



# THE EMPLOYEES OF THE CALIFORNIA STATE UNIVERSITY

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# THE CALIFORNIA STATE UNIVERSITY

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

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

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

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

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

## SUSTAINING EXCELLENCE, TODAY AND TOMORROW.

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



## Dear Friends of the California State University,

I am pleased to share with you our annual Employee Profile, where you'll find the latest statistics and employee stories from 2022. This information demonstrates the CSU's commitment to a diverse workforce, and the impact of our greatest strength – our valued staff, faculty and student employees.

Collectively we share the CSU spirit and commitment to our student's success. One of the greatest assets of our workforce is the remarkable diversity we bring to every dimension of the organization. This blending of backgrounds, cultures and experience fosters a productive and innovative environment allowing the CSU to thrive in an unparalleled community of talents and contributions.

As a national leader in higher education, we strive to attract, develop and retain a high-performing and inclusive workforce reflective of our student body and today's global work environment. What clearly distinguishes the CSU among others is the depth and breadth of the CSU's employees and the impact of their work—from teaching and research to scholarship, creative activities and service. The diverse backgrounds and knowledge of our faculty and staff provide our students a transformative educational experience, providing essential skills for lifelong success in problem-solving, critical thinking and reasoning, communication and cultural competence.

I invite you to enjoy this annual publication and hope you will find this information useful and inspiring. I also believe you'll gain a better understanding of the people who collectively make the CSU such a special place to work and learn.

A handwritten signature in black ink, appearing to read 'Leora Freedman', written in a cursive, flowing style.

Warm regards,  
Leora Freedman  
Vice Chancellor for Human Resources





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## SAMAR BANNISTER

**CAPTAIN, TRAINING SHIP GOLDEN BEAR (TSGB)  
CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY**

Captain Samar Bannister is an experienced master mariner with an unlimited master's license, the highest grade of seafarer qualification. She brings decades of deep-sea experience and now commands the Training Ship *Golden Bear* (TSGB). But it was as if her "compass had swung true" when she was named Cal Maritime's first female captain. A proud Cal Maritime alumna, she says her time and education received there, "allowed the dreams of a small-town girl from Colorado to become a reality. It opened my eyes to the possibilities of what was out there, and prepared me for a

unique career of being a merchant mariner." The TSBG serves as a working classroom for members of the Corps of Cadets, provides two months of at-sea training every summer for first- and third-year cadets, and serves as a laboratory for new marine technology.



## TAMMY BLACKBURN

**SENIOR DIRECTOR OF MARKETING AND COMMUNICATIONS UNIVERSITY  
RELATIONS & DEVELOPMENT (URAD)  
FOUNDER, WALLACE SHATSKY BLACKBURN COURAGE THROUGH CANCER FUND  
SAN DIEGO STATE UNIVERSITY**

Tammy Blackburn is a double alumna and former Aztec basketball star from SDSU, Alumni Association and University Relations and Development (URAD) employee, and a broadcaster for CBS Sports, ESPN and the PAC-12 network. Known for her passion, determination and persistence, most would say she represents "the definition of courage with the heart of an Aztec warrior." This is because when faced with her own

breast cancer diagnosis, she created a fund providing tuition, housing, books and meals to students and their families affected by cancer. Blackburn establishes partnerships, raises money and gets to know the students—all while dealing with her own personal health struggles. "When I sit with donors, and I talk with them about the impact they can have, it's so real... they can feel it, touch it and see it," she says. Now facing stage four cancer, Blackburn refuses to let it stop her. She continues to create a legacy for other Aztecs and hopes to expand her program to other universities throughout the nation.



## JIANYU (JANE) DONG, PH.D.

**DEAN OF THE SCHOOL OF NATURAL SCIENCES, MATHEMATICS  
AND ENGINEERING (NSME)  
CALIFORNIA STATE UNIVERSITY, BAKERSFIELD**

New to CSUB, Jane Dong previously served as an associate dean of the College of Engineering, Computer Science and Technology at Cal State LA. There, she developed a Teaching and Learning Academy for faculty and students, an advisory council that fostered relationships between professional and faculty advisers. She also established a Successful Transfer and Retention (STAR) program. While an advisor, professor and researcher, she realized her role as an administrator provided her the opportunity

to better support the students. She brings this passion and focus to her role at CSUB — whether it's addressing needs for space or resources, or encouraging collaboration to identify the collective vision of the school of NSME. "I'm here to grow with NSME and help our students reach their full potential. I hope to increase our visibility and success as a leader in STEM and health care education in the region, state and nation," Dong says.



## BENJAMIN DUARTE

**OUTREACH SPECIALIST, MESA ENGINEERING PROGRAM (MEP) AND CHICO STEM  
CONNECTIONS COLLABORATIVE (CSC²)  
CALIFORNIA STATE UNIVERSITY, CHICO**

Ben Duarte's dedication to student success is emblematic of the ideology of the MESA Engineering Program at Chico State. With laser focus and deep commitment, Duarte helps transform the lives of hundreds of students, particularly those from underserved backgrounds. His work in service of racial equity and inclusion is one of the reasons why the campus has a Hispanic-Serving Institution (HSI) designation. He says his "position chose him," but the Chico State alumnus is exalted for his authentic and infectious

enthusiasm towards peers, staff and students across the campus which earned him an Outstanding Staff Employee of the Year Award. Devoted to the success of the MEP and Technical Career Fair, he increased participation of outside companies from 30 to over 100. "Making a difference in the lives of students goes far beyond the student, as they become the beacons of change for their families, friends and immediate communities," Duarte says.



## NALINI LIBBY

**OPERATIONS MANAGER, SCHOOL OF CINEMA  
SAN FRANCISCO STATE UNIVERSITY**

Nalini Libby is a San Francisco State alumna who embodies the qualities of a servant leader. Her meticulous process and management skills, as well as her high standards of professionalism, collaboration and generosity earned her a campus Distinguished Staff Award. "I have a lot of love and enthusiasm for the school, my second family away from home," she says. Nalini has cultivated a positive atmosphere of warmth and inclusion, and she's been instrumental in expanding the scope and continuation of the school's Italian Nuova Accademia di Belle Arte (NABA) international exchange program. Libby also

facilitates an annual showcase of students' films in local theatres. A recent venture with the San Francisco International Airport has students' films showing in the international lounge. Libby is most proud of the school's reputation for preparing students for success in their film careers—which her peers would tell you, "wouldn't happen without her."



## KEVIN NGUYEN

**LEAD ADMINISTRATIVE COORDINATOR, STUDENT ACADEMIC SUCCESS AND  
EDUCATIONAL EQUITY PROGRAMS (SASEEP)  
LEAD SUPPORT, ASIAN PACIFIC ISLANDER DESI AMERICAN STUDENT CENTER (APIDA)  
CