5,076.8	15,940.0	16,829.6

source: CSU PIMS database (CFA Analysis)

Percent of Full-Time Equivalent Faculty (All Ranks), Fall 2005

Campus								Instructional	Total
	Coach	Counselor	Librarian	Lecturer	Assistant Prof	Associate Prof	Full Prof	Faculty	All Ranks
BA	4.6%	1.0%	2.1%	34.9%	18.5%	13.6%	25.3%	92.3%	100.0%
CH	2.2%	0.9%	1.8%	29.8%	12.3%	15.9%	37.0%	95.1%	100.0%
CI	0.0%	0.0%	3.5%	57.9%	17.5%	7.0%	14.0%	96.5%	100.0%
DH	2.3%	1.2%	1.8%	34.7%	20.5%	10.9%	28.6%	94.7%	100.0%
EB	2.9%	0.5%	2.2%	35.1%	17.2%	12.2%	29.9%	94.3%	100.0%
FR	2.4%	0.5%	2.1%	37.3%	16.6%	11.4%	29.6%	94.9%	100.0%
FU	2.3%	0.6%	1.6%	46.0%	14.6%	11.6%	23.2%	95.5%	100.0%
HU	3.5%	0.7%	2.7%	28.4%	14.0%	17.9%	32.7%	93.0%	100.0%
LA	1.6%	0.4%	1.8%	31.3%	16.4%	14.1%	34.4%	96.2%	100.0%
LB	1.8%	0.7%	1.0%	40.0%	14.8%	12.4%	29.3%	96.5%	100.0%
MA	5.5%	0.0%	1.5%	40.2%	13.2%	14.6%	24.9%	93.0%	100.0%
MB	4.1%	0.5%	3.7%	50.7%	12.2%	11.4%	17.3%	91.6%	100.0%
NO	2.4%	0.9%	1.8%	38.2%	17.6%	12.0%	27.1%	94.9%	100.0%
PO	1.5%	0.5%	1.7%	32.1%	12.8%	11.6%	39.8%	96.3%	100.0%
SA	3.3%	1.1%	2.4%	27.9%	24.0%	10.4%	30.9%	93.2%	100.0%
SB	1.9%	0.7%	1.8%	36.0%	13.3%	13.9%	32.4%	95.6%	100.0%
SD	3.5%	1.6%	1.8%	34.2%	14.1%	15.8%	29.0%	93.1%	100.0%
SF	0.7%	0.9%	1.9%	32.7%	19.8%	13.6%	30.3%	96.4%	100.0%
SJ	2.8%	0.9%	2.3%	36.6%	12.7%	13.3%	31.4%	94.0%	100.0%
SL	3.9%	0.4%	1.3%	28.0%	17.1%	13.8%	35.5%	94.4%	100.0%
SM	1.7%	0.9%	3.6%	28.6%	21.4%	19.9%	23.9%	93.8%	100.0%
SO	4.0%	0.9%	2.4%	25.9%	19.4%	18.0%	29.4%	92.8%	100.0%
ST	3.7%	1.1%	2.3%	31.6%	17.4%	14.5%	29.3%	92.8%	100.0%
ALL	2.5%	0.8%	1.9%	35.0%	16.3%	13.2%	30.2%	94.7%	100.0%

source: CSU PIMS database (CFA Analysis)

Percent of CSU Instructional Faculty, by Campus, Fall 2005

Headcount

Full-Time Equivalent

Campus	Lecturer	Assistant	Associate	Instructional		Campus	Lecturer	Assistant	Associate	Instructional	
		Prof	Prof	Full Prof	Faculty			Prof	Prof	Full Prof	Faculty
BA	50.0%	15.8%	11.9%	22.3%	100.0%	BA	37.8%	20.0%	14.7%	27.4%	100.0%
CH	46.3%	9.5%	12.4%	31.7%	100.0%	CH	31.4%	12.9%	16.8%	38.9%	100.0%
CI	73.6%	12.0%	4.8%	9.6%	100.0%	CI	60.0%	18.2%	7.3%	14.5%	100.0%
DH	57.6%	13.8%	7.3%	21.3%	100.0%	DH	36.7%	21.7%	11.5%	30.2%	100.0%
EB	54.3%	12.6%	8.9%	24.3%	100.0%	EB	37.2%	18.2%	12.9%	31.7%	100.0%
FR	54.5%	12.7%	8.8%	24.1%	100.0%	FR	39.3%	17.5%	12.0%	31.2%	100.0%
FU	65.3%	10.0%	8.0%	16.7%	100.0%	FU	48.2%	15.3%	12.2%	24.3%	100.0%
HU	47.5%	11.0%	14.3%	27.2%	100.0%	HU	30.5%	15.1%	19.2%	35.2%	100.0%
LA	50.7%	12.1%	10.5%	26.8%	100.0%	LA	32.6%	17.0%	14.7%	35.8%	100.0%
LB	58.1%	10.6%	9.0%	22.3%	100.0%	LB	41.4%	15.3%	12.9%	30.4%	100.0%
MA	52.6%	11.8%	13.2%	22.4%	100.0%	MA	43.3%	14.2%	15.8%	26.8%	100.0%
MB	67.9%	9.6%	8.9%	13.7%	100.0%	MB	55.4%	13.3%	12.4%	18.9%	100.0%
NO	59.5%	12.2%	8.3%	20.0%	100.0%	NO	40.2%	18.6%	12.6%	28.6%	100.0%
PO	46.8%	10.2%	9.2%	33.8%	100.0%	PO	33.4%	13.3%	12.0%	41.3%	100.0%
SA	46.4%	18.7%	8.2%	26.7%	100.0%	SA	29.9%	25.8%	11.1%	33.2%	100.0%
SB	55.2%	9.8%	10.2%	24.8%	100.0%	SB	37.7%	13.9%	14.5%	33.9%	100.0%
SD	54.3%	10.7%	12.2%	22.7%	100.0%	SD	36.7%	15.1%	17.0%	31.2%	100.0%
SF	52.0%	14.5%	9.8%	23.6%	100.0%	SF	33.9%	20.5%	14.1%	31.4%	100.0%
SJ	58.6%	8.9%	9.4%	23.1%	100.0%	SJ	38.9%	13.5%	14.1%	33.4%	100.0%
SL	40.5%	14.8%	12.0%	32.7%	100.0%	SL	29.6%	18.1%	14.7%	37.6%	100.0%
SM	50.4%	16.2%	15.2%	18.2%	100.0%	SM	30.5%	22.9%	21.2%	25.5%	100.0%
SO	47.0%	15.1%	14.0%	23.9%	100.0%	SO	28.0%	20.9%	19.4%	31.7%	100.0%
ST	50.3%	13.8%	11.6%	24.3%	100.0%	ST	34.1%	18.7%	15.7%	31.6%	100.0%
ALL	54.0%	12.2%	9.9%	23.9%	100.0%	ALL	36.9%	17.3%	14.0%	31.8%	100.0%

source: CSU PIMS database

Race/Ethnicity of CSU Faculty (All Unit 3), Fall 2005

Headcount

Ethnicity	Assistant Prof	Associate Prof	Full Prof	Lecturer	Coach	Counselor	Librarian	Total
NATIVE AMERICAN	18	19	29	94	3	3	3	169
ASIAN/ PACIFIC ISL	471	322	651	1,142	34	21	50	2,691
BLACK/ AFRICAN AM	114	94	191	481	64	17	12	973
LATINO/A	260	201	334	902	39	21	17	1,774
WHITE	1,751	1,556	4,136	8,917	398	92	312	17,162
OTHER	112	39	39	453	26	2	7	678
UNKNOWN	32	20	33	243	14	2	6	350
TOTAL	2,758	2,251	5,413	12,232	578	158	407	23,797

Full-Time Equivalentts

Ethnicity	Assistant Prof	Associate Prof	Full Prof	Lecturer	Coach	Counselor	Librarian	Total
NATIVE AMERICAN	18.0	18.5	25.3	46.1	2.7	2.5	1.0	114.2
ASIAN/ PACIFIC ISL	467.7	320.8	627.4	505.9	24.5	18.8	43.3	2,008.2
BLACK/ AFRICAN AM	114.0	93.8	183.7	213.9	50.1	15.2	10.2	680.9
LATINO/A	259.8	200.9	317.9	414.0	24.8	19.2	15.0	1,251.5
WHITE	1,747.7	1,537.1	3,852.5	4,434.4	308.1	78.3	245.8	12,203.9
OTHER	111.8	38.2	38.5	188.0	13.0	2.0	5.1	396.6
UNKNOWN	32.0	20.0	31.4	80.7	5.4	0.6	4.0	174.2
TOTAL	2,751.0	2,229.2	5,076.8	5,883.1	428.6	136.5	324.4	16,829.6

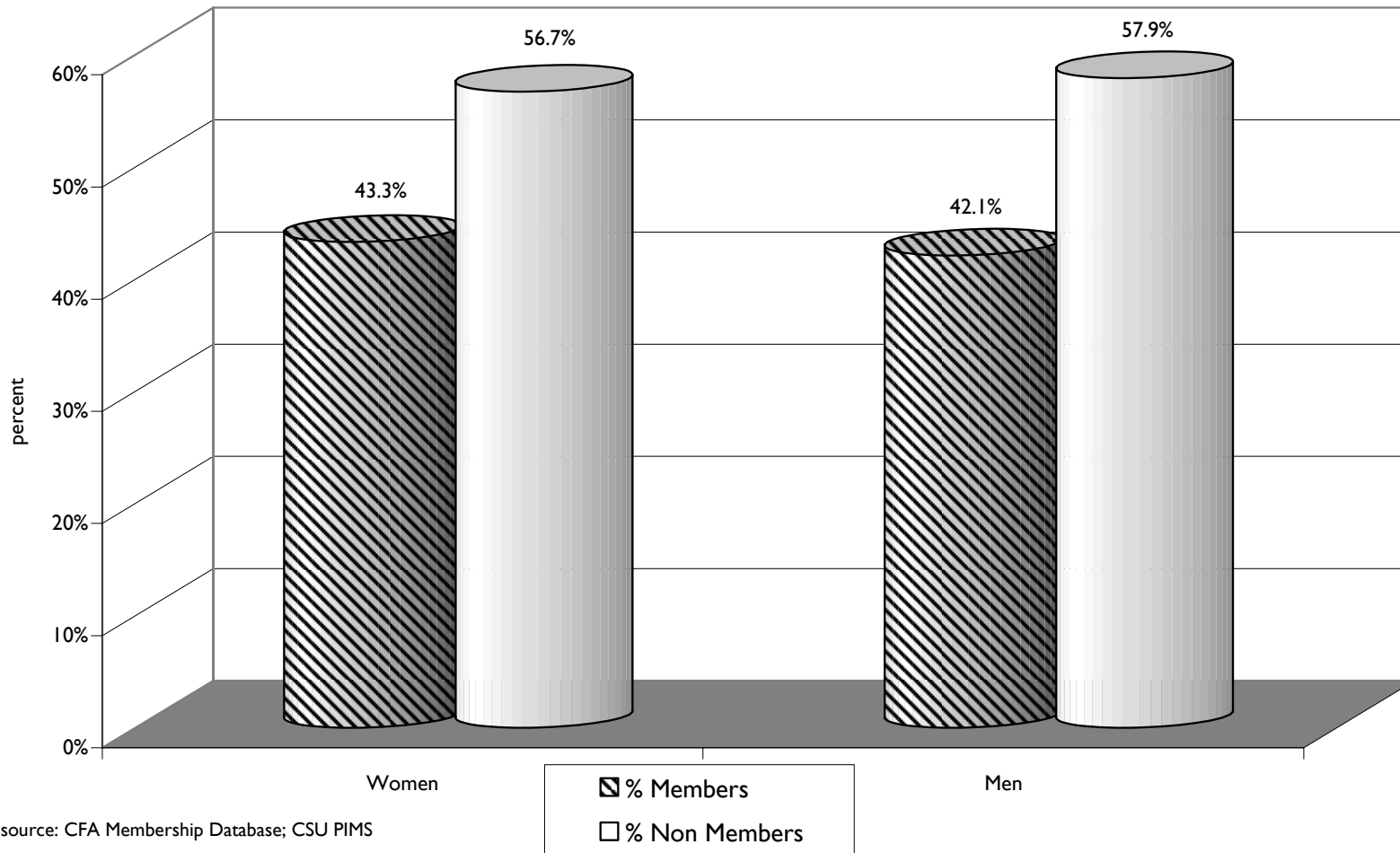
source: CSU PIMS

Number of CSU Faculty (All Unit 3), by Campus and Race/Ethnicity, Fall 2005

<u>Headcount</u>									<u>Full-Time Equivalent</u>								
Campus	Native Amer	Asian/ Pacific Isl	Black/ African Am	Latino/a	White	Other	No Response	Total	Campus	Native Amer	Asian/ Pacific Isl	Black/ African Am	Latino/a	White	Other	No Response	Total
BA	1	44	23	36	386	5	10	505	BA	0.7	36.8	18.9	31.7	301.2	2.4	7.2	398.8
CH	5	60	15	42	858	21	9	1,010	CH	3.4	48.8	11.5	33.9	626.9	10.0	4.9	739.5
CI		17	4	27	152	13	-	213	CI		12.2	2.7	18.0	101.6	8.1	0.0	142.6
DH	4	78	92	53	450	2	15	694	DH	3.1	52.9	52.7	36.7	290.0	0.6	4.9	440.9
EB	5	107	49	49	511	49	16	786	EB	3.3	77.8	35.3	33.2	359.1	22.9	7.7	539.3
FR	8	121	36	97	872	38	24	1,196	FR	5.7	97.8	31.1	65.3	637.1	25.1	13.8	875.9
FU	10	258	50	118	1,375	70	30	1,911	FU	6.3	180.7	29.7	71.8	920.3	36.4	11.2	1,256.3
HU	16	32	9	19	468	12	4	560	HU	10.1	22.2	6.9	14.8	349.4	7.3	3.0	413.7
LA	8	216	62	138	669	49	30	1,172	LA	4.2	167.7	44.7	95.1	483.9	20.0	15.8	831.5
LB	16	252	93	140	1,441	29	20	1,991	LB	8.1	189.8	65.4	92.1	1,008.0	17.0	7.9	1,388.3
MA	1	10	3	1	67	1	2	85	MA	1.0	6.1	2.3	0.4	55.9	1.0	1.6	68.3
MB	1	31	18	46	181	24	4	305	MB	1.0	23.3	14.0	37.2	121.3	12.0	2.1	211.0
NO	13	174	98	198	1,378	22	13	1,896	NO	7.9	121.2	65.0	136.1	908.4	14.0	6.7	1,259.3
PO	6	160	41	86	741	50	12	1,096	PO	5.0	128.0	30.2	68.0	565.7	35.3	4.8	837.0
SA	15	165	65	94	1,160	42	11	1,552	SA	11.4	132.4	48.5	73.3	833.9	28.0	8.6	1,136.0
SB	6	62	54	70	678	16	31	917	SB	4.4	50.5	32.7	49.3	485.7	11.0	12.5	646.1
SD	9	152	54	186	1,412	21	32	1,866	SD	5.9	117.4	38.0	118.8	1,023.2	13.3	15.4	1,332.1
SF	13	265	86	93	1,073	71	20	1,621	SF	10.0	191.6	62.2	68.4	744.6	39.5	14.7	1,131.1
SJ	11	294	67	109	1,228	72	28	1,809	SJ	7.9	191.0	45.0	65.2	828.9	43.3	9.8	1,191.0
SL	3	78	15	57	934	23	11	1,121	SL	2.7	67.8	14.0	49.4	755.6	17.7	7.4	914.6
SM	4	42	14	51	297	16	9	433	SM	2.1	34.1	10.3	41.7	199.0	14.0	4.7	305.9
SO	8	25	11	27	438	7	9	525	SO	4.8	22.3	8.0	23.8	310.8	3.8	4.9	378.4
ST	6	48	14	37	393	25	10	533	ST	5.2	36.0	11.9	27.2	293.3	13.8	4.4	391.8
	169	2,691	973	1,774	17,162	678	350	23,797	ALL	114.2	2,008.2	680.9	1,251.5	12,203.9	396.6	174.2	16,829.6

source: CSU PIMS

CFA Membership by Gender, Fall 2005 (all faculty)



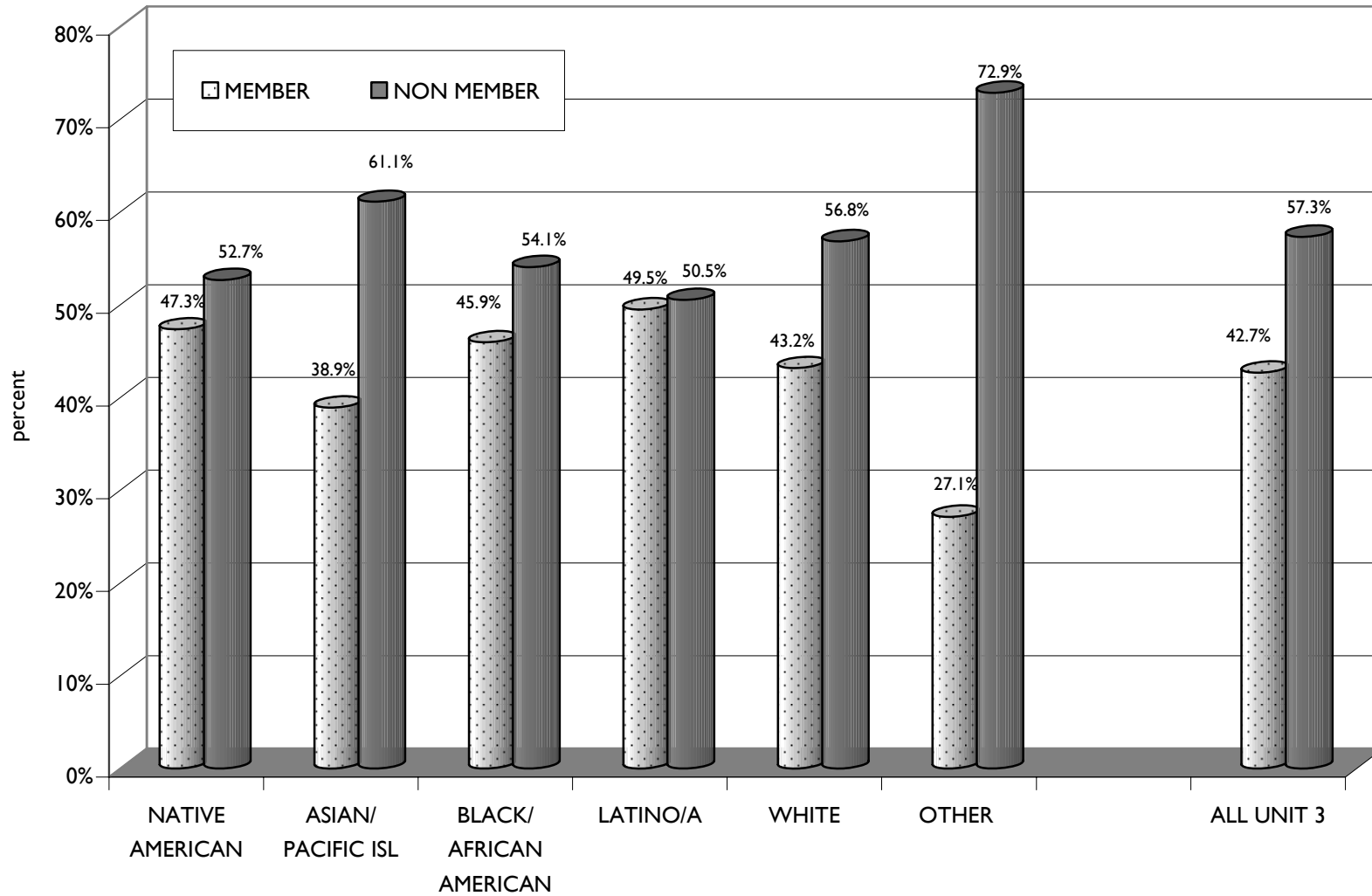
CFA Membership by Gender and Campus (All Faculty), Fall 2005

Campus	<u>Women</u>		<u>Men</u>		Campus	<u>Women</u>	<u>Men</u>
	Members	(N)	Members	(N)		% Members	% Members
SYS	4,814	11,122	5,339	12,670	SYS	43.3%	42.1%
BA	111	250	117	255	BA	44.4%	45.9%
CH	209	442	275	568	CH	47.3%	48.4%
CI	32	102	33	111	CI	31.4%	29.7%
DH	155	358	145	335	DH	43.3%	43.3%
EB	176	394	174	392	EB	44.7%	44.4%
FR	214	521	255	675	FR	41.1%	37.8%
FU	288	948	331	963	FU	30.4%	34.4%
HU	135	261	173	299	HU	51.7%	57.9%
LA	265	532	319	640	LA	49.8%	49.8%
LB	360	957	373	1,034	LB	37.6%	36.1%
MA	8	15	47	70	MA	53.3%	67.1%
MB	76	155	64	150	MB	49.0%	42.7%
NO	362	917	369	979	NO	39.5%	37.7%
PO	191	415	314	681	PO	46.0%	46.1%
SA	374	733	346	819	SA	51.0%	42.2%
SB	211	434	253	483	SB	48.6%	52.4%
SD	301	868	347	998	SD	34.7%	34.8%
SF	471	830	420	791	SF	56.7%	53.1%
SJ	359	892	351	916	SJ	40.2%	38.3%
SL	134	354	274	767	SL	37.9%	35.7%
SM	117	235	85	197	SM	49.8%	43.1%
SO	149	267	123	258	SO	55.8%	47.7%
ST	116	242	151	289	ST	47.9%	52.2%

Excluding individuals for whom gender data were unavailable

source: CFA Membership database; CSU PIMS

CFA Membership by Race/Ethnicity, Fall 2005



source: CFA Membership Database; CSU PIMS

CFA Membership by Race/Ethnicity and Campus (All Faculty), Fall 2005

SYS	<u>Native American</u>		<u>Asian/ Pacific Islander</u>		<u>Black/ African American</u>		<u>Latino/a</u>		<u>White</u>		<u>Other</u>		<u>Unknown</u>		<u>Total Unit 3</u>	
	Members	(N)	Members	(N)	Members	(N)	Members	(N)	Members	(N)	Members	(N)	Members	(N)	Members	(N)
	80	169	1,047	2,691	447	973	878	1,774	7,407	17,162	184	678	113	350	10,156	23,797
BA		1	20	44	11	23	26	36	168	386	1	5	2	10	228	505
CH	4	5	32	60	7	15	27	42	409	858	2	21	3	9	484	1,010
CI			4	17	1	4	10	27	45	152	5	13	-	-	65	213
DH	3	4	32	78	35	92	27	53	203	450		2	-	15	300	694
EB	4	5	38	107	23	49	18	49	251	511	10	49	6	16	350	786
FR	3	8	44	121	17	36	42	97	346	872	10	38	7	24	469	1,196
FU	3	10	82	258	14	50	50	118	458	1,375	7	70	5	30	619	1,911
HU	7	16	19	32	5	9	12	19	258	468	4	12	3	4	308	560
LA	4	8	108	216	33	62	75	138	346	669	3	49	15	30	584	1,172
LB	5	16	96	252	41	93	55	140	525	1,441	8	29	3	20	733	1,991
MA	1	1	7	10	3	3		1	42	67	1	1	1	2	55	85
MB		1	11	31	11	18	28	46	80	181	8	24	2	4	140	305
NO	5	13	57	174	50	98	100	198	513	1,378	2	22	4	13	731	1,896
PO	2	6	74	160	18	41	43	86	348	741	15	50	5	12	505	1,096
SA	10	15	55	165	36	65	57	94	541	1,160	14	42	7	11	720	1,552
SB	5	6	35	62	19	54	43	70	343	678	10	16	9	31	464	917
SD	3	9	48	152	22	54	78	186	482	1,412	7	21	8	32	648	1,866
SF	8	13	112	265	49	86	58	93	622	1,073	29	71	13	20	891	1,621
SJ	2	11	102	294	24	67	39	109	518	1,228	19	72	7	28	711	1,809
SL	2	3	20	78	9	15	20	57	348	934	6	23	3	11	408	1,121
SM	2	4	16	42	8	14	31	51	130	297	12	16	3	9	202	433
SO	4	8	16	25	4	11	17	27	225	438	2	7	4	9	272	525
ST	3	6	19	48	7	14	22	37	206	393	9	25	3	10	269	533

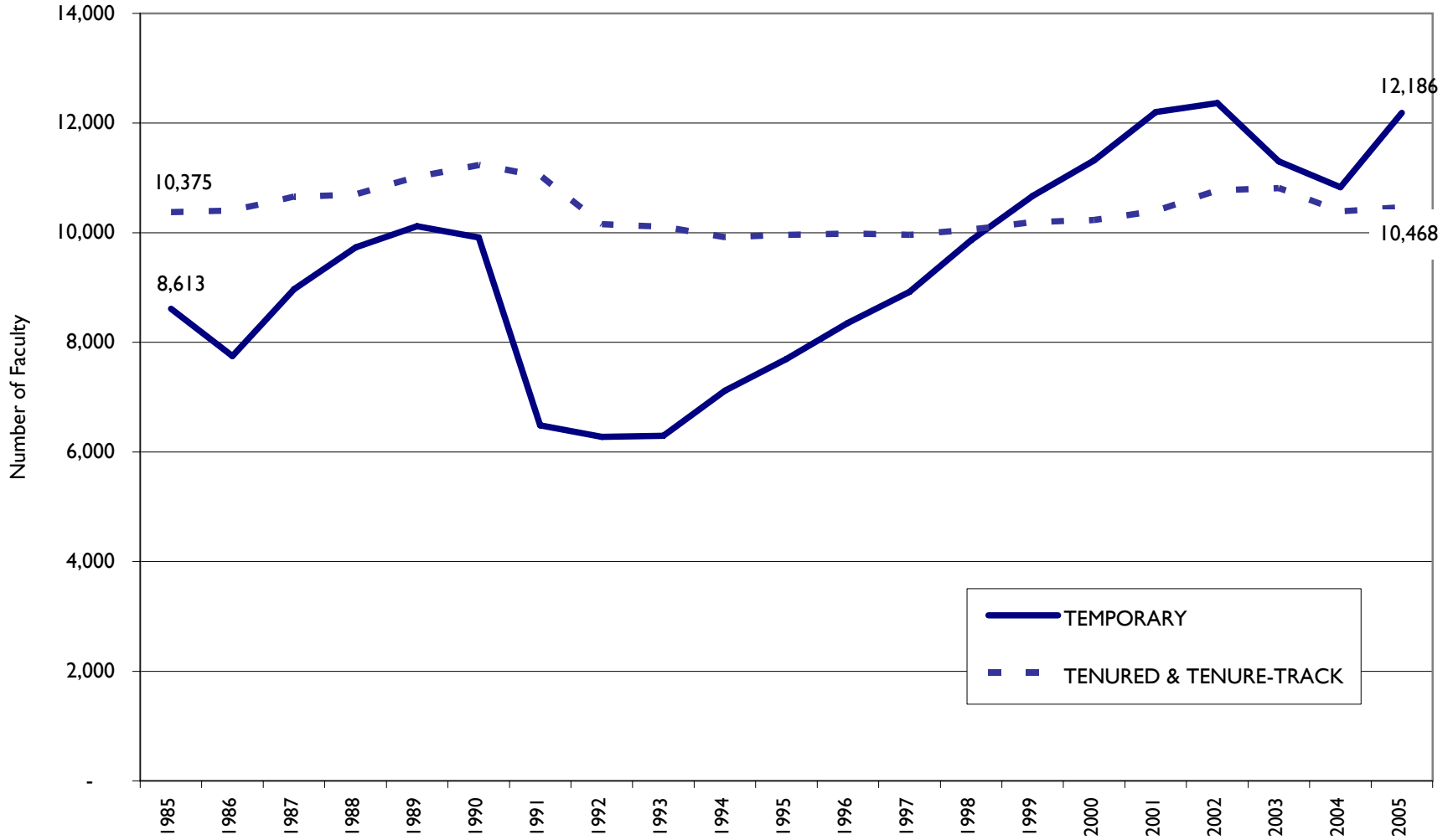
source: CFA Membership Database; CSU PIMS

Percent CFA Membership by Race/Ethnicity and Campus (All Faculty), Fall 2005

	<u>Native American</u>	<u>Asian/ Pacific</u>	<u>Black/ African</u>	<u>Latino/a</u>	<u>White</u>	<u>Other</u>	<u>Unknown</u>	<u>Total Unit 3</u>				
	<u>Members</u>	<u>Islander</u>	<u>American</u>						<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>
	Members	Members	Members						Members	Members	Members	Members
SYS	47.3%	38.9%	45.9%	49.5%	43.2%	27.1%	32.3%	42.7%				
BA	0.0%	45.5%	47.8%	72.2%	43.5%	20.0%	20.0%	45.1%				
CH	80.0%	53.3%	46.7%	64.3%	47.7%	9.5%	33.3%	47.9%				
CI		23.5%	25.0%	37.0%	29.6%	38.5%		30.5%				
DH	75.0%	41.0%	38.0%	50.9%	45.1%	0.0%	0.0%	43.2%				
EB	80.0%	35.5%	46.9%	36.7%	49.1%	20.4%	37.5%	44.5%				
FR	37.5%	36.4%	47.2%	43.3%	39.7%	26.3%	29.2%	39.2%				
FU	30.0%	31.8%	28.0%	42.4%	33.3%	10.0%	16.7%	32.4%				
HU	43.8%	59.4%	55.6%	63.2%	55.1%	33.3%	75.0%	55.0%				
LA	50.0%	50.0%	53.2%	54.3%	51.7%	6.1%	50.0%	49.8%				
LB	31.3%	38.1%	44.1%	39.3%	36.4%	27.6%	15.0%	36.8%				
MA	100.0%	70.0%	100.0%	0.0%	62.7%	100.0%	50.0%	64.7%				
MB	0.0%	35.5%	61.1%	60.9%	44.2%	33.3%	50.0%	45.9%				
NO	38.5%	32.8%	51.0%	50.5%	37.2%	9.1%	30.8%	38.6%				
PO	33.3%	46.3%	43.9%	50.0%	47.0%	30.0%	41.7%	46.1%				
SA	66.7%	33.3%	55.4%	60.6%	46.6%	33.3%	63.6%	46.4%				
SB	83.3%	56.5%	35.2%	61.4%	50.6%	62.5%	29.0%	50.6%				
SD	33.3%	31.6%	40.7%	41.9%	34.1%	33.3%	25.0%	34.7%				
SF	61.5%	42.3%	57.0%	62.4%	58.0%	40.8%	65.0%	55.0%				
SJ	18.2%	34.7%	35.8%	35.8%	42.2%	26.4%	25.0%	39.3%				
SL	66.7%	25.6%	60.0%	35.1%	37.3%	26.1%	27.3%	36.4%				
SM	50.0%	38.1%	57.1%	60.8%	43.8%	75.0%	33.3%	46.7%				
SO	50.0%	64.0%	36.4%	63.0%	51.4%	28.6%	44.4%	51.8%				
ST	50.0%	39.6%	50.0%	59.5%	52.4%	36.0%	30.0%	50.5%				

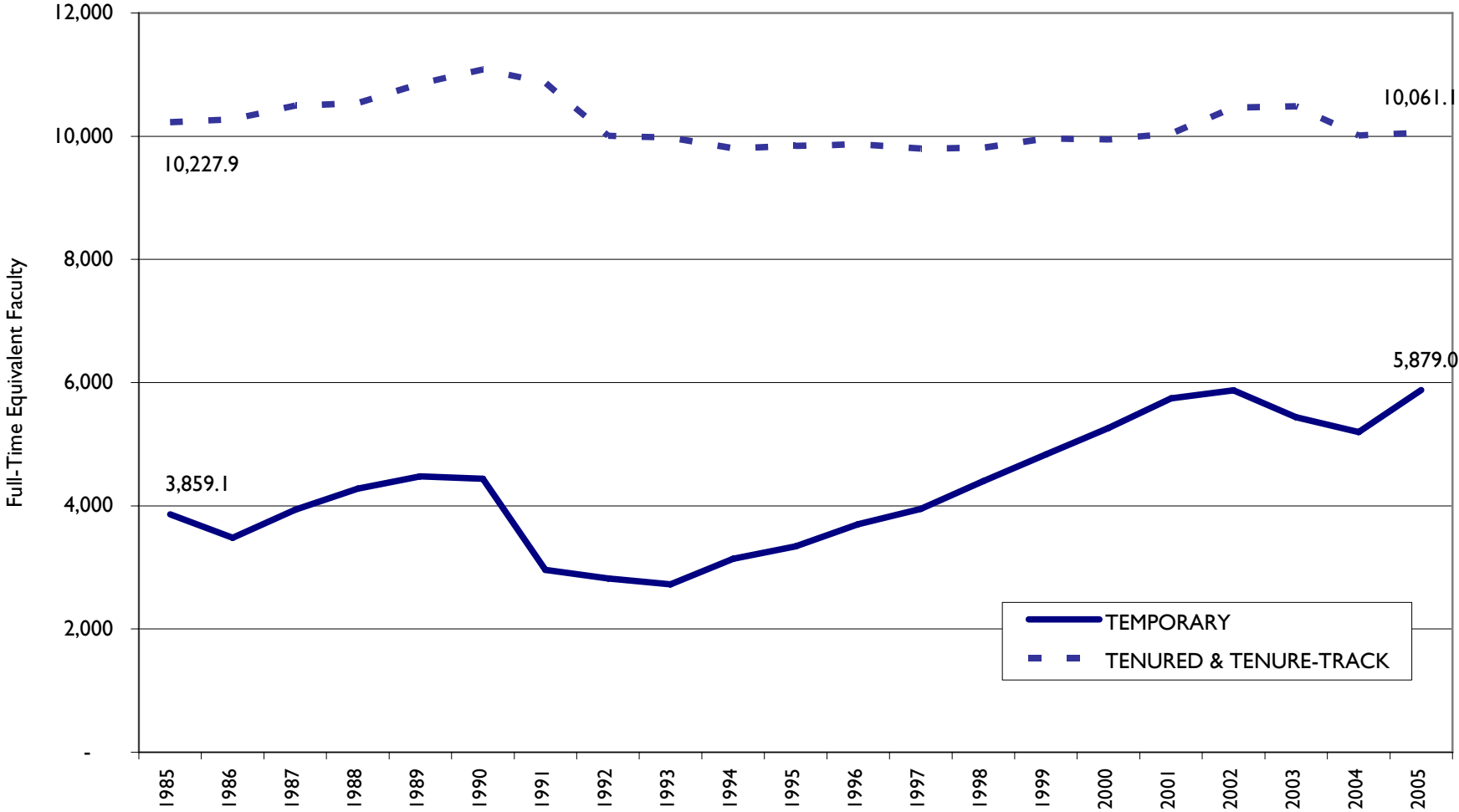
source: CFA Membership Database; CSU PIMS

CSU Instructional Faculty (Headcount), by Tenure Status: 1985 to 2005



source: CSU PIMS

CSU Instructional Faculty (FTE), by Tenure Status: 1985 to 2005



source: CSU PIMS

CSU Instructional Faculty, by Campus and Tenure Status, Fall 2005

Full-Time Equivalents

Headcount

Campus	<u>Tenure Status</u>			Total	Campus	<u>Tenure Status</u>			Total
	Temporary	Tenure-Track	Tenured			Temporary	Tenure-Track	Tenured	
BA	133.7	84.8	149.6	368.1	BA	226	84	152	462
CH	216.1	102.0	385.1	703.2	CH	428	102	426	956
CI	85.6	33.0	19.0	137.6	CI	156	33	19	208
DH	155.0	99.0	163.6	417.6	DH	380	99	179	658
EB	191.3	89.5	228.0	508.8	EB	405	90	246	741
FR	329.4	151.8	350.4	831.6	FR	628	152	371	1,151
FU	579.9	217.0	402.3	1,199.2	FU	1,199	217	420	1,836
HU	116.5	59.0	209.1	384.7	HU	244	59	223	526
LA	263.6	149.0	387.6	800.2	LA	571	149	407	1,127
LB	555.0	226.5	558.7	1,340.2	LB	1,124	226	586	1,936
MA	20.5	12.0	31.0	63.5	MA	33	12	31	76
MB	105.8	29.7	57.8	193.3	MB	181	30	60	271
NO	480.7	260.2	453.8	1,194.7	NO	1,076	261	481	1,818
PO	267.7	148.0	390.6	806.3	PO	488	148	416	1,052
SA	319.1	281.6	457.8	1,058.6	SA	678	282	497	1,457
SB	230.6	88.1	298.7	617.4	SB	476	89	315	880
SD	450.4	204.1	585.5	1,240.0	SD	953	205	607	1,765
SF	368.4	224.1	498.1	1,090.5	SF	813	227	524	1,564
SJ	438.9	175.9	505.1	1,119.8	SJ	1,014	178	532	1,724
SL	253.8	184.5	424.7	863.0	SL	425	185	451	1,061
SM	90.7	70.9	125.4	287.0	SM	208	72	127	407
SO	100.2	86.5	164.3	351.0	SO	230	86	169	485
ST	126.0	74.0	163.8	363.7	ST	250	74	169	493
ALL	5,879.0	3,051.1	7,010.0	15,940.0	ALL	12,186	3,060	7,408	22,654

source: CSU PIMS

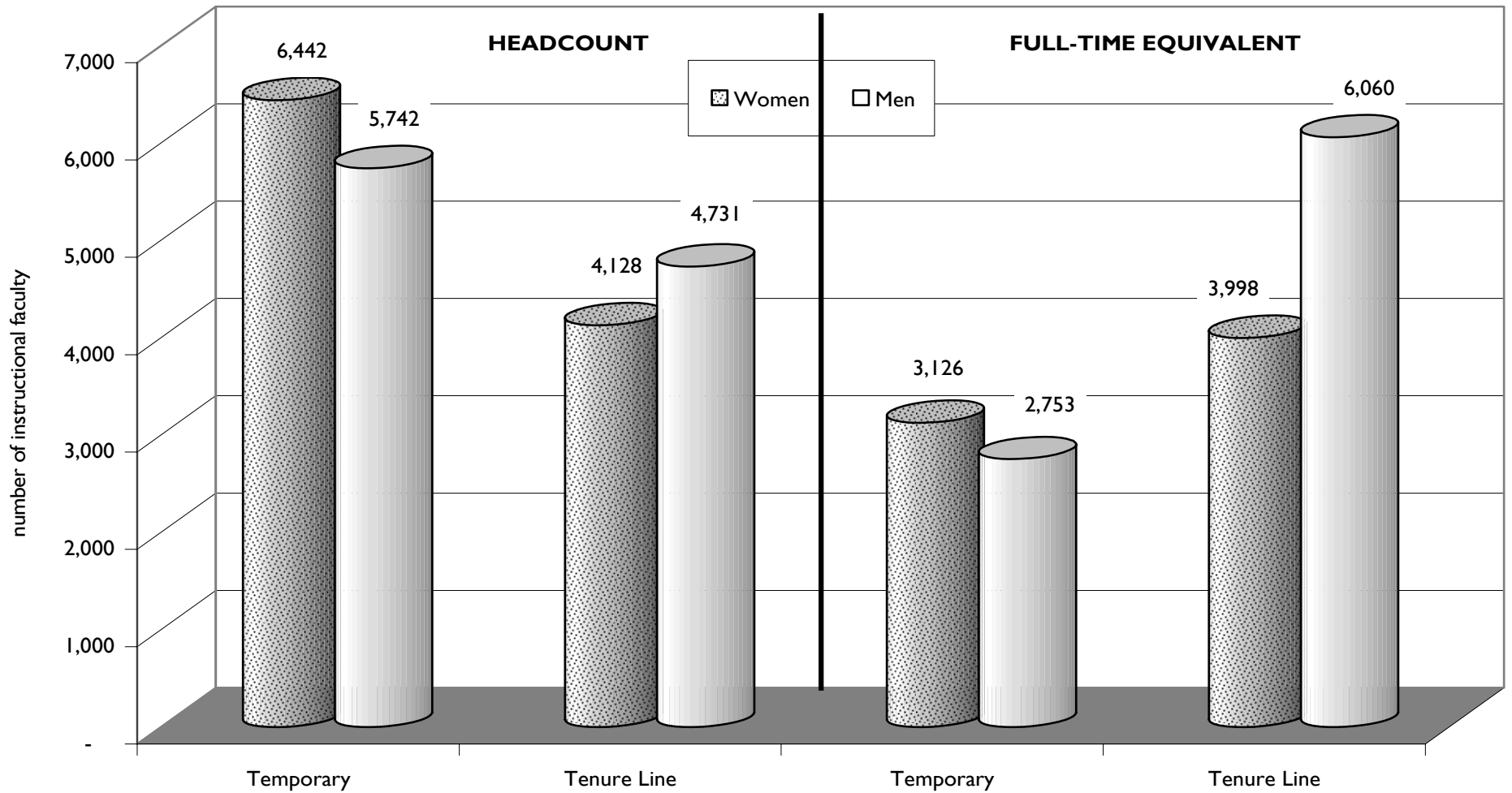
CSU INSTRUCTIONAL FACULTY, BY TENURE STATUS: 1985 TO 2005 (fall term)

YEAR	FULL-TIME EQUIVALENTS				HEADCOUNT						
	TEMPORARY	TENURE-TRACK	TENURED	TOTAL	TENURED & TENURE-TRACK	TEMPORARY	TENURE-TRACK	TENURED	TOTAL	TENURED & TENURE-TRACK	
1985	3,859	1,460	8,767	14,087	10,228	8,613	1,464	8,911	18,988	10,375	
1986	3,479	1,585	8,690	13,754	10,274	7,747	1,591	8,816	18,154	10,407	
1987	3,937	1,779	8,716	14,432	10,495	8,971	1,783	8,876	19,630	10,659	
1988	4,281	1,988	8,546	14,814	10,533	9,734	2,001	8,693	20,428	10,694	
1989	4,476	2,262	8,592	15,329	10,853	10,118	2,274	8,745	21,137	11,019	
1990	4,438	2,471	8,610	15,519	11,081	9,912	2,478	8,757	21,147	11,235	
1991	2,958	2,459	8,406	13,823	10,865	6,485	2,471	8,568	17,524	11,039	
1992	2,820	2,181	7,827	12,828	10,008	6,274	2,196	7,960	16,430	10,156	
1993	2,726	1,832	8,147	12,705	9,979	6,292	1,840	8,269	16,401	10,109	
1994	3,139	1,638	8,167	12,944	9,805	7,118	1,644	8,274	17,036	9,918	
1995	3,341	1,524	8,318	13,183	9,842	7,694	1,531	8,431	17,656	9,962	
1996	3,700	1,469	8,400	13,569	9,869	8,353	1,475	8,511	18,339	9,986	
1997	3,953	1,512	8,289	13,754	9,801	8,924	1,518	8,445	18,887	9,963	
1998	4,402	1,727	8,086	14,214	9,813	9,860	1,734	8,321	19,915	10,055	
1999	4,833	2,024	7,940	14,797	9,964	10,673	2,030	8,165	20,868	10,195	
2000	5,262	2,314	7,630	15,207	9,945	11,318	2,330	7,903	21,551	10,233	
2001	5,746	2,651	7,394	15,791	10,045	12,202	2,660	7,736	22,598	10,396	
2002	5,877	3,116	7,348	16,341	10,464	12,365	3,122	7,648	23,135	10,770	
2003	5,439	3,320	7,164	15,922	10,484	11,299	3,325	7,489	22,113	10,814	
2004	5,198	3,065	6,946	15,208	10,010	10,828	3,071	7,317	21,216	10,388	
2005	5,879	3,051	7,010	15,940	10,061	12,186	3,060	7,408	22,649	10,468	

PERCENT CSU INSTRUCTIONAL FACULTY, BY TENURE STATUS: 1985 TO 2005

YEAR	FULL-TIME EQUIVALENTS				HEADCOUNT						
	TEMPORARY	TENURE-TRACK	TENURED	TOTAL	TENURED & TENURE-TRACK	TEMPORARY	TENURE-TRACK	TENURED	TOTAL	TENURED & TENURE-TRACK	
1985	27.4%	10.4%	62.2%	100.0%	72.6%	45.4%	7.7%	46.9%	100.0%	54.6%	
1986	25.3%	11.5%	63.2%	100.0%	74.7%	42.7%	8.8%	48.6%	100.0%	57.3%	
1987	27.3%	12.3%	60.4%	100.0%	72.7%	45.7%	9.1%	45.2%	100.0%	54.3%	
1988	28.9%	13.4%	57.7%	100.0%	71.1%	47.7%	9.8%	42.6%	100.0%	52.3%	
1989	29.2%	14.8%	56.0%	100.0%	70.8%	47.9%	10.8%	41.4%	100.0%	52.1%	
1990	28.6%	15.9%	55.5%	100.0%	71.4%	46.9%	11.7%	41.4%	100.0%	53.1%	
1991	21.4%	17.8%	60.8%	100.0%	78.6%	37.0%	14.1%	48.9%	100.0%	63.0%	
1992	22.0%	17.0%	61.0%	100.0%	78.0%	38.2%	13.4%	48.4%	100.0%	61.8%	
1993	21.5%	14.4%	64.1%	100.0%	78.5%	38.4%	11.2%	50.4%	100.0%	61.6%	
1994	24.3%	12.7%	63.1%	100.0%	75.7%	41.8%	9.7%	48.6%	100.0%	58.2%	
1995	25.3%	11.6%	63.1%	100.0%	74.7%	43.6%	8.7%	47.8%	100.0%	56.4%	
1996	27.3%	10.8%	61.9%	100.0%	72.7%	45.5%	8.0%	46.4%	100.0%	54.5%	
1997	28.7%	11.0%	60.3%	100.0%	71.3%	47.2%	8.0%	44.7%	100.0%	52.8%	
1998	31.0%	12.1%	56.9%	100.0%	69.0%	49.5%	8.7%	41.8%	100.0%	50.5%	
1999	32.7%	13.7%	53.7%	100.0%	67.3%	51.1%	9.7%	39.1%	100.0%	48.9%	
2000	34.6%	15.2%	50.2%	100.0%	65.4%	52.5%	10.8%	36.7%	100.0%	47.5%	
2001	36.4%	16.8%	46.8%	100.0%	63.6%	54.0%	11.8%	34.2%	100.0%	46.0%	
2002	36.0%	19.1%	45.0%	100.0%	64.0%	53.4%	13.5%	33.1%	100.0%	46.6%	
2003	34.2%	20.9%	45.0%	100.0%	65.8%	51.1%	15.0%	33.9%	100.0%	48.9%	
2004	34.2%	20.2%	45.7%	100.0%	65.8%	51.0%	14.5%	34.5%	100.0%	49.0%	
2005	36.9%	19.1%	44.0%	100.0%	63.1%	53.8%	13.5%	32.7%	100.0%	46.2%	

CSU Instructional Faculty by Gender and Tenure Status: Fall 2005



source: CSU PIMS database

CSU Instructional Faculty (Headcount*), by Campus, Gender, and Tenure Status: Fall 2005

Campus	Women				Men					
	Temporary	Tenure-Track	Tenured	Tenure Line Total	Women Total	Temporary	Tenure-Track	Tenured	Tenure Line Total	Men Total
BA	135	46	51	97	232	91	38	101	139	230
CH	217	46	151	197	414	211	56	275	331	542
CI	77	13	8	21	98	79	20	11	31	110
DH	217	52	74	126	343	162	47	105	152	314
EB	234	48	92	140	374	171	42	154	196	367
FR	319	66	117	183	502	309	86	254	340	649
FU	648	117	141	258	906	551	100	279	379	930
HU	143	20	83	103	246	101	39	140	179	280
LA	274	72	162	234	508	297	77	245	322	619
LB	596	116	214	330	926	528	110	372	482	1,010
MA	7	1	5	6	13	26	11	26	37	63
MB	97	15	25	40	137	84	15	35	50	134
NO	569	127	184	311	880	507	134	297	431	938
PO	201	57	134	191	392	287	91	282	373	660
SA	363	139	190	329	692	315	143	307	450	765
SB	251	41	123	164	415	225	48	192	240	465
SD	511	89	223	312	823	442	116	384	500	942
SF	471	123	204	327	798	342	104	320	424	766
SJ	550	95	200	295	845	464	82	332	414	878
SL	185	54	94	148	333	240	131	357	488	728
SM	116	41	61	102	218	92	31	65	96	188
SO	134	40	75	115	249	96	46	94	140	236
ST	127	34	65	99	226	122	39	104	143	265
ALL	6,442	1,452	2,676	4,128	10,570	5,742	1,606	4,731	6,337	12,079

*excluding 5 individuals for whom data were unavailable

source: CSU PIMS database

Percent CSU Instructional Faculty (Headcount*), by Campus, Gender, and Tenure Status: Fall 2005

Women

Men

Campus	Pct Temporary	Pct Tenure Line	Pct Temporary	Pct Tenure Line
BA	58.2%	41.8%	39.6%	60.4%
CH	52.4%	47.6%	38.9%	61.1%
CI	78.6%	21.4%	71.8%	28.2%
DH	63.3%	36.7%	51.6%	48.4%
EB	62.6%	37.4%	46.6%	53.4%
FR	63.5%	36.5%	47.6%	52.4%
FU	71.5%	28.5%	59.2%	40.8%
HU	58.1%	41.9%	36.1%	63.9%
LA	53.9%	46.1%	48.0%	52.0%
LB	64.4%	35.6%	52.3%	47.7%
MA	53.8%	46.2%	41.3%	58.7%
MB	70.8%	29.2%	62.7%	37.3%
NO	64.7%	35.3%	54.1%	45.9%
PO	51.3%	48.7%	43.5%	56.5%
SA	52.5%	47.5%	41.2%	58.8%
SB	60.5%	39.5%	48.4%	51.6%
SD	62.1%	37.9%	46.9%	53.1%
SF	59.0%	41.0%	44.6%	55.4%
SJ	65.1%	34.9%	52.8%	47.2%
SL	55.6%	44.4%	33.0%	67.0%
SM	53.2%	46.8%	48.9%	51.1%
SO	53.8%	46.2%	40.7%	59.3%
ST	56.2%	43.8%	46.0%	54.0%
ALL	60.9%	39.1%	47.5%	52.5%

*excluding 5 individuals for whom data were unavailable

source: CSU PIMS database

**CSU Instructional Faculty (Full-Time Equivalent*), by Campus, Gender, and Tenure Status:
Fall 2005**

Campus	<u>Women</u>				<u>Men</u>				Men Total	
	Temporary	Tenure-Track	Tenured	Tenure Line Total	Temporary	Tenure-Track	Tenured	Tenure Line Total		
BA	82.5	46.6	49.8	96.4	178.9	51.2	38.3	99.8	138.0	189.2
CH	106.1	46.0	136.7	182.7	288.8	110.0	56.0	248.4	304.4	414.4
CI	42.3	13.0	8.0	21.0	63.3	43.3	20.0	11.0	31.0	74.3
DH	83.5	52.0	66.3	118.3	201.8	71.3	47.0	97.4	144.4	215.7
EB	107.0	47.5	86.8	134.3	241.3	84.3	42.0	141.2	183.2	267.5
FR	171.8	65.8	112.4	178.2	350.1	157.6	86.0	238.0	324.0	481.6
FU	309.2	117.0	139.0	256.0	565.2	270.7	100.0	263.3	363.3	634.0
HU	64.5	20.0	77.7	97.7	162.2	52.0	39.0	131.5	170.5	222.5
LA	128.7	72.0	155.3	227.3	356.0	134.9	77.0	232.3	309.3	444.2
LB	296.3	116.3	205.8	322.2	618.5	258.7	110.2	352.9	463.1	721.8
MA	4.2	1.0	5.0	6.0	10.2	16.2	11.0	26.0	37.0	53.2
MB	61.7	14.7	24.7	39.5	101.2	44.1	15.0	33.0	48.0	92.1
NO	253.5	127.0	173.9	300.9	554.4	227.2	133.2	279.9	413.1	640.4
PO	116.7	57.0	130.0	187.0	303.7	151.0	91.0	260.6	351.6	502.6
SA	172.4	138.2	178.4	316.6	489.1	146.7	143.4	279.4	422.8	569.5
SB	129.0	40.1	116.2	156.3	285.3	101.6	48.0	182.5	230.5	332.1
SD	252.1	88.6	216.3	304.8	556.9	198.3	115.5	369.3	484.8	683.1
SF	213.4	121.0	196.4	317.4	530.7	155.1	103.1	301.7	404.7	559.8
SJ	243.9	93.7	186.7	280.4	524.2	195.0	81.2	318.3	399.5	594.5
SL	108.1	53.5	89.4	142.9	251.0	145.7	131.0	335.3	466.3	612.0
SM	48.6	40.6	60.6	101.2	149.8	42.1	30.3	63.8	94.1	136.2
SO	60.4	40.3	74.5	114.8	175.1	39.8	46.3	89.8	136.1	175.9
ST	69.5	34.0	62.6	96.6	166.1	56.2	39.0	101.2	140.2	196.4
ALL	3,125.6	1,445.8	2,552.5	3,998.3	7,123.9	2,753.0	1,603.3	4,456.4	6,059.7	8,812.8

*excluding individuals for whom data were unavailable

source: CSU PIMS database

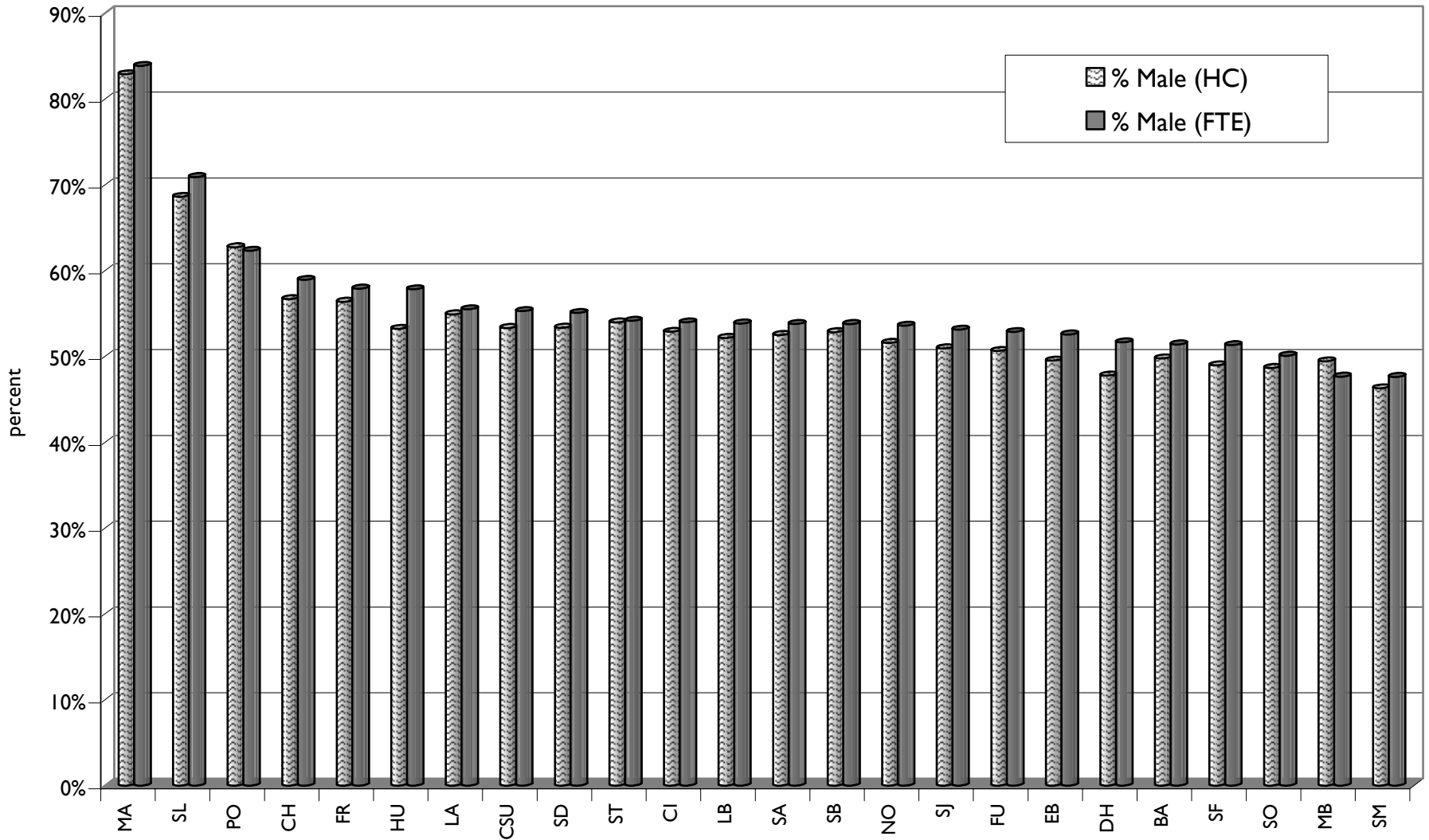
**Percent CSU Instructional Faculty (Full-Time Equivalent*), by Campus, Gender, and Tenure Status
Fall 2005**

Campus	<u>Women</u>		<u>Men</u>	
	Pct Temporary	Pct Tenure Line	Pct Temporary	Pct Tenure Line
BA	46.1%	53.9%	27.1%	72.9%
CH	36.7%	63.3%	26.5%	73.5%
CI	66.8%	33.2%	58.3%	41.7%
DH	41.4%	58.6%	33.1%	66.9%
EB	44.3%	55.7%	31.5%	68.5%
FR	49.1%	50.9%	32.7%	67.3%
FU	54.7%	45.3%	42.7%	57.3%
HU	39.8%	60.2%	23.4%	76.6%
LA	36.2%	63.8%	30.4%	69.6%
LB	47.9%	52.1%	35.8%	64.2%
MA	41.4%	58.6%	30.5%	69.5%
MB	61.0%	39.0%	47.9%	52.1%
NO	45.7%	54.3%	35.5%	64.5%
PO	38.4%	61.6%	30.0%	70.0%
SA	35.3%	64.7%	25.8%	74.2%
SB	45.2%	54.8%	30.6%	69.4%
SD	45.3%	54.7%	29.0%	71.0%
SF	40.2%	59.8%	27.7%	72.3%
SJ	46.5%	53.5%	32.8%	67.2%
SL	43.1%	56.9%	23.8%	76.2%
SM	32.4%	67.6%	30.9%	69.1%
SO	34.5%	65.5%	22.6%	77.4%
ST	41.9%	58.1%	28.6%	71.4%
ALL	43.9%	56.1%	31.2%	68.8%

*excluding individuals for whom data were unavailable

source: CSU PIMS database

Percent of Male CSU Instructional Faculty, by Campus: Fall 2005



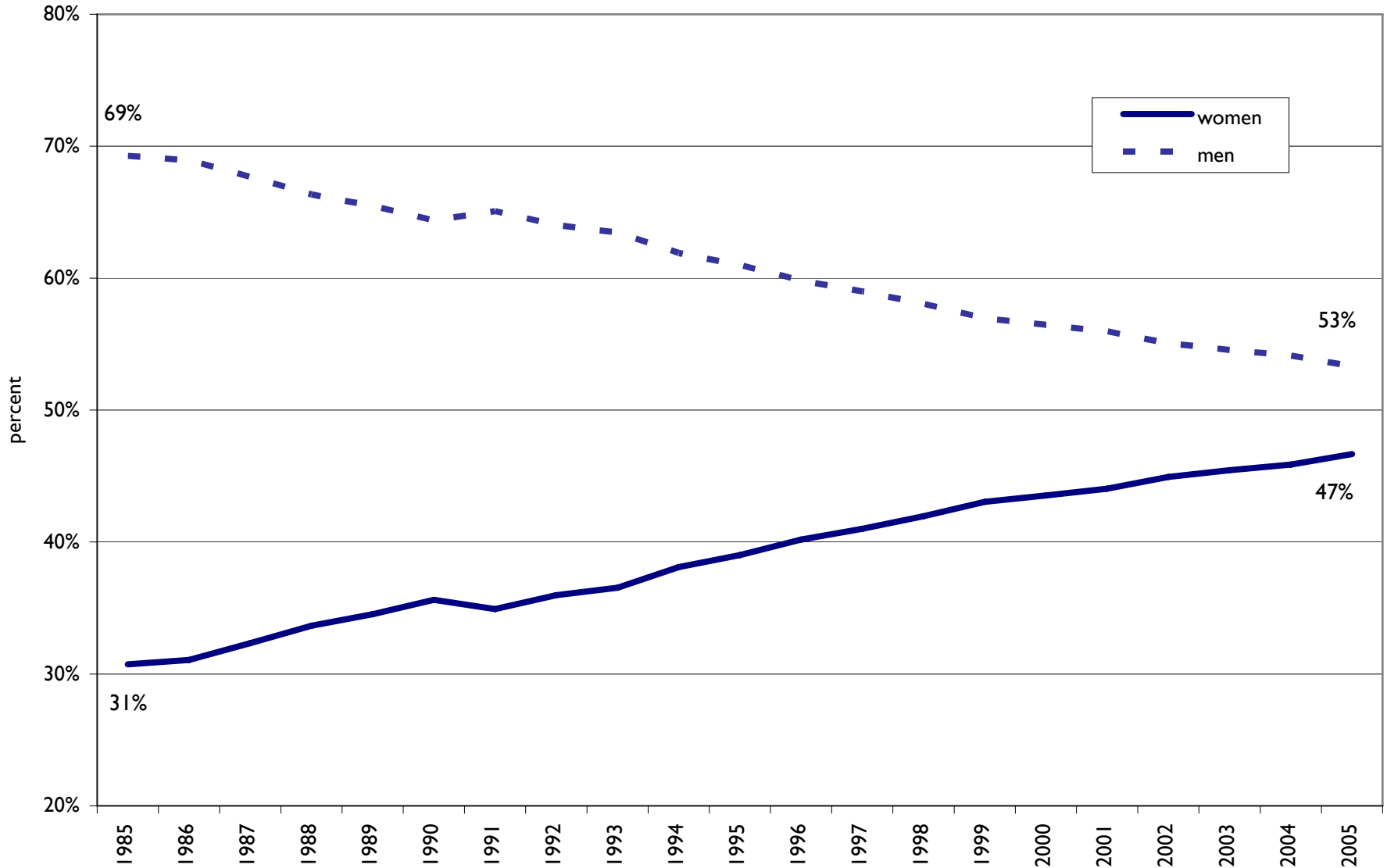
source: CSU PIMS database

CSU Instructional Faculty* by Campus and Gender, Fall 2005

Campus	Headcount			Full-Time Equivalent			Campus	Headcount		Full-Time Equivalent	
	Women	Men	Total	Women	Men	Total		% Women	% Men	% Women	% Men
BA	232	230	462	178.9	189.2	368.1	BA	50.2%	49.8%	48.6%	51.4%
CH	414	542	956	288.8	414.4	703.2	CH	43.3%	56.7%	41.1%	58.9%
CI	98	110	208	63.3	74.3	137.6	CI	47.1%	52.9%	46.0%	54.0%
DH	343	314	657	201.8	215.7	417.5	DH	52.2%	47.8%	48.3%	51.7%
EB	374	367	741	241.3	267.5	508.8	EB	50.5%	49.5%	47.4%	52.6%
FR	502	649	1,151	350.1	481.6	831.6	FR	43.6%	56.4%	42.1%	57.9%
FU	906	930	1,836	565.2	634.0	1,199.2	FU	49.3%	50.7%	47.1%	52.9%
HU	246	280	526	162.2	222.5	384.7	HU	46.8%	53.2%	42.2%	57.8%
LA	508	619	1,127	356.0	444.2	800.2	LA	45.1%	54.9%	44.5%	55.5%
LB	926	1,010	1,936	618.5	721.8	1,340.2	LB	47.8%	52.2%	46.1%	53.9%
MA	13	63	76	10.2	53.2	63.5	MA	17.1%	82.9%	16.1%	83.9%
MB	137	134	271	101.2	92.1	193.3	MB	50.6%	49.4%	52.3%	47.7%
NO	880	938	1,818	554.4	640.4	1,194.7	NO	48.4%	51.6%	46.4%	53.6%
PO	392	660	1,052	303.7	502.6	806.3	PO	37.3%	62.7%	37.7%	62.3%
SA	692	765	1,457	489.1	569.5	1,058.6	SA	47.5%	52.5%	46.2%	53.8%
SB	415	465	880	285.3	332.1	617.4	SB	47.2%	52.8%	46.2%	53.8%
SD	823	942	1,765	556.9	683.1	1,240.0	SD	46.6%	53.4%	44.9%	55.1%
SF	798	766	1,564	530.7	559.8	1,090.5	SF	51.0%	49.0%	48.7%	51.3%
SJ	845	878	1,723	524.2	594.5	1,118.8	SJ	49.0%	51.0%	46.9%	53.1%
SL	333	728	1,061	251.0	612.0	863.0	SL	31.4%	68.6%	29.1%	70.9%
SM	218	188	406	149.8	136.2	286.0	SM	53.7%	46.3%	52.4%	47.6%
SO	249	236	485	175.1	175.9	351.0	SO	51.3%	48.7%	49.9%	50.1%
ST	226	265	491	166.1	196.4	362.5	ST	46.0%	54.0%	45.8%	54.2%
ALL	10,570	12,079	22,649	7,123.9	8,812.8	15,936.7	ALL	46.7%	53.3%	44.7%	55.3%

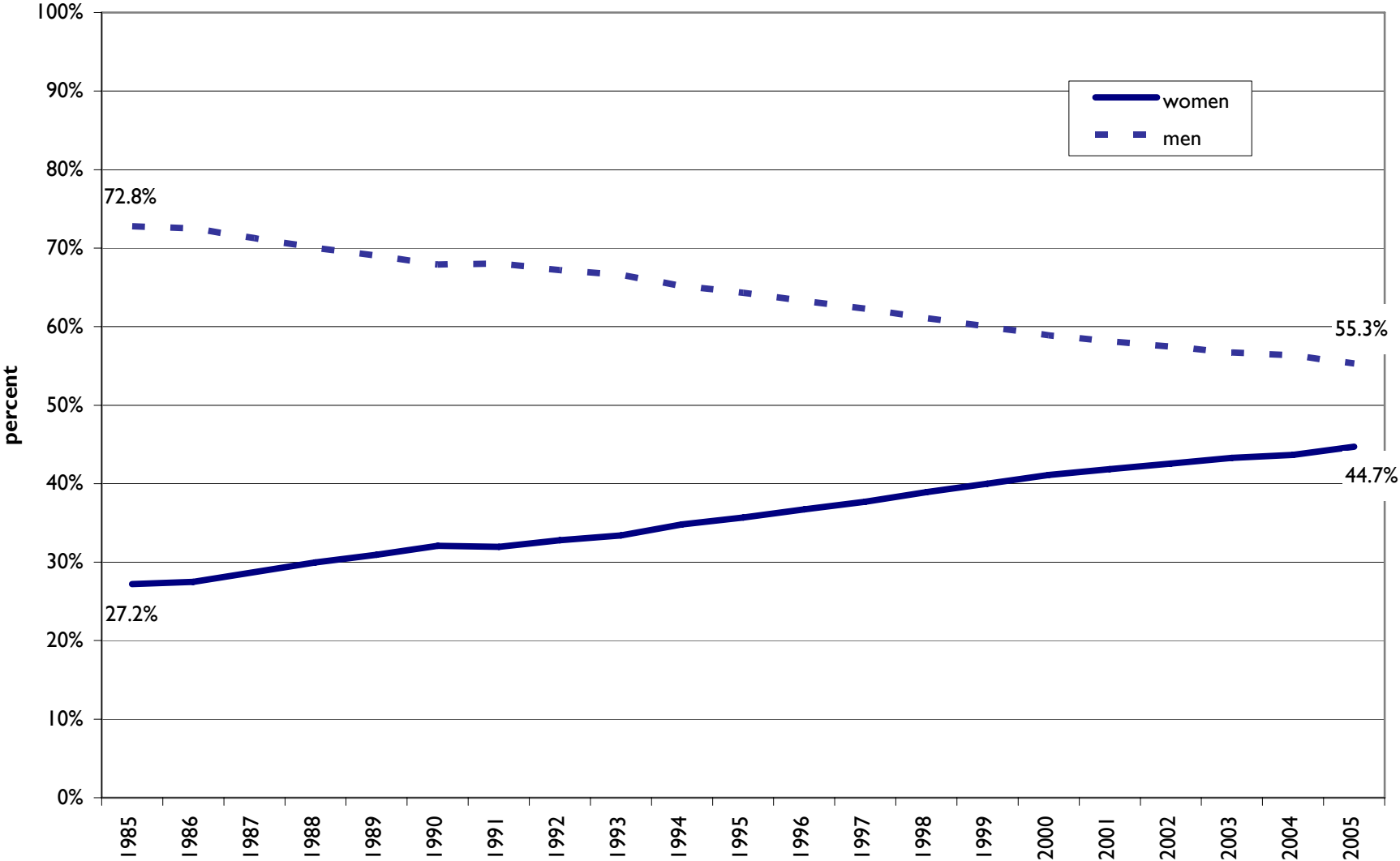
* Excludes data for individuals for whom data was unavailable

CSU Instructional Faculty (Headcount), by Gender: 1985 to 2005



source: CSU PIMS

CSU Instructional Faculty (FTE), by Gender, 1985-2005



source: CSU PIMS

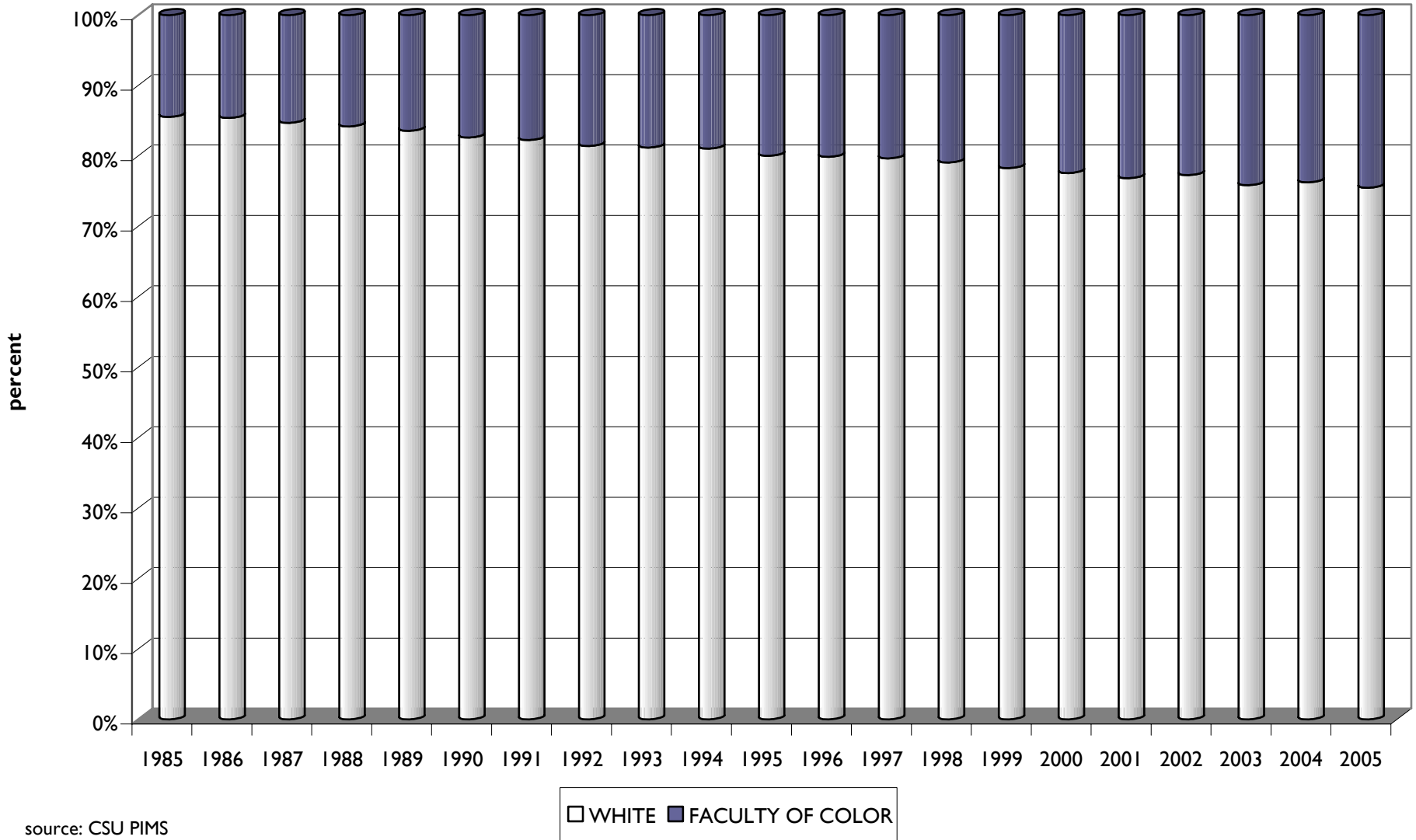
CSU DISTRIBUTION OF INSTRUCTIONAL FACULTY, BY GENDER: 1985 TO 2004

Full-Time Equivalents

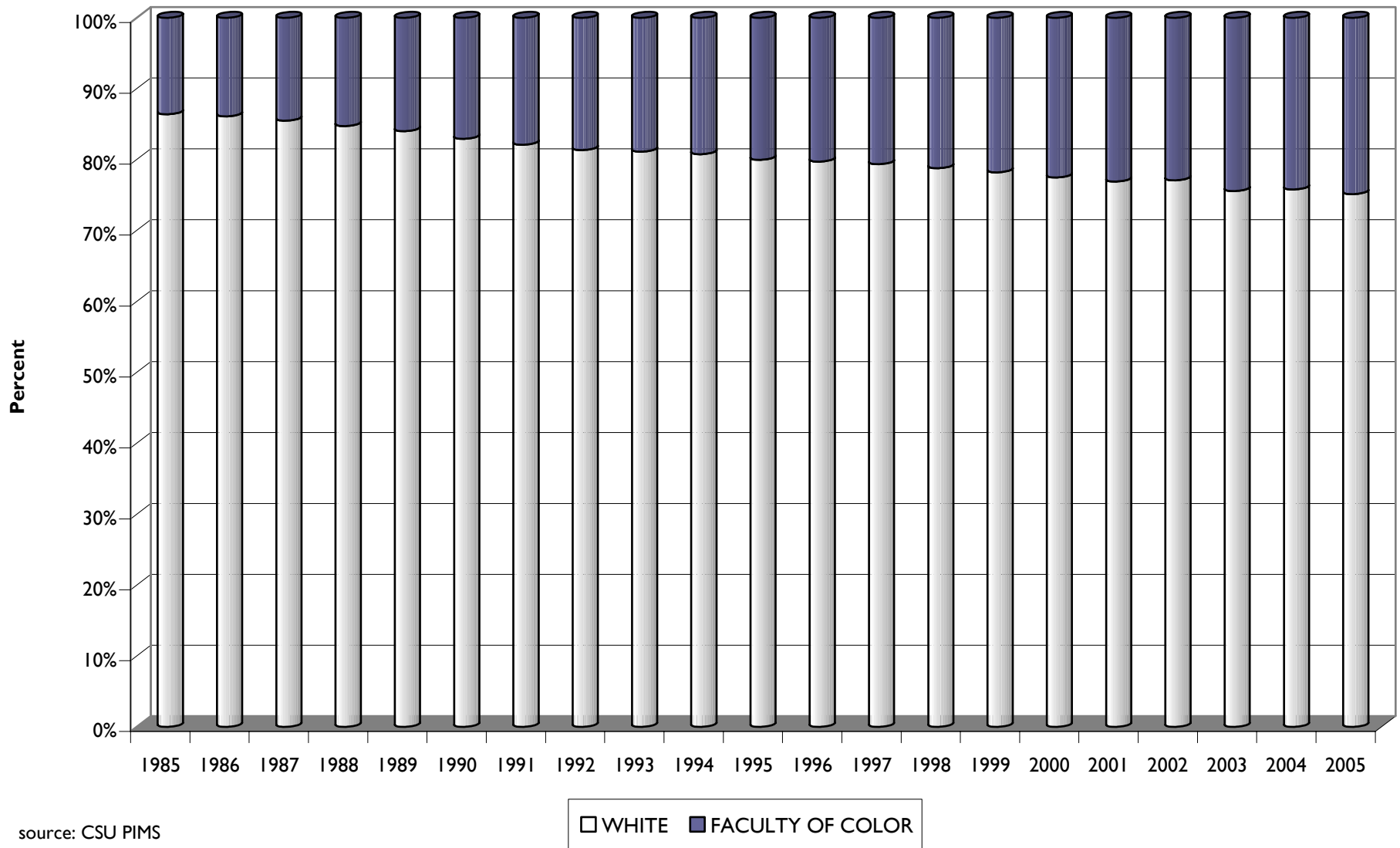
Headcount

YEAR	Full-Time Equivalents			PERCENT		YEAR	Headcount			PERCENT	
	FEMALE	MALE	TOTAL	FEMALE	MALE		FEMALE	MALE	TOTAL	FEMALE	MALE
1985	3,831.0	10,256.0	14,087.0	27.2%	72.8%	1985	5,834	13,154	18,988	30.7%	69.3%
1986	3,779.8	9,972.8	13,752.6	27.5%	72.5%	1986	5,639	12,514	18,153	31.1%	68.9%
1987	4,146.5	10,285.1	14,431.6	28.7%	71.3%	1987	6,346	13,283	19,629	32.3%	67.7%
1988	4,441.2	10,372.7	14,813.9	30.0%	70.0%	1988	6,875	13,553	20,428	33.7%	66.3%
1989	4,742.9	10,586.2	15,329.1	30.9%	69.1%	1989	7,299	13,837	21,136	34.5%	65.5%
1990	4,982.0	10,535.9	15,518.0	32.1%	67.9%	1990	7,533	13,611	21,144	35.6%	64.4%
1991	4,414.8	9,407.9	13,822.7	31.9%	68.1%	1991	6,119	11,405	17,524	34.9%	65.1%
1992	4,206.9	8,621.5	12,828.4	32.8%	67.2%	1992	5,912	10,518	16,430	36.0%	64.0%
1993	4,241.5	8,462.0	12,703.5	33.4%	66.6%	1993	5,993	10,406	16,399	36.5%	63.5%
1994	4,505.1	8,438.7	12,943.8	34.8%	65.2%	1994	6,490	10,545	17,035	38.1%	61.9%
1995	4,705.2	8,476.6	13,181.7	35.7%	64.3%	1995	6,885	10,767	17,652	39.0%	61.0%
1996	4,982.3	8,586.3	13,568.7	36.7%	63.3%	1996	7,367	10,969	18,336	40.2%	59.8%
1997	5,186.1	8,565.7	13,751.8	37.7%	62.3%	1997	7,743	11,139	18,882	41.0%	59.0%
1998	5,532.6	8,680.2	14,212.7	38.9%	61.1%	1998	8,355	11,556	19,911	42.0%	58.0%
1999	5,916.0	8,878.5	14,794.6	40.0%	60.0%	1999	8,979	11,881	20,860	43.0%	57.0%
2000	6,246.2	8,955.3	15,201.6	41.1%	58.9%	2000	9,378	12,164	21,542	43.5%	56.5%
2001	6,607.4	9,180.9	15,788.3	41.8%	58.2%	2001	9,949	12,643	22,592	44.0%	56.0%
2002	6,951.8	9,388.9	16,340.7	42.5%	57.5%	2002	10,397	12,738	23,135	44.9%	55.1%
2003	6,891.1	9,031.3	15,922.3	43.3%	56.7%	2003	10,047	12,066	22,113	45.4%	54.6%
2004	6,641.1	8,566.9	15,207.8	43.7%	56.3%	2004	9,732	11,484	21,216	45.9%	54.1%
2005	7,123.9	8,812.8	15,936.7	44.7%	55.3%	2005	10,570	12,079	22,649	46.7%	53.3%

CSU Instructional Faculty, by Race/Ethnicity (Headcount), 1985 to 2005



CSU Instructional Faculty, by Race/Ethnicity (FTE), 1985 to 2005



CSU Instructional Faculty (FTE), by Race/Ethnicity: 1985 to 2005

YEAR	ASIAN/PACIFIC			BLACK/ AFRICAN		OTHER/	TOTAL
	WHITE	ISLANDER	LATINO	AMERICAN	NATIVE AMERICAN	UNKNOWN	
1985	12,171.6	961.6	517.9	367.0	68.1	0.7	14,087.0
1986	11,841.7	970.8	502.8	372.5	63.3	2.5	13,753.6
1987	12,334.0	1,061.4	562.2	403.0	68.0	3.5	14,432.0
1988	12,551.3	1,152.5	617.4	427.3	62.8	2.6	14,813.9
1989	12,875.3	1,225.6	677.4	476.8	69.5	4.8	15,329.4
1990	12,865.5	1,292.5	749.6	531.8	76.8	3.1	15,519.3
1991	11,348.4	1,203.8	692.7	509.3	66.2	2.3	13,822.7
1992	10,436.5	1,175.1	672.9	479.7	63.6	0.5	12,828.4
1993	10,271.7	1,181.4	654.8	487.3	69.3	40.3	12,704.7
1994	10,411.7	1,226.8	689.7	492.0	70.7	53.1	12,944.0
1995	10,487.9	1,303.7	747.2	497.7	79.9	66.9	13,183.4
1996	10,759.2	1,357.8	774.1	521.4	81.4	75.5	13,569.3
1997	10,848.0	1,406.6	812.0	513.2	91.5	82.8	13,754.2
1998	11,118.2	1,504.0	863.7	526.6	100.4	101.5	14,214.4
1999	11,484.4	1,616.0	930.5	548.4	105.8	112.3	14,797.5
2000	11,692.8	1,731.8	978.8	580.9	105.2	117.2	15,206.8
2001	12,037.7	1,868.8	1,036.8	604.7	108.0	134.6	15,790.6
2002	12,335.6	1,729.3	1,204.9	622.3	108.3	340.3	16,340.7
2003	11,919.0	2,020.4	1,116.9	605.6	106.9	153.5	15,922.3
2004	11,275.0	1,805.0	1,122.8	568.0	105.6	331.4	15,207.8
2005	11,571.7	1,921.8	1,192.6	605.4	107.9	540.6	15,940.0

Percent CSU Instructional Faculty (FTE), by Ethnicity, 1985 to 2005

YEAR	ASIAN/PACIFIC			BLACK/ AFRICAN		OTHER/	TOTAL
	WHITE	ISLANDER	LATINO	AMERICAN	NATIVE AMERICAN	UNKNOWN	
1985	86.4%	6.8%	3.7%	2.6%	0.5%	0.0%	100.0%
1986	86.1%	7.1%	3.7%	2.7%	0.5%	0.0%	100.0%
1987	85.5%	7.4%	3.9%	2.8%	0.5%	0.0%	100.0%
1988	84.7%	7.8%	4.2%	2.9%	0.4%	0.0%	100.0%
1989	84.0%	8.0%	4.4%	3.1%	0.5%	0.0%	100.0%
1990	82.9%	8.3%	4.8%	3.4%	0.5%	0.0%	100.0%
1991	82.1%	8.7%	5.0%	3.7%	0.5%	0.0%	100.0%
1992	81.4%	9.2%	5.2%	3.7%	0.5%	0.0%	100.0%
1993	80.8%	9.3%	5.2%	3.8%	0.5%	0.3%	100.0%
1994	80.4%	9.5%	5.3%	3.8%	0.5%	0.4%	100.0%
1995	79.6%	9.9%	5.7%	3.8%	0.6%	0.5%	100.0%
1996	79.3%	10.0%	5.7%	3.8%	0.6%	0.6%	100.0%
1997	78.9%	10.2%	5.9%	3.7%	0.7%	0.6%	100.0%
1998	78.2%	10.6%	6.1%	3.7%	0.7%	0.7%	100.0%
1999	77.6%	10.9%	6.3%	3.7%	0.7%	0.8%	100.0%
2000	76.9%	11.4%	6.4%	3.8%	0.7%	0.8%	100.0%
2001	76.2%	11.8%	6.6%	3.8%	0.7%	0.9%	100.0%
2002	75.5%	10.6%	7.4%	3.8%	0.7%	2.1%	100.0%
2003	74.9%	12.7%	7.0%	3.8%	0.7%	1.0%	100.0%
2004	74.1%	11.9%	7.4%	3.7%	0.7%	2.2%	100.0%
2005	72.6%	12.1%	7.5%	3.8%	0.7%	3.4%	100.0%

CSU Instructional Faculty (Headcount), by Race/Ethnicity: 1985 to 2005

YEAR	WHITE	ASIAN/PACIFIC		BLACK/AFRICAN		OTHER/ UNKNOWN	TOTAL
		ISLANDER	LATINO/A	AMERICAN	NATIVE AMERICAN		
1985	16,239	1,348	769	532	96	4	18,988
1986	15,499	1,326	718	517	88	6	18,154
1987	16,614	1,500	832	576	95	13	19,630
1988	17,196	1,626	910	604	86	6	20,428
1989	17,656	1,709	974	689	98	11	21,137
1990	17,463	1,763	1,062	737	113	9	21,147
1991	14,409	1,477	877	666	90	5	17,524
1992	13,377	1,469	864	626	92	2	16,430
1993	13,229	1,485	827	652	103	105	16,401
1994	13,711	1,555	893	662	99	116	17,036
1995	14,004	1,693	996	690	115	158	17,656
1996	14,524	1,770	1,044	725	116	160	18,339
1997	14,897	1,858	1,096	721	133	182	18,887
1998	15,583	2,007	1,207	754	155	209	19,915
1999	16,157	2,199	1,327	808	155	222	20,868
2000	16,536	2,374	1,395	858	155	233	21,551
2001	17,167	2,590	1,508	908	168	257	22,598
2002	17,428	2,303	1,746	922	157	579	23,135
2003	16,570	2,698	1,557	876	143	269	22,113
2004	15,755	2,363	1,576	817	149	556	21,216
2005	16,360	2,586	1,697	880	160	971	22,654

Percent CSU Instructional Faculty (Headcount), by Race/Ethnicity: 1985 to 2005

YEAR	ASIAN/PACIFIC			BLACK/AFRICAN		OTHER/	TOTAL
	WHITE	ISLANDER	LATINO/A	AMERICAN	NATIVE AMERICAN	UNKNOWN	
1985	85.5%	7.1%	4.0%	2.8%	0.5%	0.0%	100.0%
1986	85.4%	7.3%	4.0%	2.8%	0.5%	0.0%	100.0%
1987	84.6%	7.6%	4.2%	2.9%	0.5%	0.1%	100.0%
1988	84.2%	8.0%	4.5%	3.0%	0.4%	0.0%	100.0%
1989	83.5%	8.1%	4.6%	3.3%	0.5%	0.1%	100.0%
1990	82.6%	8.3%	5.0%	3.5%	0.5%	0.0%	100.0%
1991	82.2%	8.4%	5.0%	3.8%	0.5%	0.0%	100.0%
1992	81.4%	8.9%	5.3%	3.8%	0.6%	0.0%	100.0%
1993	80.7%	9.1%	5.0%	4.0%	0.6%	0.6%	100.0%
1994	80.5%	9.1%	5.2%	3.9%	0.6%	0.7%	100.0%
1995	79.3%	9.6%	5.6%	3.9%	0.7%	0.9%	100.0%
1996	79.2%	9.7%	5.7%	4.0%	0.6%	0.9%	100.0%
1997	78.9%	9.8%	5.8%	3.8%	0.7%	1.0%	100.0%
1998	78.2%	10.1%	6.1%	3.8%	0.8%	1.0%	100.0%
1999	77.4%	10.5%	6.4%	3.9%	0.7%	1.1%	100.0%
2000	76.7%	11.0%	6.5%	4.0%	0.7%	1.1%	100.0%
2001	76.0%	11.5%	6.7%	4.0%	0.7%	1.1%	100.0%
2002	75.3%	10.0%	7.5%	4.0%	0.7%	2.5%	100.0%
2003	74.9%	12.2%	7.0%	4.0%	0.6%	1.2%	100.0%
2004	74.3%	11.1%	7.4%	3.9%	0.7%	2.6%	100.0%
2005	72.2%	11.4%	7.5%	3.9%	0.7%	4.3%	100.0%

Race/Ethnicity of CSU Instructional Faculty, Systemwide: Fall 2005

Headcount

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Total
Native American	18	19	29	94	160
Asian/Pacific Islander	471	322	651	1,142	2,586
Black/African American	114	94	191	481	880
Latino/a	260	201	334	902	1,697
White	1,751	1,556	4,136	8,917	16,360
Other	112	39	39	453	643
Unknown/No Response	32	20	33	243	328
Total	2,758	2,251	5,413	12,232	22,654

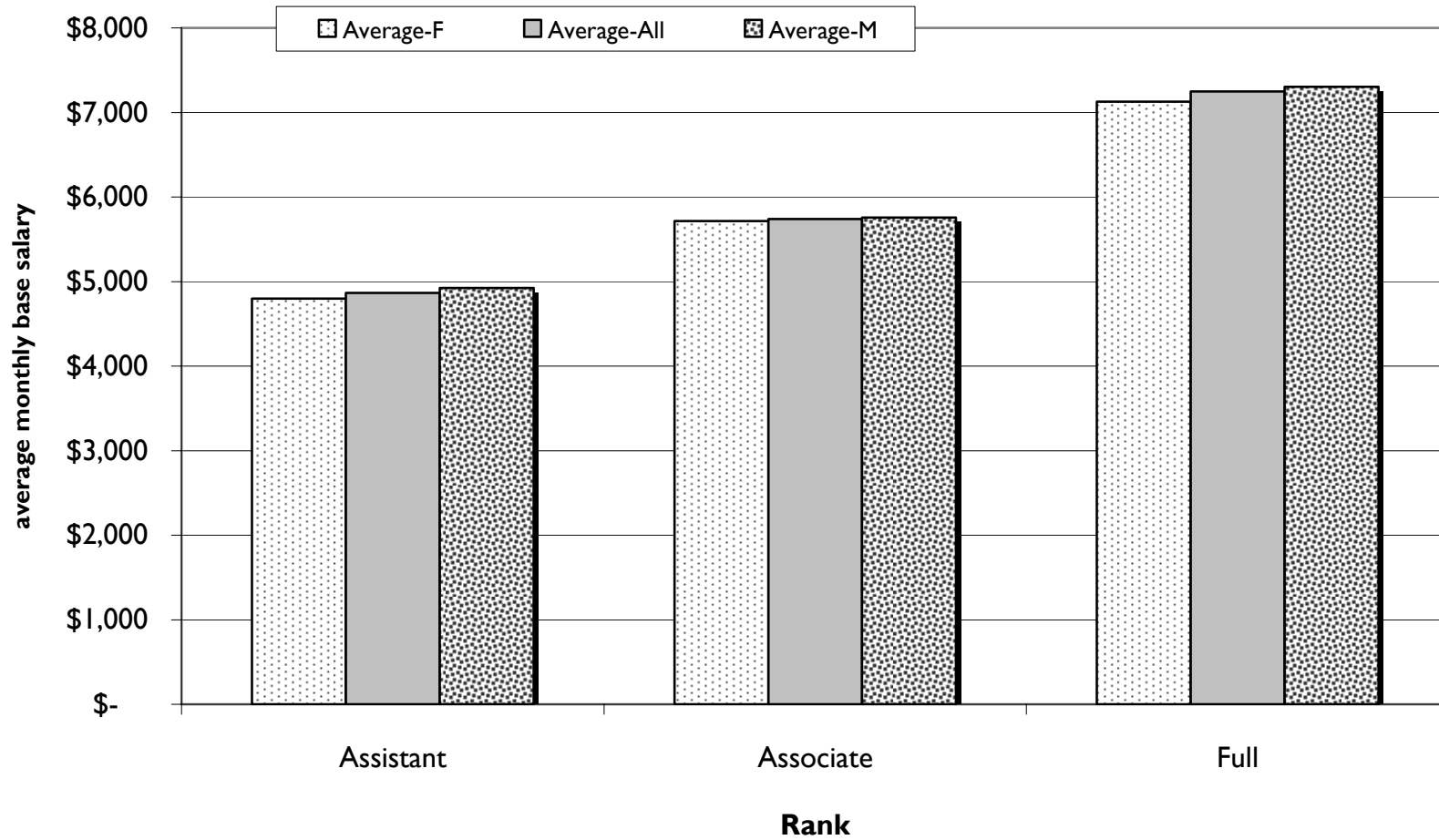
Full-Time Equivalent

	Assistant Professor	Associate Professor	Full Professor	Lecturer	Total
Native American	18.0	18.5	25.3	46.1	107.9
Asian/Pacific Islander	467.7	320.8	627.4	505.9	1,921.8
Black/African American	114.0	93.8	183.7	213.9	605.4
Latino/a	259.8	200.9	317.9	414.0	1,192.6
White	1,747.7	1,537.1	3,852.5	4,434.4	11,571.7
Other	111.8	38.2	38.5	188.0	376.5
Unknown/No Response	32.0	20.0	31.4	80.7	164.1
Total	2,751.0	2,229.2	5,076.8	5,883.1	15,940.0

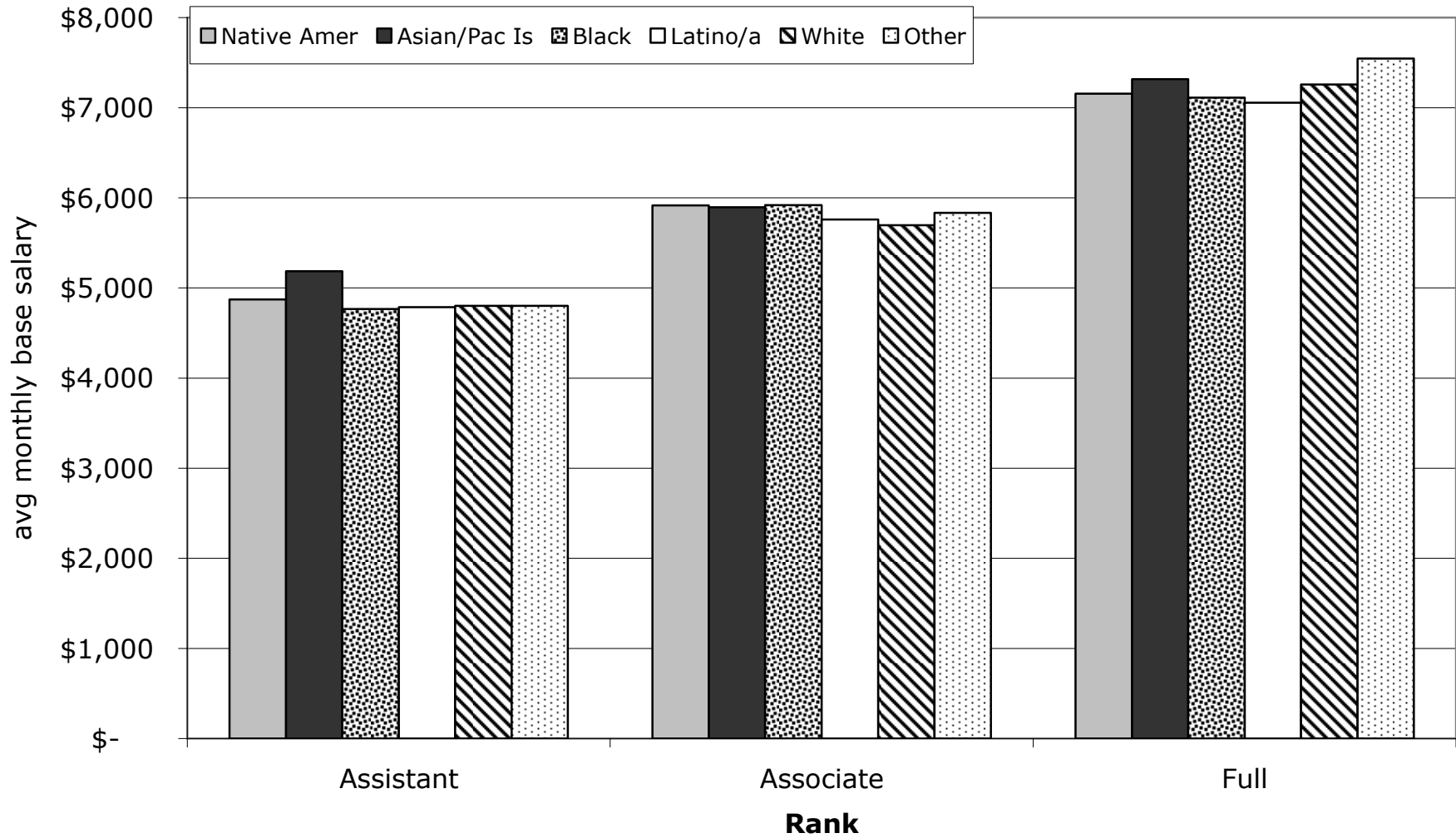
Race/Ethnicity of CSU Instructional Faculty, by Campus, Fall 2005

Headcount									Full-Time Equivalent								
Campus	Native Amer	Asian/ Pacific Isl	Black/ African Am	Latino/a	White	Other	Unknown/ No Response	Total	Campus	Native Amer	Asian/ Pacific Isl	Black/ African Am	Latino/a	White	Other	Unknown/ No Response	Total
BA	1	40	21	36	351	5	8	462	BA	0.7	34.4	16.9	31.7	275.5	2.4	6.6	368.1
CH	3	58	14	39	813	21	8	956	CH	2.4	47.5	10.5	32.3	595.6	10.0	4.9	703.2
CI		16	4	27	148	13	-	208	CI		11.2	2.7	18.0	97.6	8.1	0.0	137.6
DH	4	74	86	48	429	2	15	658	DH	3.1	50.6	48.5	33.8	276.2	0.6	4.9	417.6
EB	5	103	49	44	482	44	14	741	EB	3.3	75.3	35.3	30.6	335.9	21.3	7.2	508.8
FR	8	115	32	95	840	37	24	1,151	FR	5.7	91.8	27.1	63.5	605.6	24.1	13.8	831.6
FU	10	248	43	116	1,323	67	29	1,836	FU	6.3	173.5	22.7	70.8	880.6	34.4	10.9	1,199.2
HU	16	30	7	19	438	12	4	526	HU	10.1	20.2	5.8	14.8	323.4	7.3	3.0	384.7
LA	7	210	55	134	644	48	29	1,127	LA	3.2	161.7	39.3	91.1	469.2	19.9	15.8	800.2
LB	15	245	86	134	1,408	28	20	1,936	LB	8.1	183.3	58.4	87.6	978.9	16.0	7.9	1,340.2
MA	1	10	3	1	59	1	1	76	MA	1.0	6.1	2.3	0.4	52.1	1.0	0.6	63.5
MB	1	29	14	43	159	22	3	271	MB	1.0	22.1	12.5	35.2	108.8	11.7	2.0	193.3
NO	13	171	95	191	1,317	20	11	1,818	NO	7.9	119.4	62.1	130.4	856.8	12.8	5.4	1,194.7
PO	6	152	37	83	712	50	12	1,052	PO	5.0	121.6	27.5	65.8	546.3	35.3	4.8	806.3
SA	13	159	59	86	1,096	33	11	1,457	SA	9.9	126.5	44.0	66.2	781.5	21.8	8.6	1,058.6
SB	6	59	52	67	651	16	29	880	SB	4.4	48.3	31.5	46.3	464.0	11.0	12.0	617.4
SD	9	146	45	176	1,342	19	28	1,765	SD	5.9	111.4	29.0	110.5	959.5	11.8	11.9	1,240.0
SF	12	260	79	89	1,036	68	20	1,564	SF	9.0	187.1	57.4	65.9	718.3	38.1	14.7	1,090.5
SJ	10	282	55	107	1,175	68	27	1,724	SJ	6.9	180.4	34.8	63.2	784.5	41.1	8.8	1,119.8
SL	3	73	11	55	886	22	11	1,061	SL	2.7	63.1	10.6	47.6	714.5	17.3	7.4	863.0
SM	4	38	12	50	281	15	7	407	SM	2.1	30.8	9.2	40.7	187.2	13.0	3.9	287.0
SO	7	24	10	24	404	7	9	485	SO	4.1	21.3	7.7	21.6	287.7	3.8	4.9	351.0
ST	6	44	11	33	366	25	8	493	ST	5.2	34.3	9.6	24.5	272.2	13.8	4.1	363.7
SYS	160	2,586	880	1,697	16,360	643	328	22,654	SYS	107.9	1,921.8	605.4	1,192.6	11,571.7	376.5	164.1	15,940.0

Average Base Salaries, by Rank & Gender, All Tenure Line Instructional Faculty, Fall 2005



**Average Base Salaries, by Rank and Race/Ethnicity,
All Tenure Line Instructional Faculty, Fall 2005**



source: CSU PIMS

Average Base Salaries by Campus & All Instructional Faculty Ranks (Fall 05)¹

Campus	assistant		associate		full		lecturer		all ranks		tenure line ranks only	
	n	Avg Sal	n	Avg Sal	n	Avg Sal	n	Avg Sal	n	Avg Sal	n	avg sal
BA	74	\$4,697	56	\$5,530	104	\$7,183	246	\$3,681	480	\$4,812	234	\$6,001
CH	91	\$4,358	121	\$5,415	331	\$7,201	480	\$3,656	1023	\$5,074	543	\$6,327
CI	25	\$6,246	10	\$6,729	20	\$7,941	165	\$4,025	220	\$4,757	55	\$6,950
DH	94	\$5,027	52	\$5,868	154	\$7,221	431	\$3,754	731	\$4,799	300	\$6,299
EB	93	\$5,098	63	\$5,833	178	\$7,343	428	\$3,707	762	\$4,902	334	\$6,433
FR	146	\$4,400	100	\$5,550	279	\$7,234	648	\$3,571	1173	\$4,714	525	\$6,125
FU	184	\$4,895	147	\$5,871	303	\$7,318	1297	\$3,522	1931	\$4,428	634	\$6,279
HU	64	\$4,331	78	\$5,511	194	\$7,065	264	\$3,769	600	\$5,121	336	\$6,183
LA	137	\$5,071	117	\$5,826	338	\$7,197	637	\$3,591	1229	\$4,961	592	\$6,434
LB	214	\$4,819	188	\$5,754	485	\$7,242	1269	\$3,909	2156	\$4,910	887	\$6,342
MA	10	\$4,739	12	\$6,433	20	\$7,368	40	\$3,990	82	\$5,263	42	\$6,475
MB	28	\$4,676	22	\$5,594	46	\$7,127	199	\$3,607	295	\$4,406	96	\$6,061
NO	224	\$4,796	148	\$5,643	362	\$7,174	1170	\$3,645	1904	\$4,607	734	\$6,139
PO	107	\$4,812	96	\$5,631	351	\$7,391	521	\$4,009	1075	\$5,338	554	\$6,588
SA	277	\$4,654	122	\$5,421	408	\$7,157	707	\$3,817	1514	\$4,999	807	\$6,035
SB	87	\$4,510	91	\$5,658	240	\$7,168	522	\$3,415	940	\$4,691	418	\$6,286
SD	195	\$5,062	242	\$5,890	461	\$7,361	1020	\$4,046	1918	\$5,179	898	\$6,465
SF	233	\$5,401	162	\$6,028	408	\$7,398	886	\$3,858	1689	\$5,134	803	\$6,542
SJ	155	\$5,142	168	\$5,945	438	\$7,289	1079	\$4,032	1840	\$5,076	761	\$6,555
SL	157	\$5,010	125	\$5,779	345	\$7,261	441	\$4,232	1068	\$5,506	627	\$6,402
SM	66	\$4,832	67	\$6,018	85	\$7,161	221	\$3,773	439	\$4,931	218	\$6,105
SO	78	\$4,578	77	\$5,479	133	\$7,084	253	\$3,896	541	\$5,003	288	\$5,976
ST	68	\$4,484	57	\$5,320	123	\$6,951	267	\$3,506	515	\$4,658	248	\$5,899
ALL	2,807	\$4,864	2,321	\$5,739	5,806	\$7,248	13,191	\$3,782	24,125	\$4,930	10,934	\$6,315

¹ unit of analysis is *appointments*; base salary adjusted to AY, 1.0 FTE

source: CSU PIMS

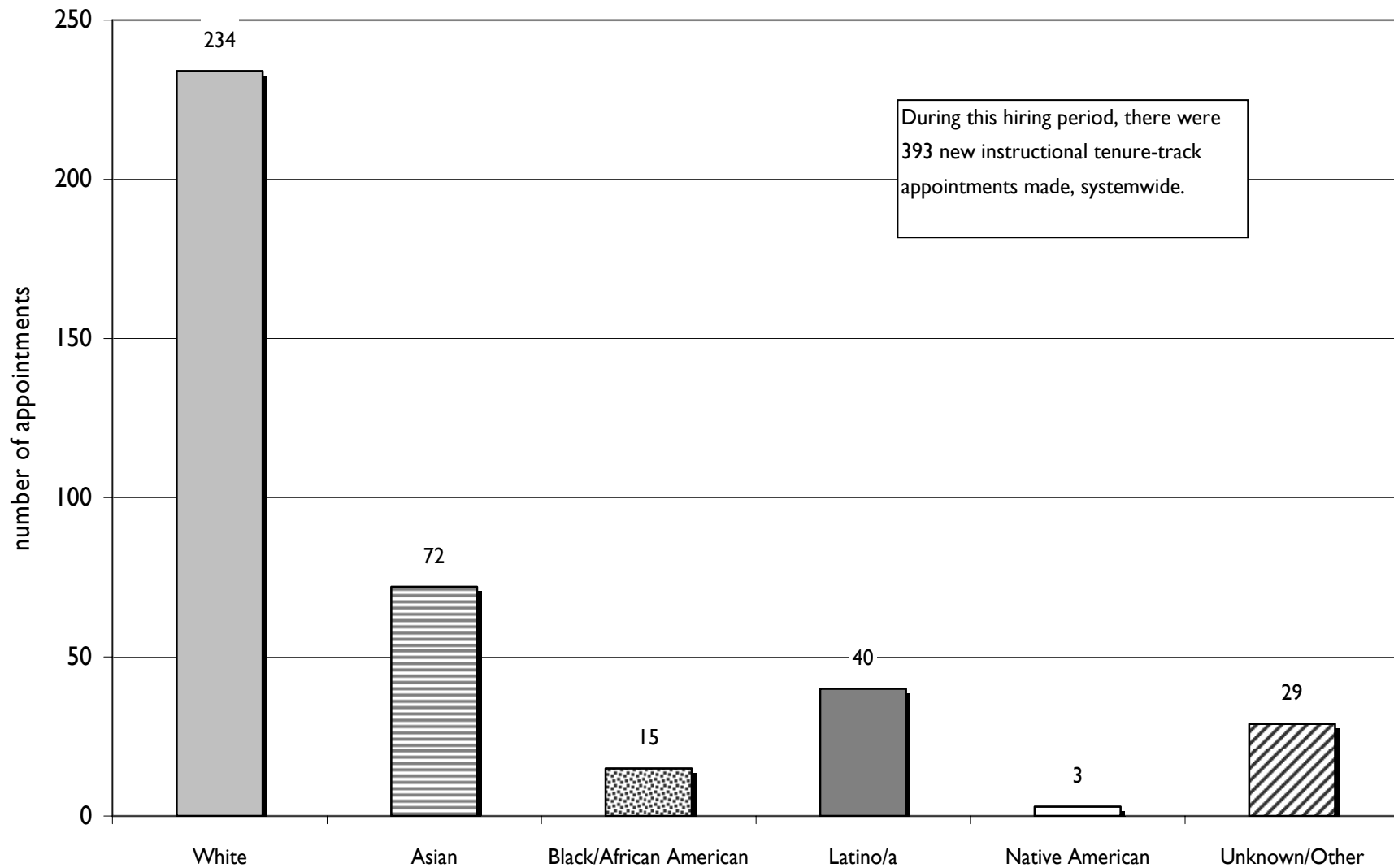
Average Base Salary by Sex, Rank, and Race/Ethnicity

unit of analysis is appointment; salary is adjusted to AY, 1.0 FTE base, Dec05

Rank	Sex	Native American	Asian/ Pacific Isl	Black/ African American	Latino/ Hispanic	White	Other	ALL
Assistant Prof		\$4,872	\$5,186	\$4,765	\$4,786	\$4,801	\$4,800	\$4,864
	F	\$4,702	\$5,029	\$4,750	\$4,751	\$4,749	\$4,689	\$4,797
	M	\$5,042	\$5,351	\$4,784	\$4,820	\$4,848	\$4,891	\$4,926
Associate Prof		\$5,914	\$5,896	\$5,918	\$5,759	\$5,694	\$5,832	\$5,739
	F	\$5,840	\$5,812	\$5,922	\$5,745	\$5,686	\$5,734	\$5,717
	M	\$6,022	\$5,955	\$5,915	\$5,771	\$5,702	\$5,874	\$5,758
Full Prof		\$7,155	\$7,317	\$7,113	\$7,057	\$7,257	\$7,546	\$7,248
	F	\$6,975	\$7,067	\$6,976	\$6,976	\$7,156	\$7,259	\$7,129
	M	\$7,210	\$7,405	\$7,199	\$7,093	\$7,308	\$7,620	\$7,305
All Ranks		\$6,231	\$6,328	\$6,176	\$5,999	\$6,378	\$5,616	\$6,315

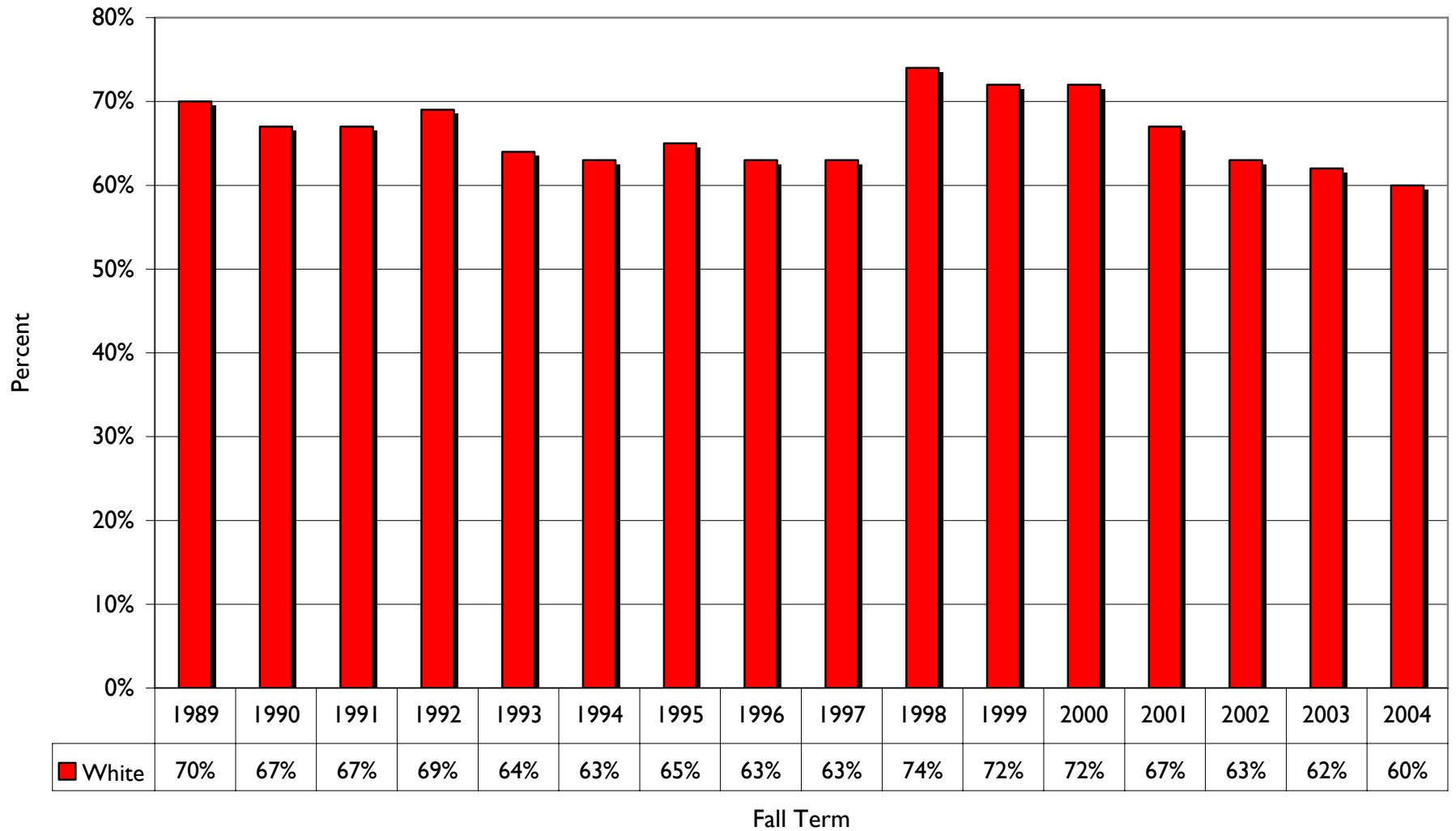
source: CSU PIMS

New CSU Tenure Track Appointments, by Ethnicity: Fall 2004 (Systemwide)



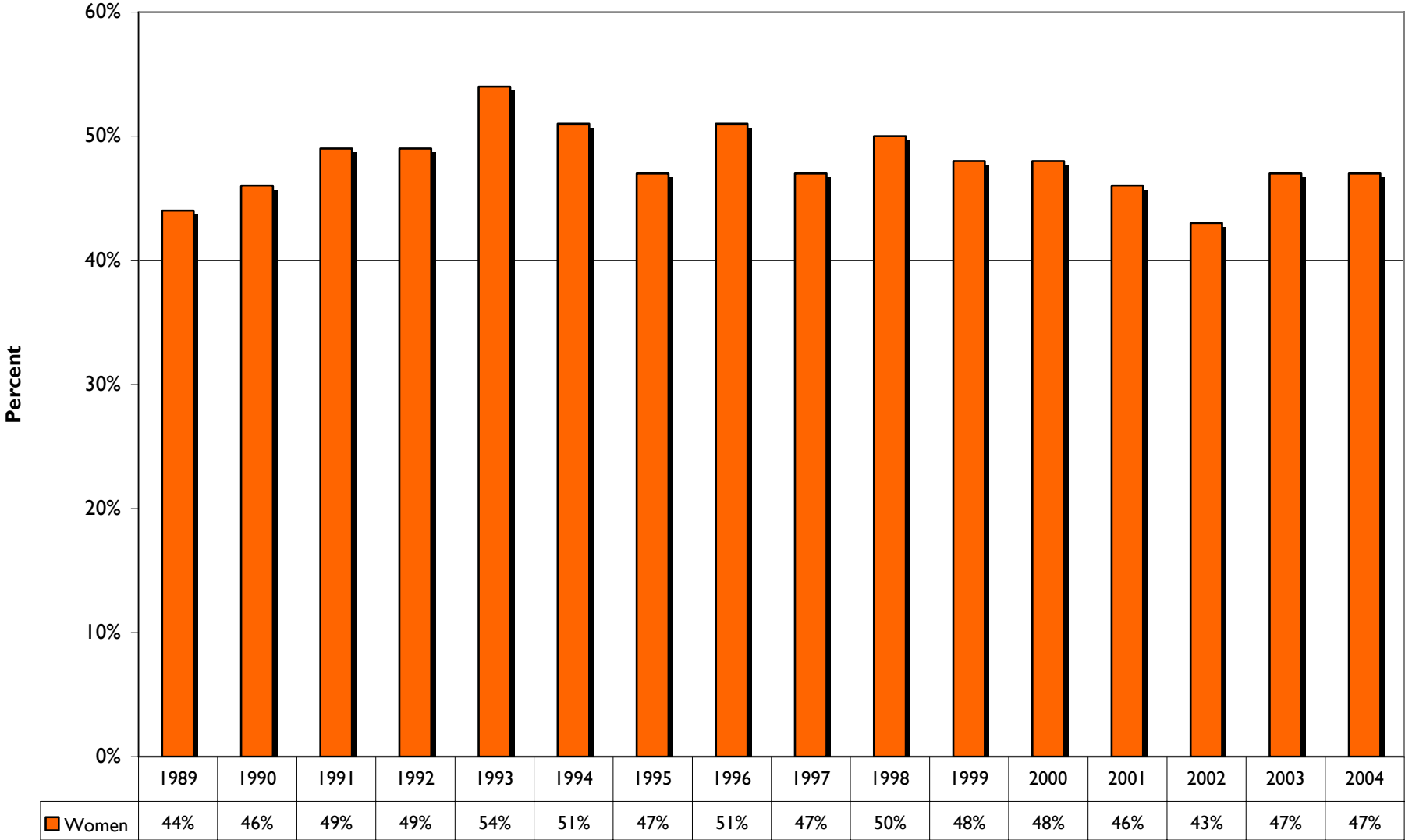
source: CSU Human Resources, "The CSU Faculty Recruitment Survey: A Look Back from 1988-2003" and "2004 Report on Faculty Recruitment Survey"

Percent of New CSU Tenure Track Faculty who Identify as White



source: CSU Human Resources. "The CSU Faculty Recruitment Survey: A Look Back from 1988-2003" and "2004 Report on Faculty Recruitment Survey"

Percent of New CSU Tenure Track Faculty who were Women



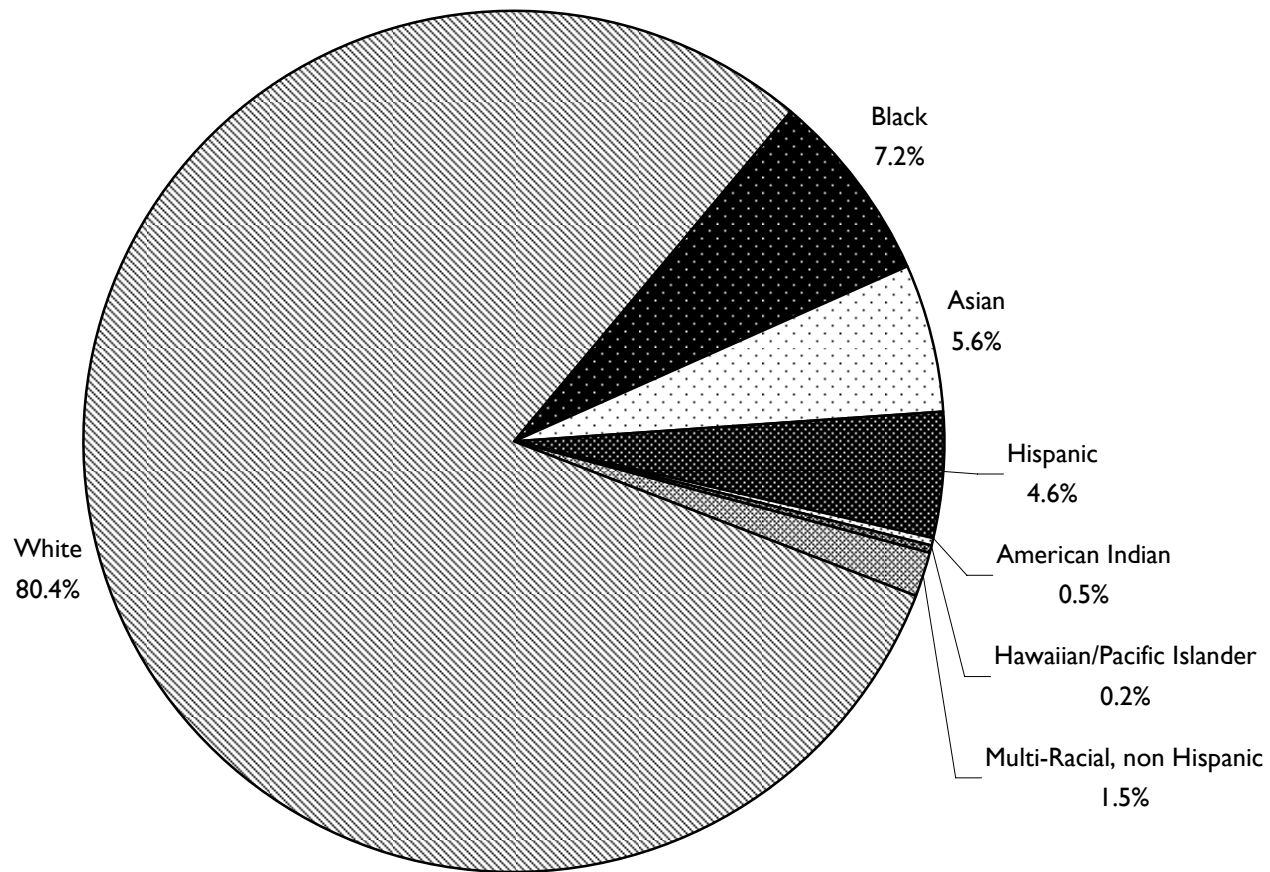
source: CSU Human Resources, "The CSU Faculty Recruitment Survey: A Look Back from 1988-2003" and "2004 Report on Faculty Recruitment Survey"

New Tenure Track Hires in the CSU: 2004

Campus	Searches	New Appointments	White Males Hired	Racial/Ethnic Minorities Hired	Women Hired
	n	n	%	%	%
Systemwide	717	393	28.5%	33.1%	47.0%
Bakersfield	10	6	33.3%	33.3%	50%
Channel Islands	0	0			
Chico	20	9	66.7%	22.2%	11.1%
Dominguez Hills	45	30	6.7%	46.7%	60.0%
East Bay	22	17	5.9%	29.4%	76.5%
Fresno	45	17	29.4%	29.4%	64.7%
Fullerton	36	9	22.2%	22.2%	66.7%
Humboldt	14	12	50.0%	8.3%	41.7%
Long Beach	51	23	21.7%	34.8%	60.8%
Los Angeles	29	16	12.5%	56.3%	50.0%
Maritime Academy	6	4	50.0%	0.0%	50.0%
Monterey Bay	17	13	23.1%	30.8%	30.8%
Northridge	59	47	38.3%	27.7%	42.5%
Pomona	23	11	36.4%	36.4%	36.4%
Sacramento	62	40	40.0%	32.5%	45.0%
San Bernardino	18	7	28.6%	42.9%	57.2%
San Diego	60	23	21.7%	39.1%	34.7%
San Francisco	75	38	13.2%	50.0%	55.2%
San Jose	42	17	29.4%	11.8%	47.1%
San Luis Obispo	44	36	47.2%	25.0%	25.0%
San Marcos	19	5	20.0%	20.0%	40.0%
Sonoma	3	1	0.0%	100.0%	0.0%
Stanislaus	17	12	25.0%	33.3%	50.0%

source: CSU Human Resources. (2005) *2004 Report on Faculty Recruitment Survey*

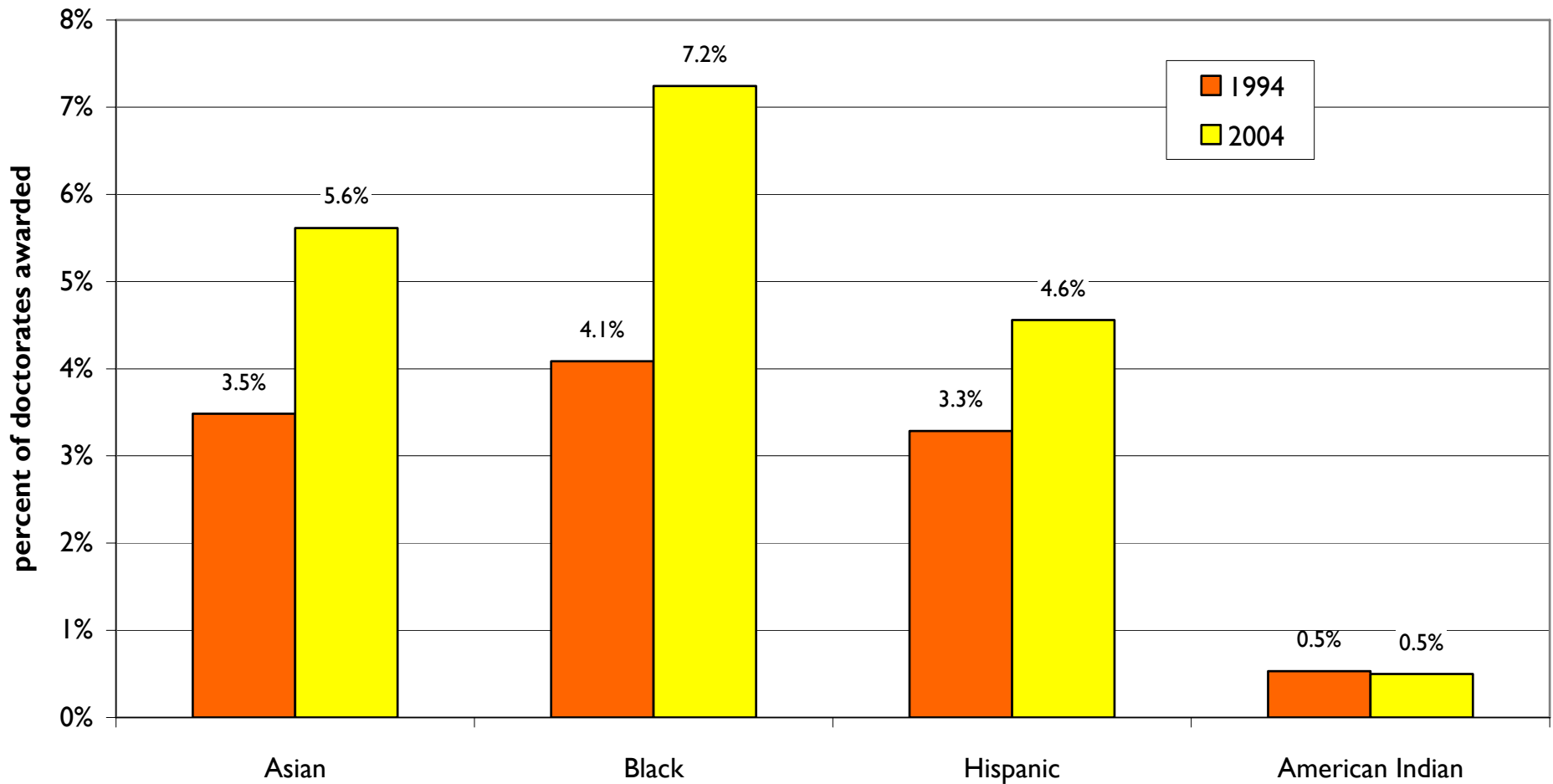
Race/Ethnicity of Doctoral Recipients* Who Earned Degrees from US Universities in 2004



*percent of recipients who identified their race/ethnicity; US Citizens only

source: Hoffer, T.B., et al. (2005) *Doctorate Recipients from United States Universities: Summary Report 2004*. Chicago: NORC

Percent of Doctoral Recipients by Racial/Ethnic Minority Group: 1994 and 2004 (US citizens who identified their race/ethnicity)



source: Hoffer, T.B., et al. (2005) Doctorate Recipients from United States Universities: Summary Report 2004. Chicago: NORC

Doctoral Recipients from US Institutions: 1994 and 2004

	1994	2004	pct change
Doctorates granted	41,035	42,155	2.7%
Doctorates granted to US citizens	27,150	26,431	-2.6%
Doctorates granted to women	15,822	19,098	20.7%
Doctorates granted to US citizens who identified their race/ethnicity	26,901	25,811	-4.1%
Doctorates granted to US citizens who identified as:			
Black	1,099	1,869	70.1%
Asian	937	1,449	54.6%
Hispanic	884	1,177	33.1%
American Indian	143	129	-9.8%
Hawaiian/Pacific Islander		59	
Multi-Racial, non Hispanic	42	383	811.9%
White	23,796	20,745	-12.8%
Doctorates granted to non-US citizens (permanent resident or visa)		13,113	
Doctorates granted to citizens from (top 5 countries):			
People's Republic of China		3,209	
Korea		1,448	
India		1,007	
Taiwan		703	
Canada		601	

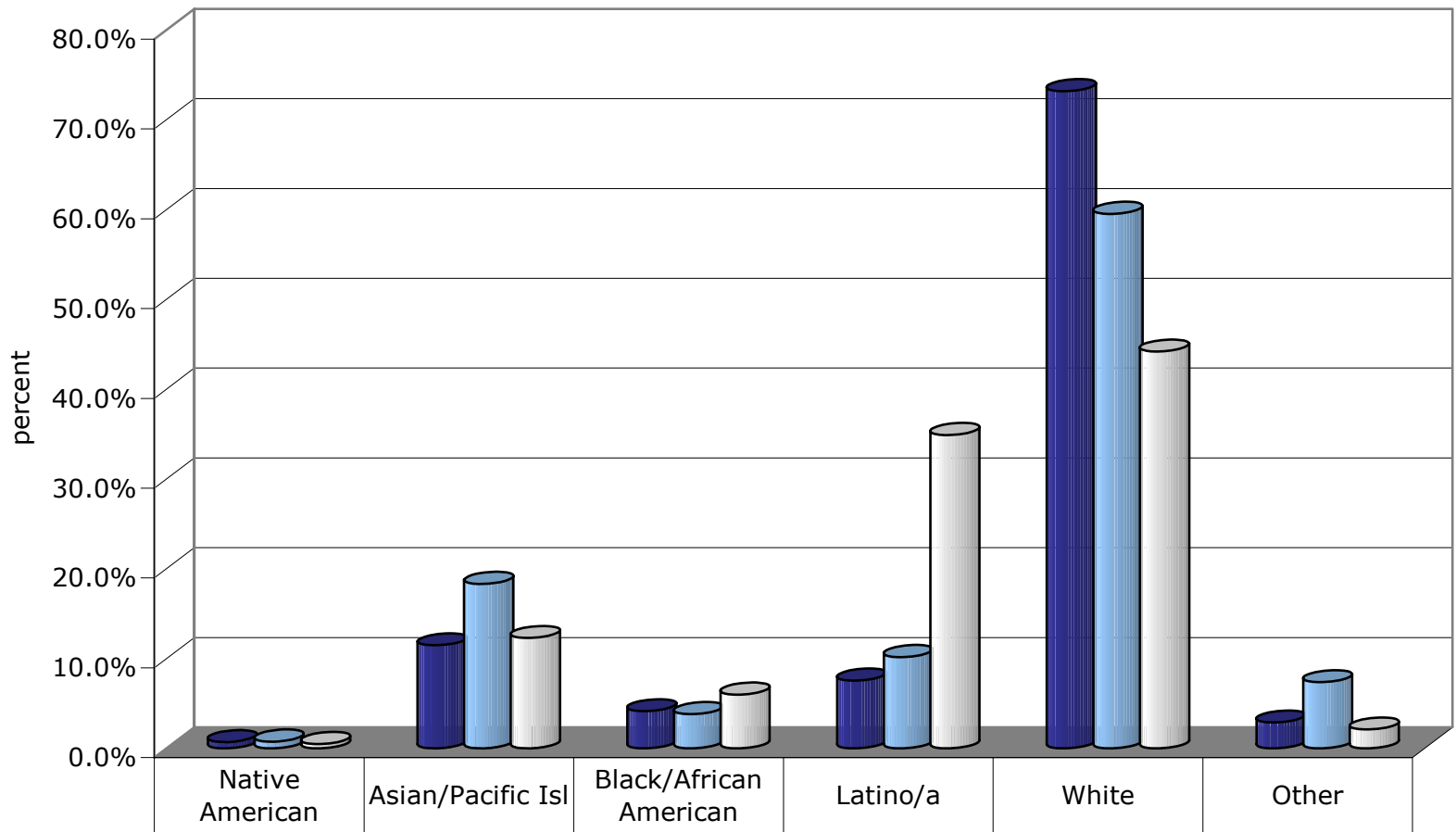
source: Hoffer, T.B., et al. (2005) *Doctorate Recipients from United States Universities: Summary Report 2004*. Chicago: NORC

Doctorates Earned by US citizens, by race/ethnicity and broad field of study

			pct of known:					pct of known:	
	1994	2004	1994	2004		1994	2004	1994	2004
<i>All Fields (race/ethnicity known)</i>	26,901	25,811	100%	100%	<i>Social Sciences (race/ethnicity known)</i>	4,941	4,775	100%	100%
Asian	937	1,449	3%	6%	Asian	130	230	3%	5%
Black	1,099	1,869	4%	7%	Black	200	337	4%	7%
Hispanic	884	1,177	3%	5%	Hispanic	176	258	4%	5%
American Indian	143	129	1%	0%	American Indian	27	21	1%	0%
White	23,796	20,745	88%	80%	White	4,401	3,835	89%	80%
Other	42	442	0%	2%	Other	7	94	0%	2%
<i>Physical Sciences (race/ethnicity known)</i>	3,601	2,903	100%	100%	<i>Humanities (race/ethnicity known)</i>	3,681	3,988	100%	100%
Asian	177	202	5%	7%	Asian	66	149	2%	4%
Black	52	77	1%	3%	Black	102	170	3%	4%
Hispanic	99	99	3%	3%	Hispanic	138	198	4%	5%
American Indian	10	11	0%	0%	American Indian	23	15	1%	0%
White	3,259	2,458	91%	85%	White	3,342	3,385	91%	85%
Other	4	56	0%	2%	Other	10	71	0%	2%
<i>Engineering (race/ethnicity known)</i>	2,188	1,872	100%	100%	<i>Education (race/ethnicity known)</i>	5,824	5,218	100%	100%
Asian	200	229	9%	12%	Asian	80	113	1%	2%
Black	43	84	2%	4%	Black	486	772	8%	15%
Hispanic	49	73	2%	4%	Hispanic	226	261	4%	5%
American Indian	6	5	0%	0%	American Indian	37	46	1%	1%
White	1,887	1,457	86%	78%	White	4,986	3,962	86%	76%
Other	3	24	0%	1%	Other	9	64	0%	1%
<i>Life Sciences (race/ethnicity known)</i>	4,905	5,600	100%	100%	<i>Professional/Other fields (race/ethnicity known)</i>	1,761	1,455	100%	100%
Asian	244	457	5%	8%	Asian	40	69	2%	5%
Black	119	257	2%	5%	Black	97	172	6%	12%
Hispanic	147	233	3%	4%	Hispanic	49	55	3%	4%
American Indian	24	21	0%	0%	American Indian	16	10	1%	1%
White	4,366	4,528	89%	81%	White	1,555	1,120	88%	77%
Other	5	104	0%	2%	Other	4	29	0%	2%

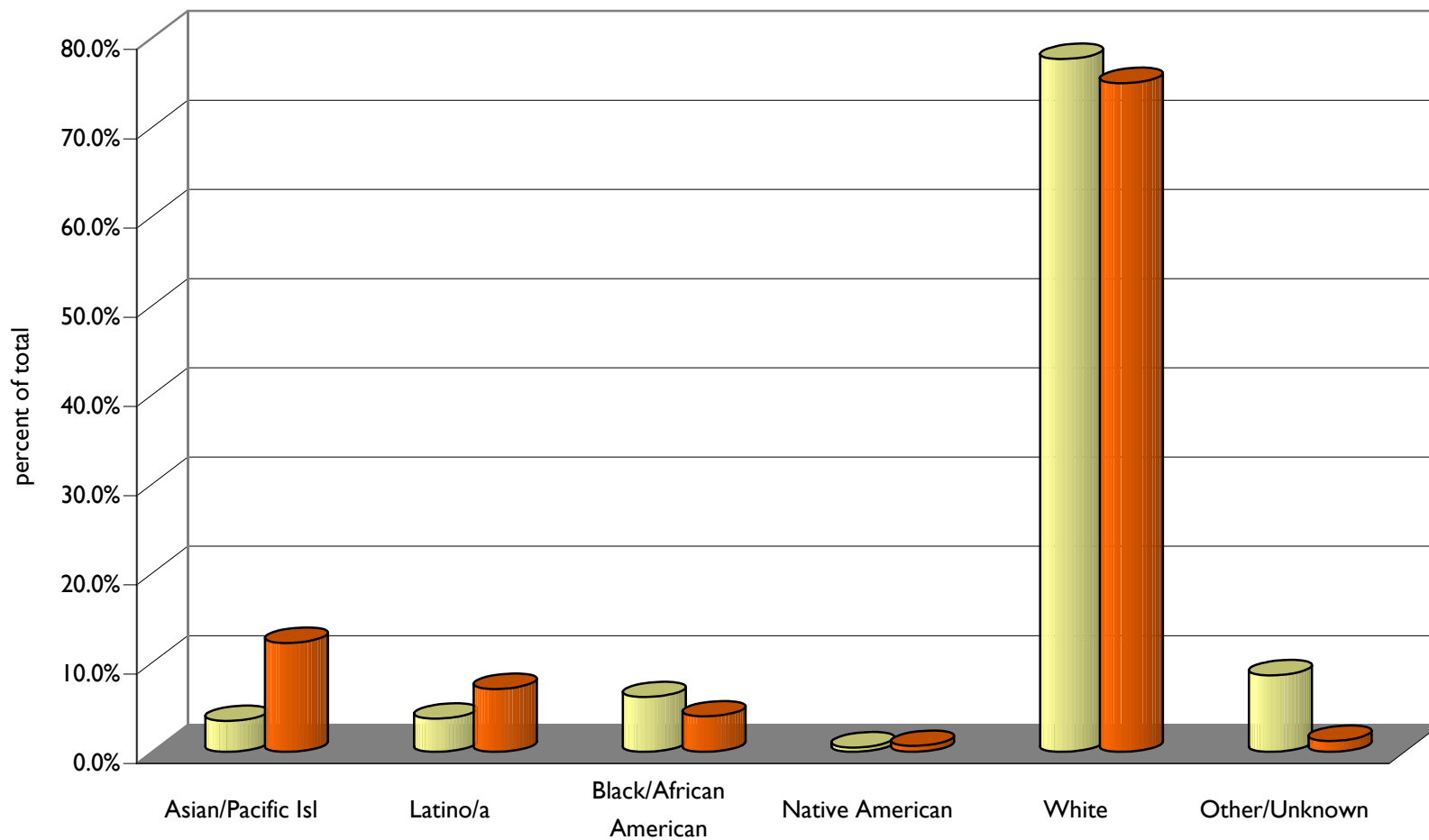
source: Hoffer, T.B., et al. (2005) *Doctorate Recipients from United States Universities: Summary Report 2004*. Chicago: NORC

Racial/Ethnic Diversity of CSU Faculty, New Tenure Line Faculty, and California's Population



■ CSU Faculty (Fall 05)	0.7%	11.5%	4.1%	7.6%	73.2%	2.9%
■ New Track Hires (Fall 04)	0.8%	18.3%	3.8%	10.2%	59.5%	7.4%
□ CA (2004)	0.5%	12.3%	6.0%	34.9%	44.2%	2.1%

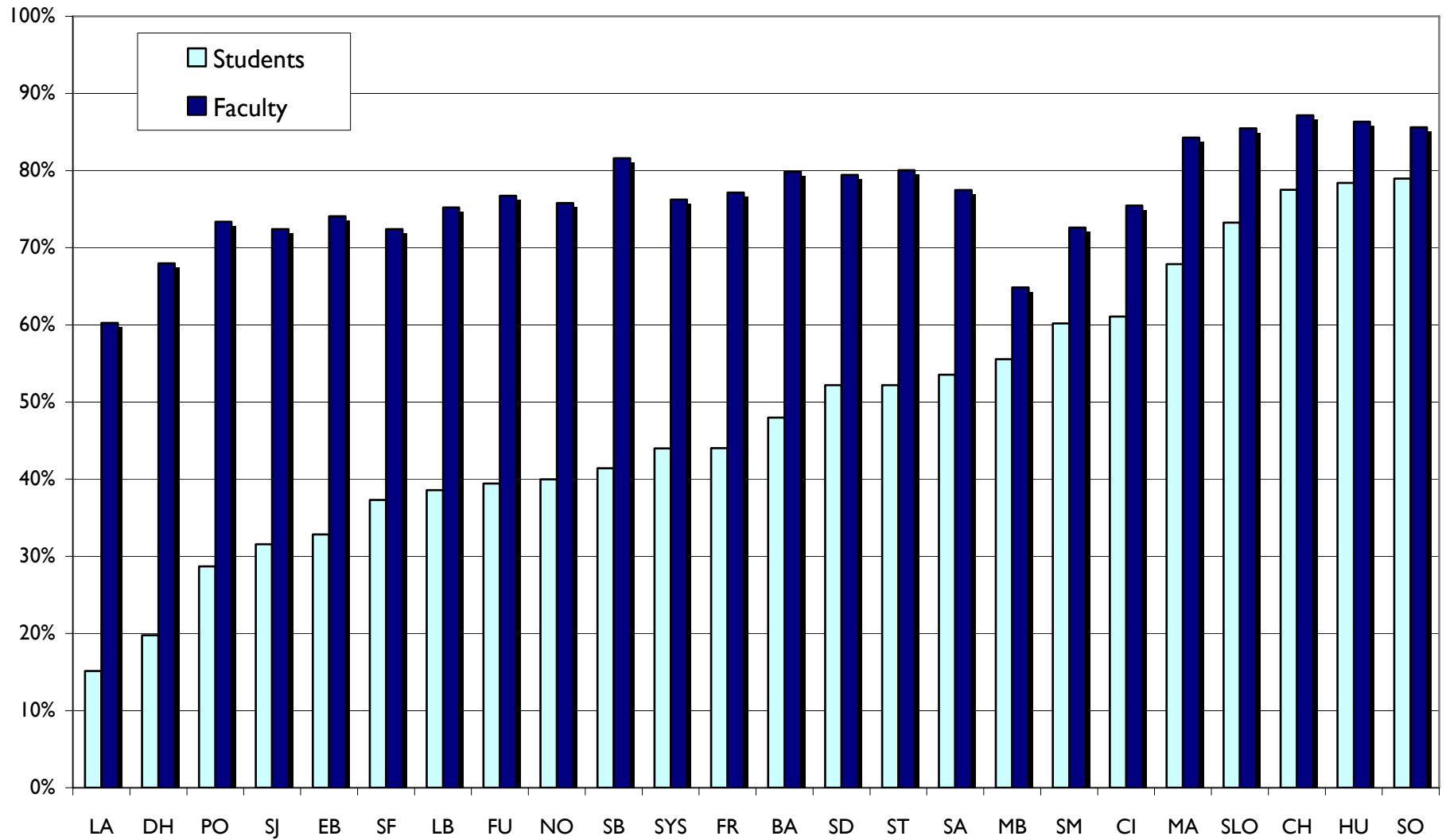
Racial/Ethnic Diversity of Instructional Faculty in the CSU and US Public 4-Yr Institutions: 2003



US Public 4-Yr Institutions	3.5%	3.7%	6.1%	0.5%	77.6%	8.6%
CSU	12.2%	7.0%	4.0%	0.6%	74.9%	1.2%

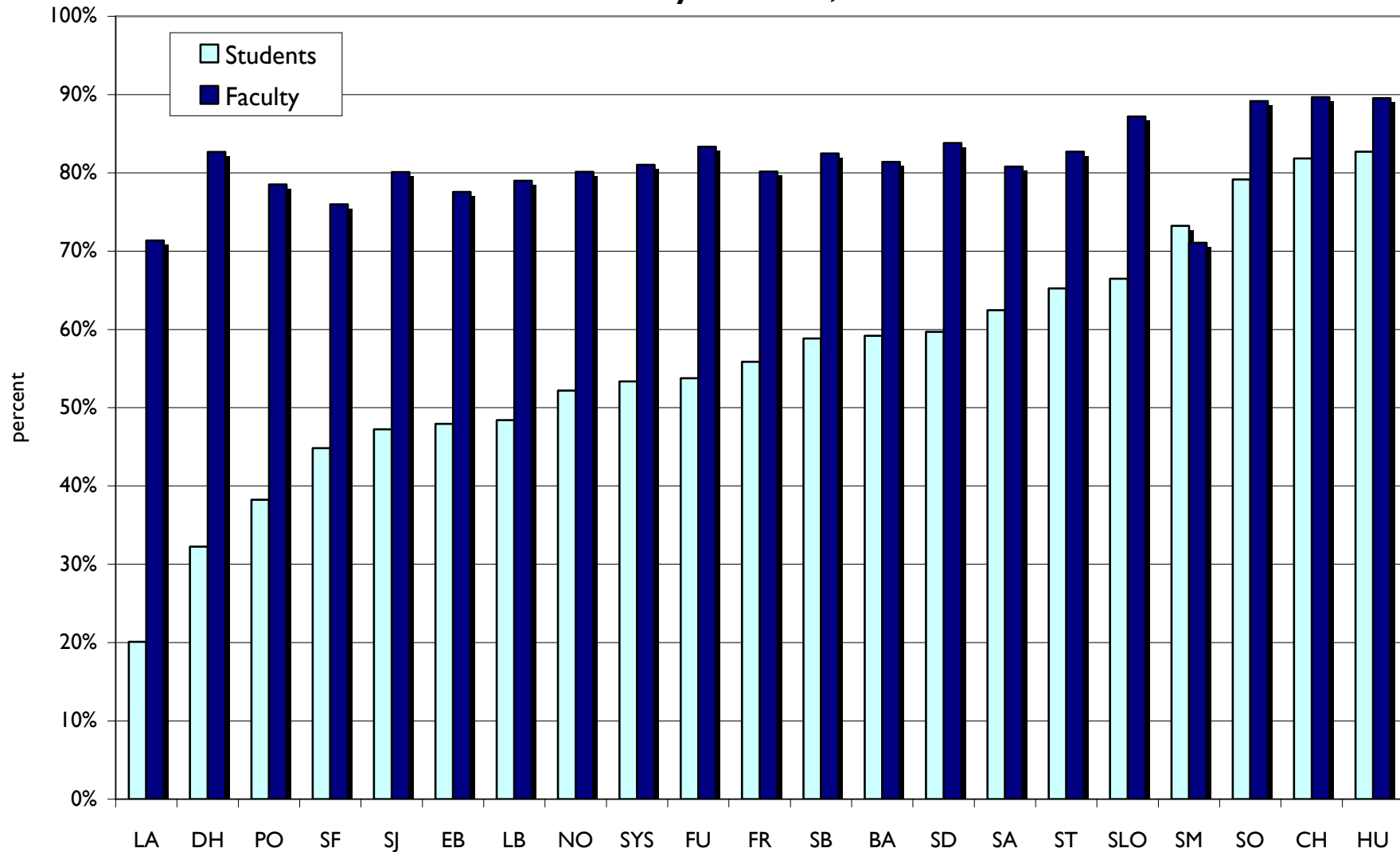
source: NCES, Digest of Education Statistics, 2004, Table 225; CSU PIMS

Percent of CSU Students and Instructional Faculty Who Identify as White, 2004



source: CPEC Online Database; CSU PIMS

Percent of CSU Students and Instructional Faculty Who Identify as White, 1994



source: CPEC Online Database; CSU PIMS

Racial/Ethnic Diversity of CSU Students and Instructional Faculty: 1994 and 2004

STUDENTS (HC)

INSTRUCTIONAL FACULTY (HC)

1994	Asian/ Pacific Is/ Filipino	Black/ African American	Latino	Native American	White	Total Known	Other/ Non Resident	Unknown	1994	Asian/ Pacific Is/ Filipino	Black/ African American	Latino	Nat Amer	White	Total Known	Unknown/ Other	Total Instructional Faculty	
BA	367	312	1,084	95	2,695	4,553	156	377	BA	14	12	23	1	219	269	6	275	
CI									CI									
CH	579	337	1,172	239	10,471	12,798	596	838	CH	38	15	25	1	684	763	-	763	
DH	1,034	2,589	2,112	75	2,767	8,577	432	735	DH	40	47	28	-	548	663	6	669	
EB	2,757	1,405	1,220	124	5,074	10,580	813	1,174	EB	78	42	29	1	518	668	2	670	
FR	1,648	806	3,892	197	8,287	14,830	1,258	1,205	FR	83	31	65	4	740	923	6	929	
FU	4,453	624	3,602	142	10,263	19,084	1,419	1,594	FU	108	22	47	1	890	1,068	8	1,076	
HU	230	126	513	184	5,040	6,093	179	777	HU	23	4	13	8	411	459	-	459	
LB	5,684	1,915	4,212	212	11,287	23,310	1,330	1,637	LB	146	51	68	11	1,037	1,313	4	1,317	
LA	4,417	1,531	6,563	66	3,167	15,744	1,584	896	LA	120	51	66	3	598	838	7	845	
MA									MA						-		-	
MB									MB						-		-	
NO	3,683	1,647	4,535	160	10,949	20,974	1,627	1,709	NO	105	60	91	8	1,064	1,328	18	1,346	
PO	5,234	546	3,045	87	5,519	14,431	1,094	779	PO	111	37	35	4	684	871	-	871	
SA	3,120	1,369	2,537	325	12,227	19,578	1,184	1,964	SA	95	59	55	13	935	1,157	8	1,165	
SB	900	948	2,227	134	6,018	10,227	763	874	SB	45	28	34	5	527	639	8	647	
SD	3,570	1,463	4,778	267	14,927	25,005	1,336	2,031	SD	87	41	84	8	1,139	1,359	17	1,376	
SF	7,495	1,697	2,629	205	9,777	21,803	1,926	2,531	SF	171	82	61	15	1,040	1,369	8	1,377	
SJ	7,372	1,168	3,173	166	10,638	22,517	1,530	2,252	SJ	170	39	76	4	1,162	1,451	9	1,460	
SM	138	86	388	36	1,774	2,422	58	256	SM	19	8	26	4	140	197	2	199	
SLO	1,992	293	2,149	200	9,184	13,818	511	1,111	SLO	64	16	30	2	761	873	4	877	
SO	291	231	583	75	4,482	5,662	232	717	SO	11	7	20	4	346	388	2	390	
ST	501	214	1,003	93	3,398	5,209	234	434	ST	27	10	17	2	268	324	1	325	
SYS	55,465	19,307	51,417	3,082	147,944	277,215	18,262	23,891	SYS	1,555	662	893	99	13,711	16,920	116	17,036	

Racial/Ethnic Diversity of CSU Students and Instructional Faculty: 1994 and 2004

STUDENTS (HC)

INSTRUCTIONAL FACULTY (HC)

2004	Asian/ Pacific Isl/ Filipino	Black/ African American	Latino	Native American	White	Total Known	Other/ Non Resident	Unknown	2004	Asian/ Pacific Isl/ Filipino	Black/ African American	Latino	Nat Amer	White	Total Known	Unknown/ Other	Total Instructional Faculty
BA	501	537	2,484	104	3,344	6,970	178	607	BA	37	14	35	1	345	432	10	442
CI	125	37	492	21	1,059	1,734	24	263	CI	15	4	22	-	126	167	14	181
CH	876	284	1,649	205	10,404	13,418	337	1,979	CH	56	13	41	2	760	872	11	883
DH	1,227	3,330	4,173	75	2,169	10,974	296	1,343	DH	76	80	51	5	450	662	6	668
EB	4,131	1,378	1,551	71	3,488	10,619	446	1,996	EB	81	45	36	4	475	641	30	671
FR	2,826	897	5,569	156	7,435	16,883	210	2,688	FR	105	32	96	8	814	1,055	44	1,099
FU	8,068	964	8,304	181	11,398	28,915	1,112	2,717	FU	228	35	116	8	1,276	1,663	45	1,708
HU	286	209	588	176	4,575	5,834	395	1,321	HU	29	6	18	13	417	483	4	487
LB	8,017	1,934	8,073	216	11,451	29,691	675	3,113	LB	209	81	125	13	1,299	1,727	31	1,758
LA	4,462	1,560	8,959	77	2,687	17,745	661	1,901	LA	202	67	123	5	602	999	30	1,029
MA	100	25	58	12	412	607	-	152	MA	6	2	2	1	59	70	2	72
MB	241	152	1,067	35	1,869	3,364	120	461	MB	31	15	42	2	166	256	17	273
NO	4,674	2,366	8,333	145	10,334	25,852	1,377	4,112	NO	162	87	169	12	1,348	1,778	29	1,807
PO	6,539	716	4,752	70	4,860	16,937	87	1,979	PO	139	34	78	4	703	958	29	987
SA	4,943	1,603	3,885	264	12,315	23,010	898	4,064	SA	152	62	92	14	1,101	1,421	31	1,452
SB	1,213	1,834	5,022	139	5,802	14,010	447	1,737	SB	53	38	56	5	674	826	29	855
SD	5,359	1,214	7,009	238	15,086	28,906	1,248	2,782	SD	122	38	150	9	1,234	1,553	24	1,577
SF	9,483	1,641	3,677	242	8,954	23,997	1,311	3,496	SF	231	68	80	13	1,028	1,420	58	1,478
SJ	11,362	1,249	4,043	134	7,746	24,534	53	4,457	SJ	261	52	93	10	1,091	1,507	53	1,560
SM	807	208	1,494	59	3,884	6,452	239	674	SM	37	11	44	3	252	347	19	366
SLO	2,065	179	1,725	133	11,236	15,338	546	1,698	SLO	73	11	53	3	825	965	20	985
SO	386	145	810	58	5,251	6,650	54	1,273	SO	18	11	23	8	357	417	4	421
ST	836	266	2,023	88	3,510	6,723	365	770	ST	40	11	31	6	353	441	16	457
SYS	78,527	22,728	85,740	2,899	149,269	339,163	11,079	45,583	SYS	2,363	817	1,576	149	15,755	20,660	556	21,216

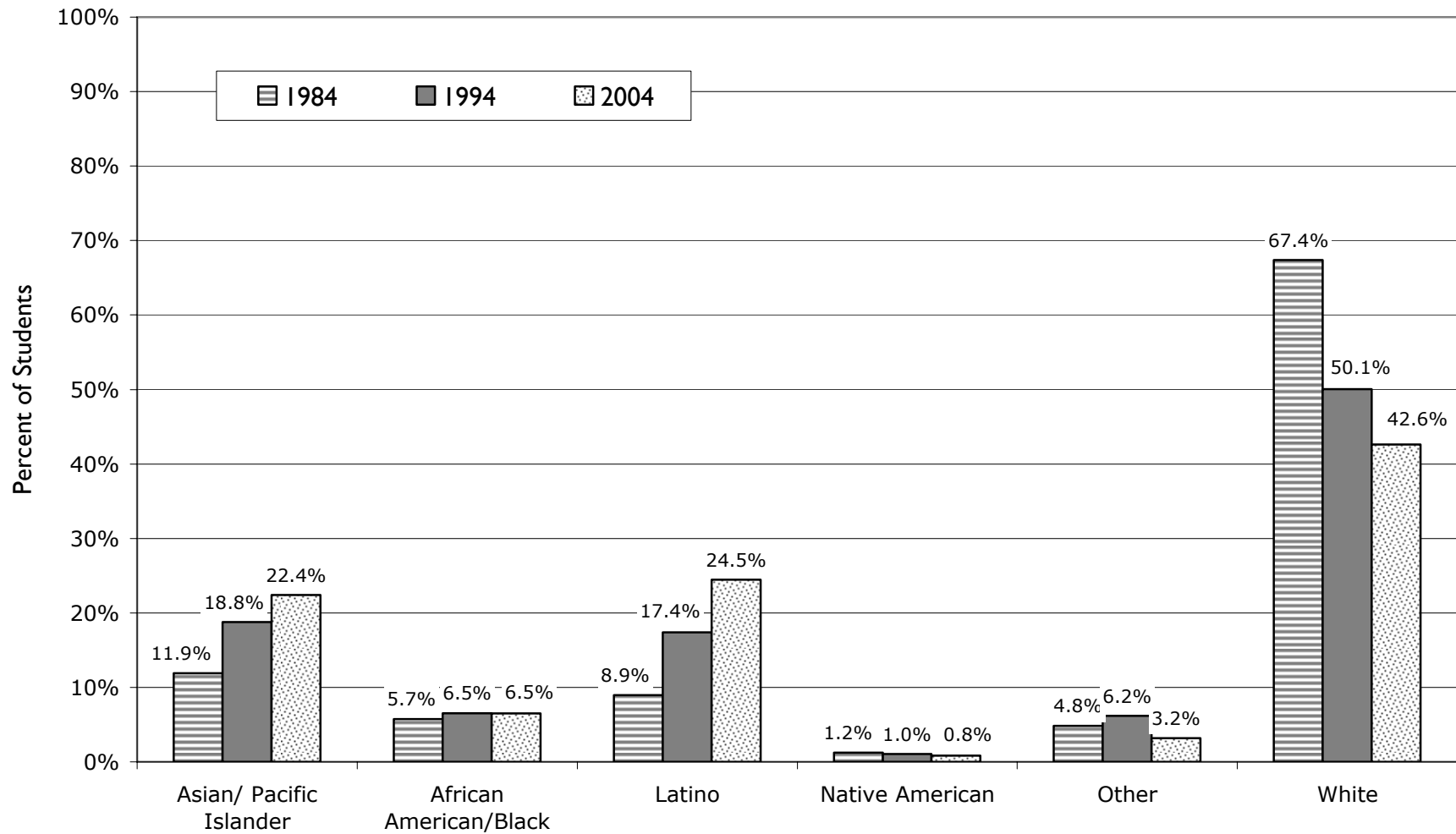
Percent of CSU Students and Instructional Faculty (% of known race/ethnicity)

<u>STUDENTS</u>								<u>INSTRUCTIONAL FACULTY</u>							
1994	Asian/ Pacific Is/ Filipino	Black	Latino	Nat Amer	White	Total Known		1994	Asian/ Pacific Is/ Filipino	Black/ African American	Latino	Nat Amer	White	Total Known	
BA	8%	7%	24%	2%	59%	100%		BA	5%	4%	9%	0%	81%	100%	
CI								CI							
CH	5%	3%	9%	2%	82%	100%		CH	5%	2%	3%	0%	90%	100%	
DH	12%	30%	25%	1%	32%	100%		DH	6%	7%	4%	0%	83%	100%	
EB	26%	13%	12%	1%	48%	100%		EB	12%	6%	4%	0%	78%	100%	
FR	11%	5%	26%	1%	56%	100%		FR	9%	3%	7%	0%	80%	100%	
FU	23%	3%	19%	1%	54%	100%		FU	10%	2%	4%	0%	83%	100%	
HU	4%	2%	8%	3%	83%	100%		HU	5%	1%	3%	2%	90%	100%	
LB	24%	8%	18%	1%	48%	100%		LB	11%	4%	5%	1%	79%	100%	
LA	28%	10%	42%	0%	20%	100%		LA	14%	6%	8%	0%	71%	100%	
MA								MA							
MB								MB							
NO	18%	8%	22%	1%	52%	100%		NO	8%	5%	7%	1%	80%	100%	
PO	36%	4%	21%	1%	38%	100%		PO	13%	4%	4%	0%	79%	100%	
SA	16%	7%	13%	2%	62%	100%		SA	8%	5%	5%	1%	81%	100%	
SB	9%	9%	22%	1%	59%	100%		SB	7%	4%	5%	1%	82%	100%	
SD	14%	6%	19%	1%	60%	100%		SD	6%	3%	6%	1%	84%	100%	
SF	34%	8%	12%	1%	45%	100%		SF	12%	6%	4%	1%	76%	100%	
SJ	33%	5%	14%	1%	47%	100%		SJ	12%	3%	5%	0%	80%	100%	
SM	6%	4%	16%	1%	73%	100%		SM	10%	4%	13%	2%	71%	100%	
SLO	14%	2%	16%	1%	66%	100%		SLO	7%	2%	3%	0%	87%	100%	
SO	5%	4%	10%	1%	79%	100%		SO	3%	2%	5%	1%	89%	100%	
ST	10%	4%	19%	2%	65%	100%		ST	8%	3%	5%	1%	83%	100%	
SYS	20%	7%	19%	1%	53%	100%		SYS	9%	4%	5%	1%	81%	100%	

Percent of CSU Students and Instructional Faculty (% of known race/ethnicity)

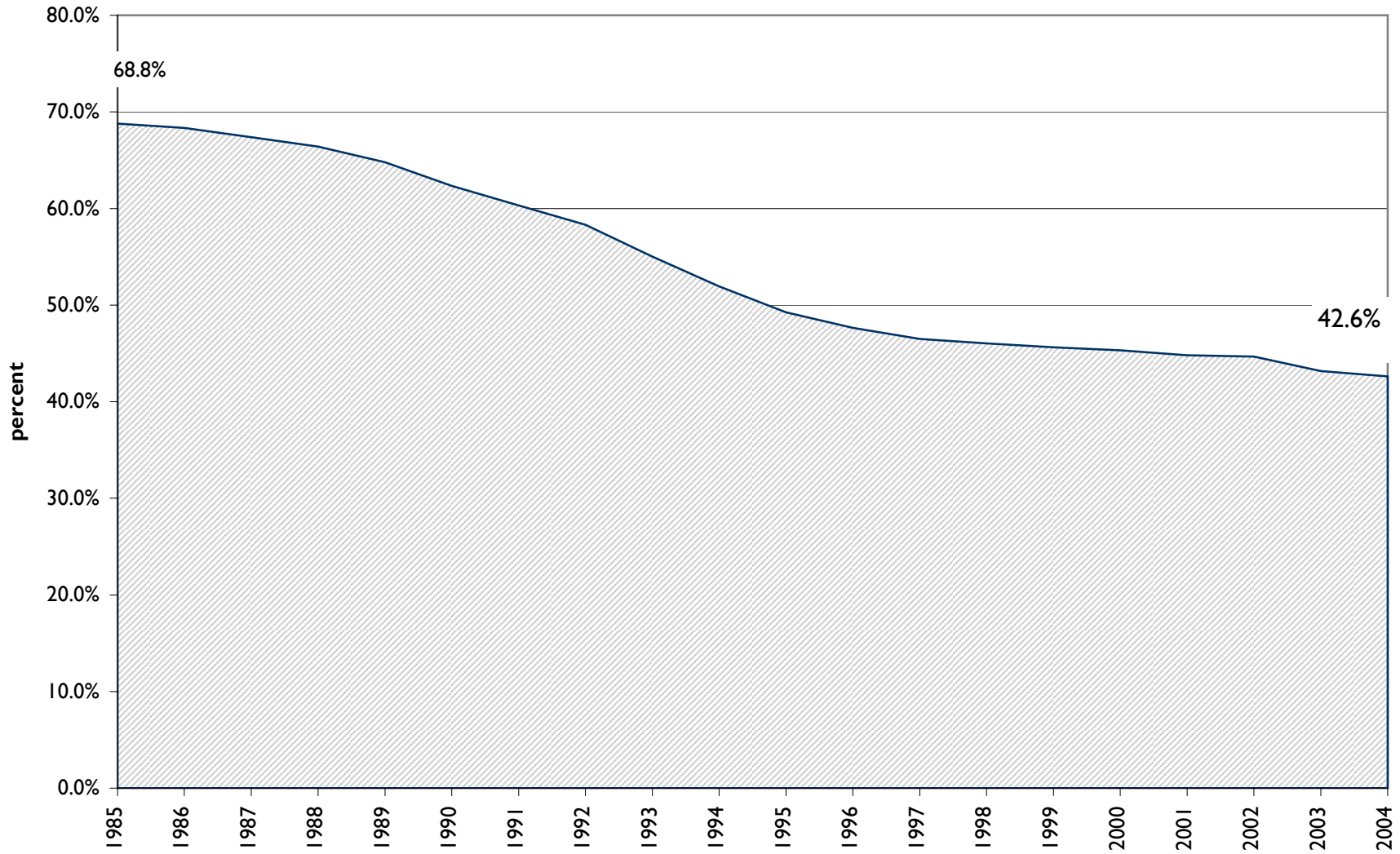
STUDENTS							INSTRUCTIONAL FACULTY						
2004	Asian/ Pacific Isl/ Filipino	Black	Latino	Nat Amer	White	Total Known	2004	Asian/ Pacific Isl/ Filipino	Black/ African American	Latino	Nat Amer	White	Total Known
BA	7%	8%	36%	1%	48%	100%	BA	9%	3%	8%	0%	80%	100%
CI	7%	2%	28%	1%	61%	100%	CI	9%	2%	13%	0%	75%	100%
CH	7%	2%	12%	2%	78%	100%	CH	6%	1%	5%	0%	87%	100%
DH	11%	30%	38%	1%	20%	100%	DH	11%	12%	8%	1%	68%	100%
EB	39%	13%	15%	1%	33%	100%	EB	13%	7%	6%	1%	74%	100%
FR	17%	5%	33%	1%	44%	100%	FR	10%	3%	9%	1%	77%	100%
FU	28%	3%	29%	1%	39%	100%	FU	14%	2%	7%	0%	77%	100%
HU	5%	4%	10%	3%	78%	100%	HU	6%	1%	4%	3%	86%	100%
LB	27%	7%	27%	1%	39%	100%	LB	12%	5%	7%	1%	75%	100%
LA	25%	9%	50%	0%	15%	100%	LA	20%	7%	12%	1%	60%	100%
MA	16%	4%	10%	2%	68%	100%	MA	9%	3%	3%	1%	84%	100%
MB	7%	5%	32%	1%	56%	100%	MB	12%	6%	16%	1%	65%	100%
NO	18%	9%	32%	1%	40%	100%	NO	9%	5%	10%	1%	76%	100%
PO	39%	4%	28%	0%	29%	100%	PO	15%	4%	8%	0%	73%	100%
SA	21%	7%	17%	1%	54%	100%	SA	11%	4%	6%	1%	77%	100%
SB	9%	13%	36%	1%	41%	100%	SB	6%	5%	7%	1%	82%	100%
SD	19%	4%	24%	1%	52%	100%	SD	8%	2%	10%	1%	79%	100%
SF	40%	7%	15%	1%	37%	100%	SF	16%	5%	6%	1%	72%	100%
SJ	46%	5%	16%	1%	32%	100%	SJ	17%	3%	6%	1%	72%	100%
SM	13%	3%	23%	1%	60%	100%	SM	11%	3%	13%	1%	73%	100%
SLO	13%	1%	11%	1%	73%	100%	SLO	8%	1%	5%	0%	85%	100%
SO	6%	2%	12%	1%	79%	100%	SO	4%	3%	6%	2%	86%	100%
ST	12%	4%	30%	1%	52%	100%	ST	9%	2%	7%	1%	80%	100%
SYS	23%	7%	25%	1%	44%	100%	SYS	11%	4%	8%	1%	76%	100%

CSU Systemwide Enrollment, by Race/Ethnicity (Headcount)



source: CA Postsecondary Education Commission Online Database

Percent of CSU Students who Identify as White: 1985-2004 (fall headcount enrollment)



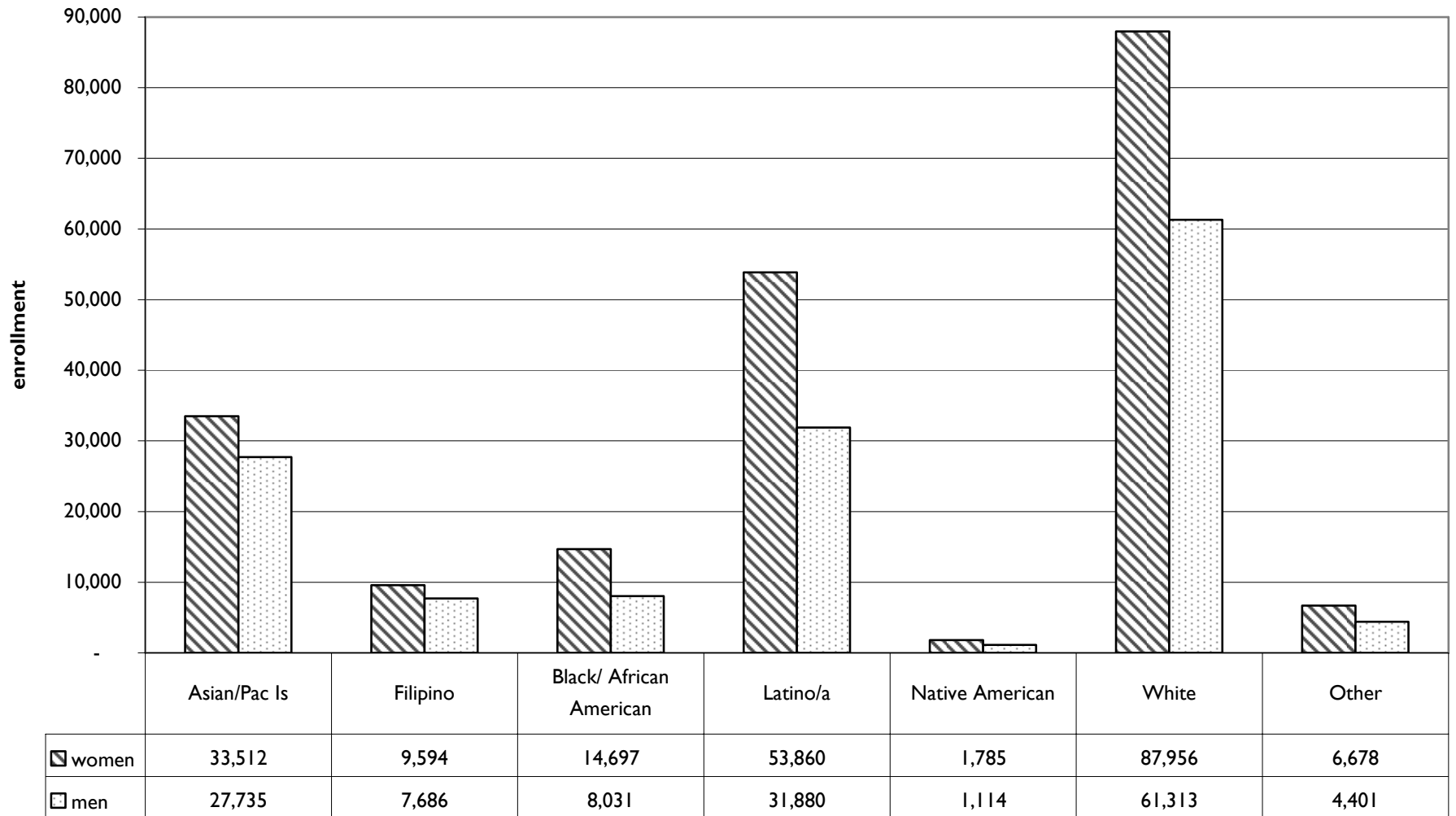
source: CPEC Online Database

CSU Systemwide Enrollment (Headcount), by Gender: 1985-2004



source: CPEC Online Database

CSU Systemwide Enrollment (Headcount), by Race/Ethnicity and Gender: 2004



Data include US residents who identified their race/ethnicity

source: CPEC Online Database

CSU Systemwide Enrollment (Headcount), by Gender: 1985 to 2004

Year	Women	Men	Total	% Women	% Men
1985	171,194	153,432	324,626	52.7%	47.3%
1986	177,319	156,105	333,424	53.2%	46.8%
1987	184,633	158,143	342,776	53.9%	46.1%
1988	192,484	162,622	355,106	54.2%	45.8%
1989	196,009	164,457	360,466	54.4%	45.6%
1990	201,548	167,505	369,053	54.6%	45.4%
1991	198,010	163,894	361,904	54.7%	45.3%
1992	190,325	157,368	347,693	54.7%	45.3%
1993	178,476	147,163	325,639	54.8%	45.2%
1994	175,943	143,425	319,368	55.1%	44.9%
1995	181,099	144,877	325,976	55.6%	44.4%
1996	189,360	147,443	336,803	56.2%	43.8%
1997	196,084	147,695	343,779	57.0%	43.0%
1998	202,035	147,769	349,804	57.8%	42.2%
1999	208,847	150,100	358,947	58.2%	41.8%
2000	215,139	152,224	367,363	58.6%	41.4%
2001	227,695	159,616	387,311	58.8%	41.2%
2002	239,287	167,228	406,515	58.9%	41.1%
2003	240,839	166,691	407,530	59.1%	40.9%
2004	233,470	162,355	395,825	59.0%	41.0%

source: CPEC Online Database

CSU Systemwide Enrollment, by Race/Ethnicity: 1985 to 2004*

Headcount

Percentage of Headcount

Year	Headcount								Percentage of Headcount							
	Asian/ Pacific Is	Filipino	Black/ African American	Latino	Native American	White	Other	Total Identified	Asian/ Pacific Is	Filipino	Black/ African American	Latino	Native American	White	Other	Total Identified
1985	32,343	6,002	16,900	28,130	3,617	205,175	6,111	298,278	10.8%	2.0%	5.7%	9.4%	1.2%	68.8%	2.0%	100.0%
1986	34,631	6,713	16,781	29,325	3,378	209,683	6,362	306,873	11.3%	2.2%	5.5%	9.6%	1.1%	68.3%	2.1%	100.0%
1987	36,475	7,542	17,161	31,837	3,351	212,579	6,515	315,460	11.6%	2.4%	5.4%	10.1%	1.1%	67.4%	2.1%	100.0%
1988	37,954	8,621	17,739	34,503	3,280	215,604	6,971	324,672	11.7%	2.7%	5.5%	10.6%	1.0%	66.4%	2.1%	100.0%
1989	40,044	9,745	18,507	37,067	3,202	213,418	7,471	329,454	12.2%	3.0%	5.6%	11.3%	1.0%	64.8%	2.3%	100.0%
1990	42,394	10,974	19,648	41,372	3,312	210,533	9,445	337,678	12.6%	3.2%	5.8%	12.3%	1.0%	62.3%	2.8%	100.0%
1991	42,718	11,269	19,717	43,994	3,250	198,170	9,455	328,573	13.0%	3.4%	6.0%	13.4%	1.0%	60.3%	2.9%	100.0%
1992	42,027	11,344	19,646	45,927	3,263	181,633	7,643	311,483	13.5%	3.6%	6.3%	14.7%	1.0%	58.3%	2.5%	100.0%
1993	42,694	11,263	18,860	47,834	3,091	160,395	7,455	291,592	14.6%	3.9%	6.5%	16.4%	1.1%	55.0%	2.6%	100.0%
1994	43,703	11,762	19,307	51,417	3,082	147,944	7,671	284,886	15.3%	4.1%	6.8%	18.0%	1.1%	51.9%	2.7%	100.0%
1995	45,578	12,743	20,674	57,019	3,360	143,448	8,376	291,198	15.7%	4.4%	7.1%	19.6%	1.2%	49.3%	2.9%	100.0%
1996	46,495	13,655	21,824	61,551	3,520	142,369	9,334	298,748	15.6%	4.6%	7.3%	20.6%	1.2%	47.7%	3.1%	100.0%
1997	47,307	14,195	22,005	65,079	3,583	140,815	9,871	302,855	15.6%	4.7%	7.3%	21.5%	1.2%	46.5%	3.3%	100.0%
1998	47,622	14,802	21,524	67,387	3,501	140,834	10,322	305,992	15.6%	4.8%	7.0%	22.0%	1.1%	46.0%	3.4%	100.0%
1999	48,039	15,239	21,564	70,072	3,332	142,351	11,316	311,913	15.4%	4.9%	6.9%	22.5%	1.1%	45.6%	3.6%	100.0%
2000	48,324	15,667	21,500	72,894	3,142	143,908	12,059	317,494	15.2%	4.9%	6.8%	23.0%	1.0%	45.3%	3.8%	100.0%
2001	49,983	16,642	22,438	78,265	3,101	148,942	13,116	332,487	15.0%	5.0%	6.7%	23.5%	0.9%	44.8%	3.9%	100.0%
2002	51,843	17,278	23,097	81,420	3,118	153,793	13,701	344,250	15.1%	5.0%	6.7%	23.7%	0.9%	44.7%	4.0%	100.0%
2003	62,679	17,536	23,206	84,943	3,061	154,578	12,187	358,190	17.5%	4.9%	6.5%	23.7%	0.9%	43.2%	3.4%	100.0%
2004	61,247	17,280	22,728	85,740	2,899	149,269	11,079	350,242	17.5%	4.9%	6.5%	24.5%	0.8%	42.6%	3.2%	100.0%

source: CPEC Online Database

*Data include only US residents who identify their race/ethnicity

CSU Enrollment, by Ethnicity: 1984-2004

CAMPUS	1984								1994							
	Asian/ Pacific Is/ Filipino	Black	Latino	Nat Amer	Other/ Non Resident	White	Total Identified	Unknown	Asian/ Pacific Is/ Filipino	Black	Latino	Nat Amer	Other/ Non Resident	White	Total Identified	Unknown
BA	111	225	391	56	159	2,516	3,458	151	367	312	1,084	95	156	2,695	4,709	377
CI																
CH	408	216	585	125	645	11,634	13,613	583	579	337	1,172	239	596	10,471	13,394	838
DH	864	2,527	761	85	273	2,893	7,403	523	1,034	2,589	2,112	75	432	2,767	9,009	735
EB	1,769	1,133	734	186	583	7,411	11,816	256	2,757	1,405	1,220	124	813	5,074	11,393	1,174
FR	898	516	2,018	163	1,469	10,751	15,815	639	1,648	806	3,892	197	1,258	8,287	16,088	1,205
FU	2,635	541	1,911	294	627	15,908	21,916	1,118	4,453	624	3,602	142	1,419	10,263	20,503	1,594
HU	110	50	204	152	174	4,898	5,588	525	230	126	513	184	179	5,040	6,272	777
LB	4,930	1,865	2,557	280	1,664	18,913	30,209	915	5,684	1,915	4,212	212	1,330	11,287	24,640	1,637
LA	4,333	1,929	4,121	109	1,113	5,262	16,867	2,709	4,417	1,531	6,563	66	1,584	3,167	17,328	896
MA																
MB																
NO	2,614	1,471	2,266	182	935	18,812	26,280	1,864	3,683	1,647	4,535	160	1,627	10,949	22,601	1,709
PO	2,286	575	1,995	136	628	10,421	16,041	983	5,234	546	3,045	87	1,094	5,519	15,525	779
SA	1,878	1,083	1,293	257	832	15,298	20,641	1,842	3,120	1,369	2,537	325	1,184	12,227	20,762	1,964
SB	182	417	670	65	191	4,093	5,618	229	900	948	2,227	134	763	6,018	10,990	874
SD	2,402	1,143	2,568	327	1,190	25,060	32,690	1,208	3,570	1,463	4,778	267	1,336	14,927	26,341	2,031
SF	4,576	1,635	1,320	194	1,595	11,878	21,198	2,972	7,495	1,697	2,629	205	1,926	9,777	23,729	2,531
SJ	3,904	1,120	1,703	788	1,236	14,011	22,762	2,081	7,372	1,168	3,173	166	1,530	10,638	24,047	2,252
SM									138	86	388	36	58	1,774	2,480	256
SLO	1,089	202	795	126	356	12,789	15,357	611	1,992	293	2,149	200	511	9,184	14,329	1,111
SO	143	183	229	43	272	4,141	5,011	353	291	231	583	75	232	4,482	5,894	717
ST	136	124	349	44	334	2,940	3,927	233	501	214	1,003	93	234	3,398	5,443	434
SYS	35,268	16,955	26,470	3,612	14,276	199,629	296,210	19,795	55,465	19,307	51,417	3,082	18,262	147,944	295,477	23,891

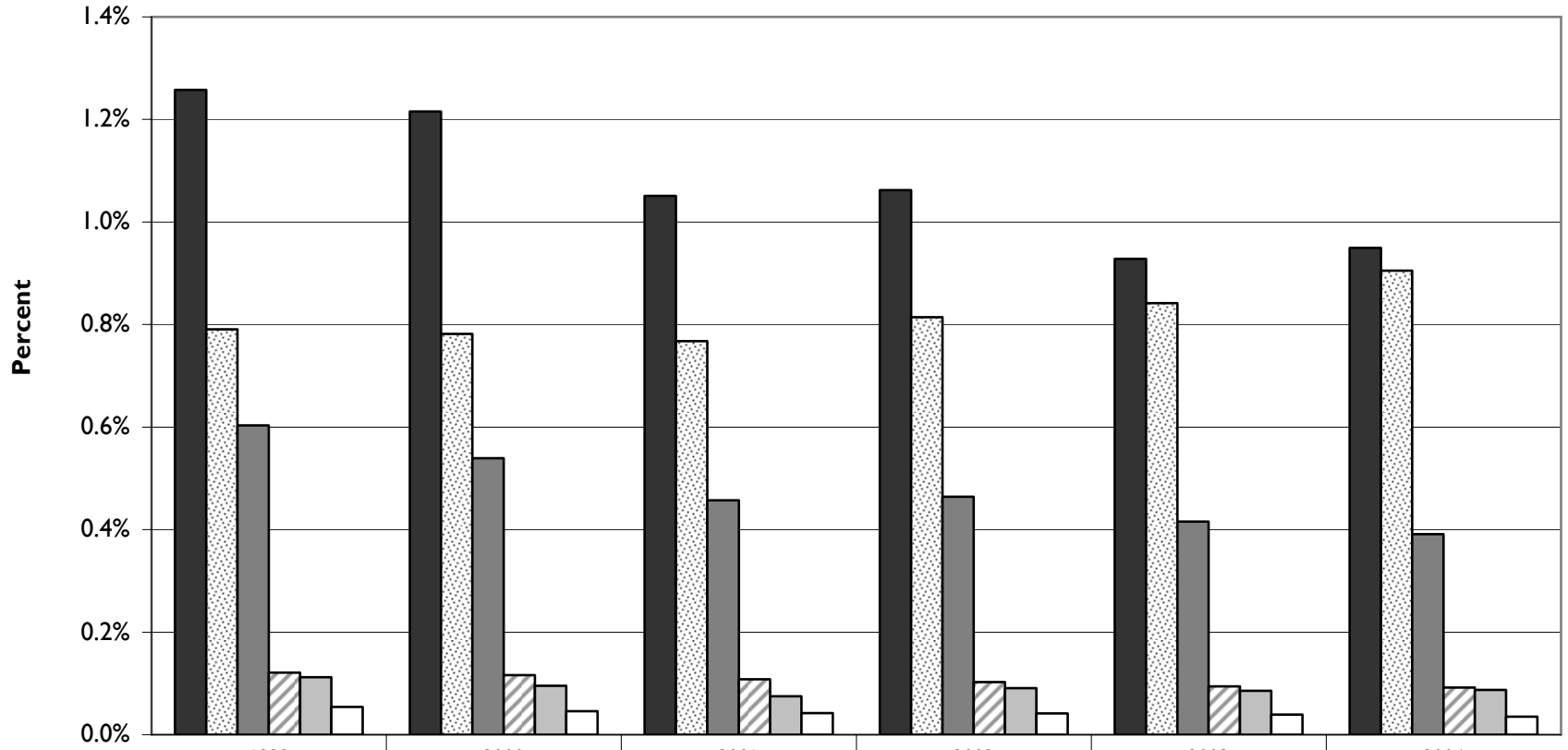
(continued)

CSU Enrollment, by Ethnicity: 1984-2004

CAMPUS	2000								2004							
	Asian/ Pacific Isl/ Filipino	Black	Latino	Nat Amer	Other/ Non Resident	White	Total Identified	Unknown	Asian/ Pacific Isl/ Filipino	Black	Latino	Nat Amer	Other/ Non Resident	White	Total Identified	Unknown
BA	354	398	1,758	110	216	3,148	5,984	413	501	537	2,484	104	178	3,344	7,148	607
CI									125	37	492	21	24	1,059	1,758	263
CH	666	289	1,437	231	877	10,720	14,220	1,692	876	284	1,649	205	337	10,404	13,755	1,979
DH	1,261	3,442	3,757	86	506	2,857	11,909	939	1,227	3,330	4,173	75	296	2,169	11,270	1,343
EB	3,001	1,417	1,401	97	1,518	3,600	11,034	1,671	4,131	1,378	1,551	71	446	3,488	11,065	1,996
FR	2,101	926	5,117	215	1,363	7,557	17,279	1,777	2,826	897	5,569	156	210	7,435	17,093	2,688
FU	6,432	772	6,209	164	2,142	10,503	26,222	2,159	8,068	964	8,304	181	1,112	11,398	30,027	2,717
HU	226	165	573	197	271	4,954	6,386	1,047	286	209	588	176	395	4,575	6,229	1,321
LB	6,321	2,025	6,427	223	2,708	10,706	28,410	2,508	8,017	1,934	8,073	216	675	11,451	30,366	3,113
LA	3,701	1,513	8,968	86	1,451	2,795	18,514	1,079	4,462	1,560	8,959	77	661	2,687	18,406	1,901
MA	51	17	39	8	46	365	526	127	100	25	58	12	-	412	607	152
MB	151	103	671	29	130	1,165	2,249	375	241	152	1,067	35	120	1,869	3,484	461
NO	3,844	2,122	6,837	180	2,478	10,503	25,964	3,102	4,674	2,366	8,333	145	1,377	10,334	27,229	4,112
PO	6,054	589	4,083	98	1,583	4,858	17,265	1,159	6,539	716	4,752	70	87	4,860	17,024	1,979
SA	4,382	1,595	3,191	291	1,452	12,148	23,059	2,655	4,943	1,603	3,885	264	898	12,315	23,908	4,064
SB	974	1,443	3,882	151	958	6,246	13,654	1,255	1,213	1,834	5,022	139	447	5,802	14,457	1,737
SD	4,181	1,353	6,344	249	2,190	14,491	28,808	2,801	5,359	1,214	7,009	238	1,248	15,086	30,154	2,782
SF	7,730	1,530	3,224	158	3,055	8,199	23,896	2,930	9,483	1,641	3,677	242	1,311	8,954	25,308	3,496
SJ	9,361	1,075	3,718	176	2,725	7,403	24,458	2,240	11,362	1,249	4,043	134	53	7,746	24,587	4,457
SM	543	180	1,120	64	316	3,433	5,656	600	807	208	1,494	59	239	3,884	6,691	674
SLO	1,730	168	1,803	179	718	10,045	14,643	2,234	2,065	179	1,725	133	546	11,236	15,884	1,698
SO	365	158	697	69	352	4,747	6,388	1,014	386	145	810	58	54	5,251	6,704	1,273
ST	562	220	1,638	81	391	3,465	6,357	705	836	266	2,023	88	365	3,510	7,088	770
SYS	63,991	21,500	72,894	3,142	27,446	143,908	332,881	34,482	78,527	22,728	85,740	2,899	11,079	149,269	350,242	45,583

data source: CPEC online database; www.cpec.ca.gov

Percent of CSU Students with Reported Disabilities



■ Learning Disabled	1.3%	1.2%	1.1%	1.1%	0.9%	0.9%
▨ Other Physical Impairment	0.8%	0.8%	0.8%	0.8%	0.8%	0.9%
■ Psychological Impairment	0.6%	0.5%	0.5%	0.5%	0.4%	0.4%
▨ Visually Impaired	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
■ Hearing Impaired	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
□ Speech/Language Impaired	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%

source: CPEC Online Database

CSU Systemwide* Enrollment of Students with Reported Disabilities: 1999 to 2004

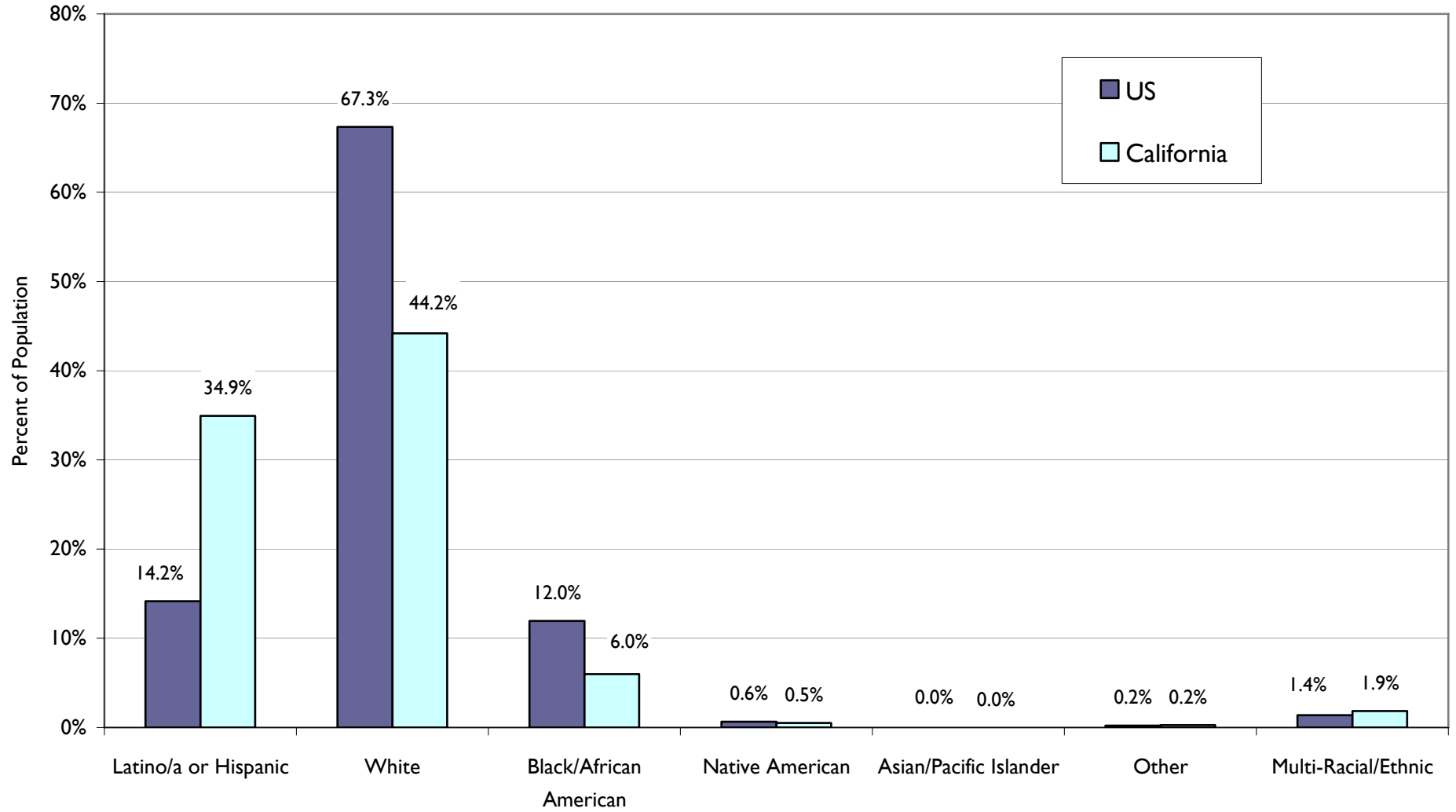
Disability Type	1999	2000	2001	2002	2003	2004
Hearing Impaired	403	351	289	369	349	346
Learning Disabled	4,514	4,466	4,070	4,317	3,783	3,759
Other Physical Impairment	2,839	2,872	2,973	3,311	3,430	3,583
Psychological Impairment	2,165	1,981	1,770	1,887	1,694	1,549
Speech/Language Impaired	193	168	164	168	159	138
Visually Impaired	434	426	417	417	383	364
Any Known Disabilities	10,548	10,264	9,683	10,469	9,798	9,739
No Known Disability	348,399	357,099	377,628	396,046	397,732	386,086
Total Enrollment	358,947	367,363	387,311	406,515	407,530	395,825

Disability Type	1999	2000	2001	2002	2003	2004
Hearing Impaired	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Learning Disabled	1.3%	1.2%	1.1%	1.1%	0.9%	0.9%
Other Physical Impairment	0.8%	0.8%	0.8%	0.8%	0.8%	0.9%
Psychological Impairment	0.6%	0.5%	0.5%	0.5%	0.4%	0.4%
Speech/Language Impaired	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Visually Impaired	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Any Known Disabilities	2.9%	2.8%	2.5%	2.6%	2.4%	2.5%
No Known Disability	97.1%	97.2%	97.5%	97.4%	97.6%	97.5%
Total Enrollment	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

source: CPEC Online Database

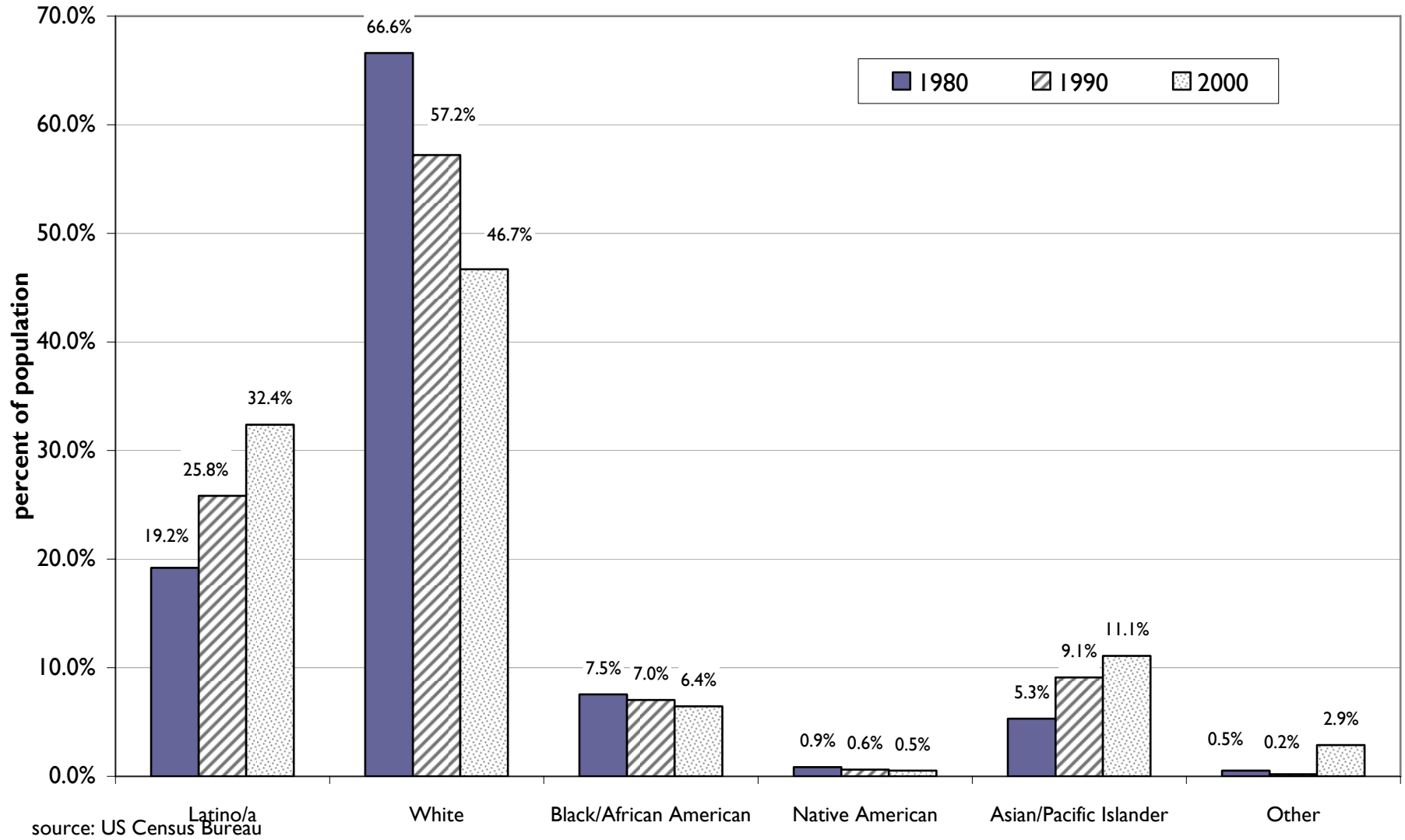
*Data available by campus

Distribution of US and California Population, by Race/Ethnicity: 2004

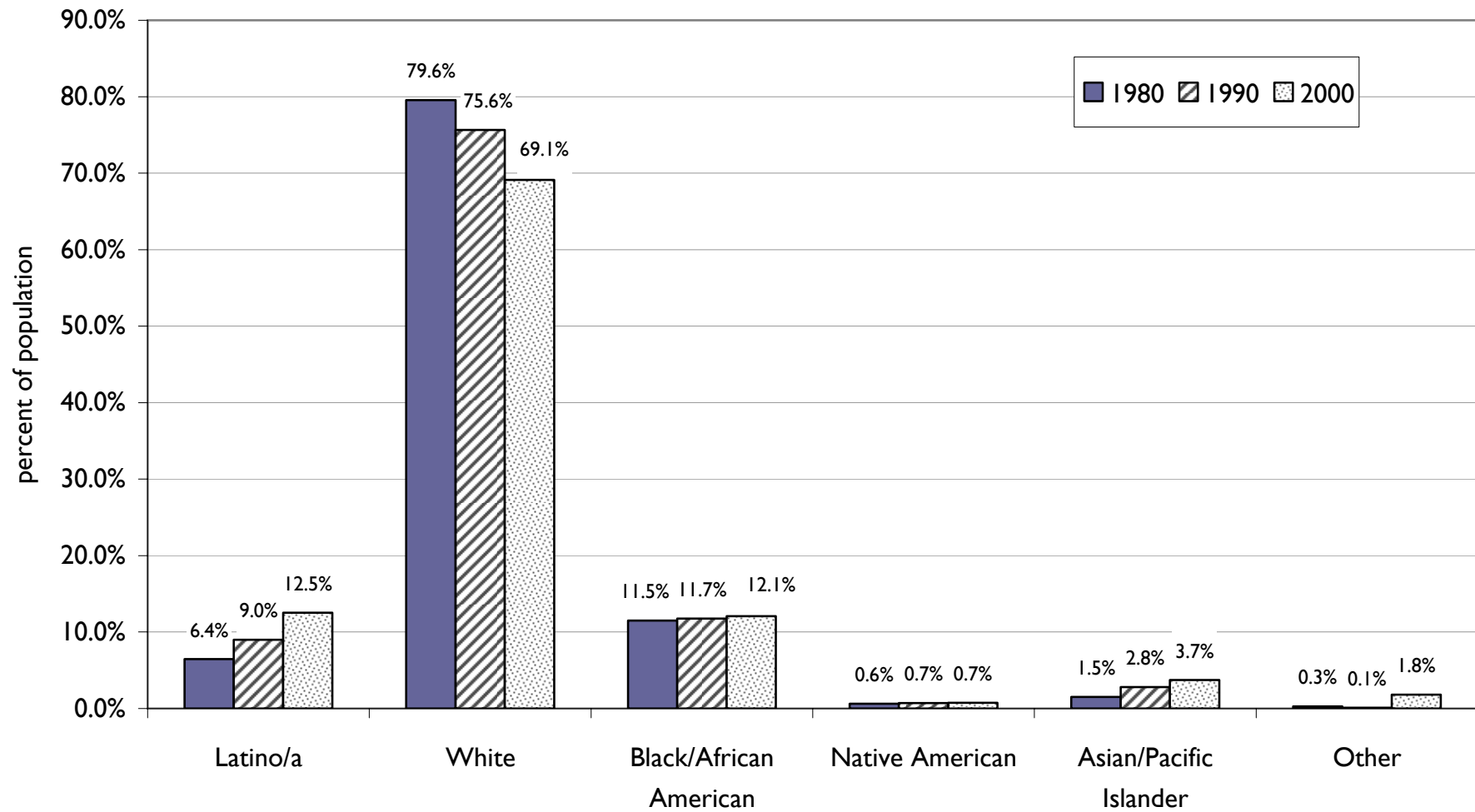


source: US Census Bureau, American Community Survey, 2004

Distribution of California Population, by Race/Ethnicity: 1980, 1990, 2000

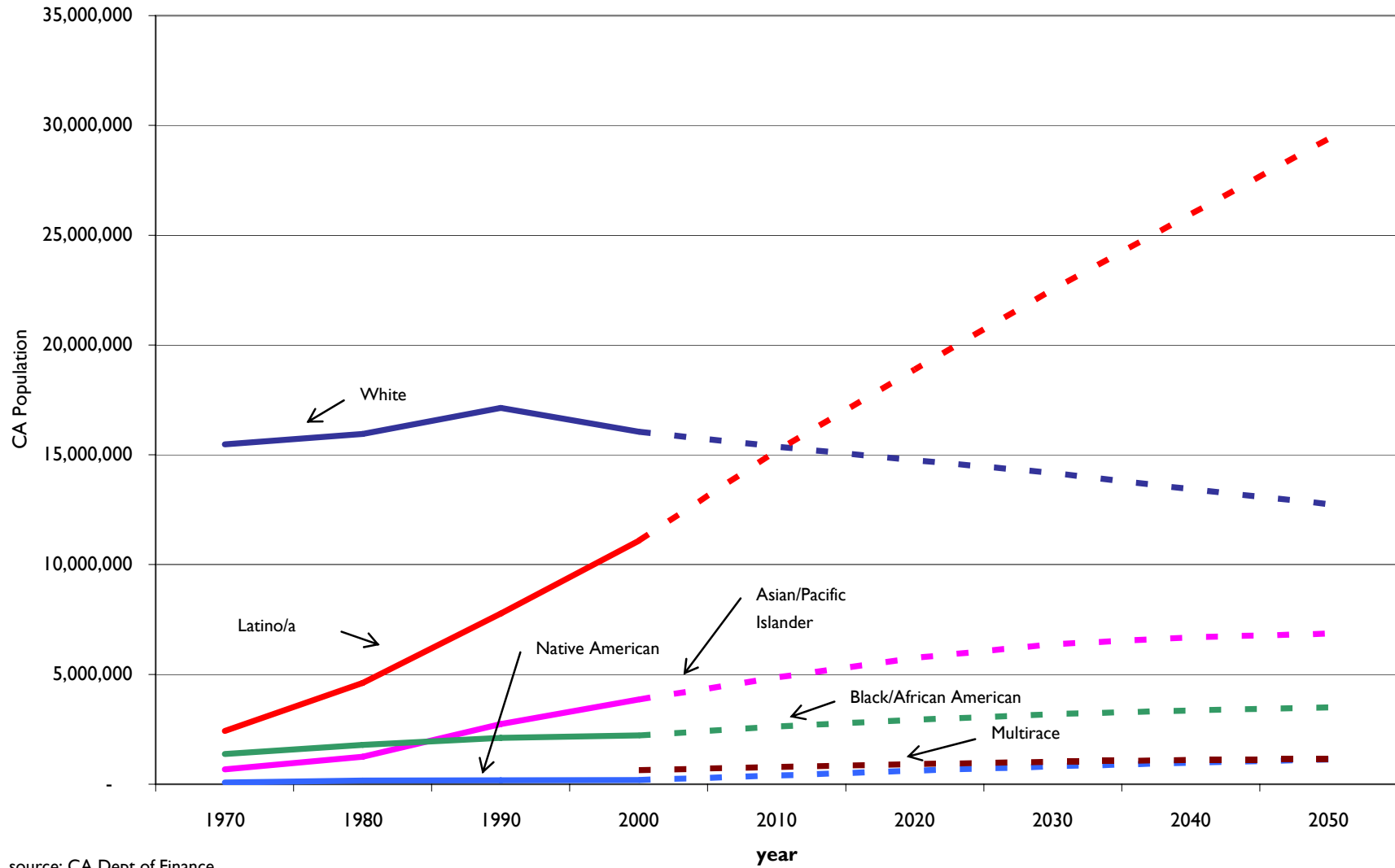


Distribution of US Population, by Race/Ethnicity: 1980, 1990, 2000



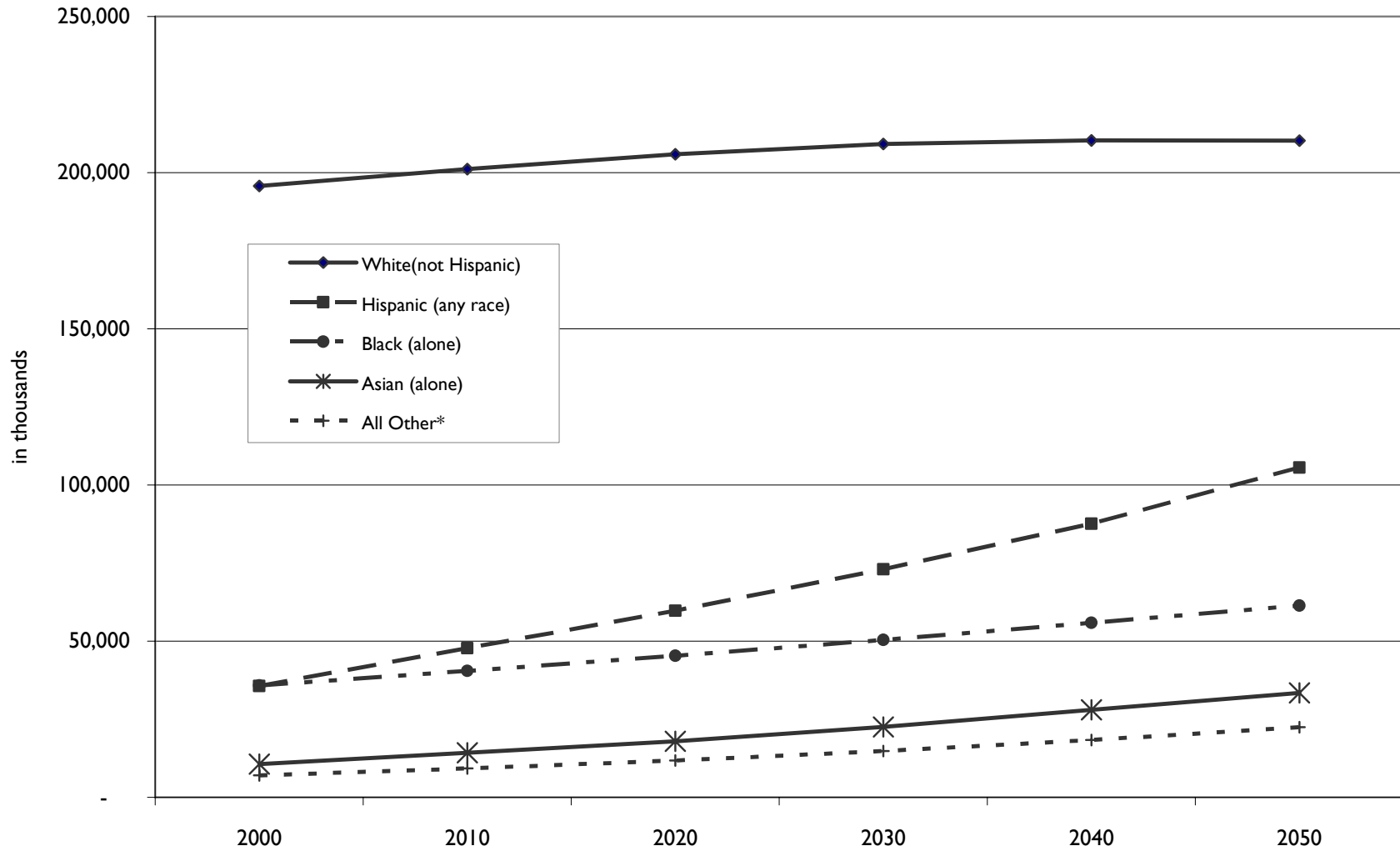
source: US Census Bureau

Changes in the Racial/Ethnic Composition of California's Population: 1970 to 2050 (actual through 2000, projected through 2050)



source: CA Dept of Finance

US Population Projections, by Race/Ethnicity: 2000 to 2050 (with new Census categories)



source: US Census Bureau, 2004

US and California Populations, by Race/Ethnicity

Actual Population by Race/Ethnicity: 1980, 1990, 2000

Race/Ethnicity	United States			California		
	1980	1990	2000	1980	1990	2000
State Total	226,545,805	248,709,873	281,421,906	23,667,902	29,760,021	33,871,648
Latino/a	14,608,673	22,354,059	35,305,818	4,544,331	7,687,938	10,966,556
White	180,256,103	188,128,296	194,552,774	15,763,992	17,029,126	15,816,790
Black/African American	26,104,285	29,216,293	33,947,837	1,783,810	2,092,446	2,181,926
Native American	1,417,110	1,793,773	2,068,883	201,283	184,065	178,984
Asian/Pacific Islander	3,489,835	6,968,359	10,476,678	1,253,782	2,710,353	3,752,596
Other	669,799	249,093	5,069,916	120,704	56,093	974,796

Race/Ethnicity	United States			California		
	1980	1990	2000	1980	1990	2000
State Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Latino/a	6.4%	9.0%	12.5%	19.2%	25.8%	32.4%
White	79.6%	75.6%	69.1%	66.6%	57.2%	46.7%
Black/African American	11.5%	11.7%	12.1%	7.5%	7.0%	6.4%
Native American	0.6%	0.7%	0.7%	0.9%	0.6%	0.5%
Asian/Pacific Islander	1.5%	2.8%	3.7%	5.3%	9.1%	11.1%
Other	0.3%	0.1%	1.8%	0.5%	0.2%	2.9%

Population Estimates for US and California, by Race/Ethnicity: 2004

Race/Ethnicity	US		California	
	US	California	US	California
State Total	285,691,501	35,055,227	100.0%	100.0%
Latino/a or Hispanic	40,459,196	12,246,122	14.2%	34.9%
White	192,362,875	15,488,784	67.3%	44.2%
Black/African American	34,142,554	2,101,444	12.0%	6.0%
Native American	1,852,775	173,348	0.6%	0.5%
Asian/Pacific Islander	12,320,057	4,308,803	4.3%	12.3%
Other	601,187	87,563	0.2%	0.2%
Multi-Racial/Ethnic	3,952,857	649,163	1.4%	1.9%

Note: Population data for 1980, 1990, and 2000 are actual numbers based on the US Census; data for 2004 are from the American Community Survey, and are estimates based on a random sample of the population (also administered by the Census Bureau). Current methodologies now allow respondents to identify with more than one ethnicity.

source: CA Dept of Finance, US Census Bureau

US Population Projections, by Race/Ethnicity: 2000 to 2050

(with new Census categories)

year	<i>numbers in thousands</i>				
	White (not Hispanic)	Hispanic (any race)	Asian (alone)	Black (alone)	All Other**
2000	195,729	35,662	10,684	35,818	7,075
2010	201,112	47,756	14,241	40,454	9,246
2020	205,936	59,756	17,988	45,365	11,822
2030	209,176	73,055	22,580	50,442	14,831
2040	210,331	87,585	27,992	55,876	18,388
2050	210,283	105,560	33,430	61,361	22,437

* includes: American Indian and Alaskan Native alone; Native Hawaiian and Other Pacific Islander alone; and Two or more races

source: US Census Bureau. 2004. "US Interim Projections by Age, Sex, Race, and Hispanic Origin"

California's Population Growth, by Ethnicity: 2000 to 2050

(Actual and Projected)

year	White	Hispanic	Asian/Pac Isl	Black	American Indian	Multirace	TOTAL
1970	15,480,856	2,423,610	671,210	1,379,537	83,787		20,039,000
1980	15,950,120	4,615,711	1,257,408	1,794,051	164,710		23,782,000
1990	17,132,143	7,775,263	2,746,186	2,105,283	185,126		29,444,000
2000	16,047,989	11,082,985	3,857,492	2,222,816	192,753	639,163	34,043,198
2010	15,377,948	15,181,594	4,865,058	2,628,971	398,048	795,148	39,246,767
2020	14,757,146	18,877,590	5,750,108	2,935,929	615,393	915,575	43,851,741
2030	14,182,100	22,520,629	6,369,365	3,192,662	815,054	1,030,861	48,110,671
2040	13,435,378	25,959,527	6,690,626	3,363,142	982,073	1,107,850	51,538,596
2050	12,755,395	29,386,940	6,855,094	3,500,358	1,130,654	1,149,259	54,777,700

source: CA Dept. of Finance

REFERENCES: Notes about main data sources consulted

CA Department of Finance

The Department of Finance compiles and publishes demographic statistics and population projections. They are available for download from the DOF website, www.dof.ca.gov.

CPEC Online Database

CSU enrollment data was downloaded from the CA Postsecondary Education Commission's online database. Many different (user-defined) datasets can be downloaded by anyone at www.cpec.ca.gov.

CSU Faculty Recruitment Survey

CSU Human Resources compiles and releases an annual report on faculty recruitment. The most comprehensive report includes data for the years 1988 through 2003. The Faculty Recruitment Survey Reports can be downloaded at <http://www.calstate.edu/HR/FacRecruitment.shtml>.

CSU PIMS Database

The primary source of data for tables and charts pertaining to CSU faculty is the CSU Personnel Information Management System (PIMS) database. This data, in its raw form, is essentially a "snapshot" of each paycheck issued to an individual in the bargaining unit, in given month. CFA analyzes PIMS data, which is provided by the CSU, and has PIMS datasets for instructional faculty dating back to 1985.

National Center for Education Statistics

Digest of Education Statistics is available at <http://nces.ed.gov/programs/digest/>

Survey of Earned Doctorates

Hoffer, T.B., et al. 2005. *Doctorate Recipients from United States Universities: Summary Report 2004*. Chicago: NORC.

US Census Bureau

American Community Survey data and other data from the US Census is found at www.census.gov.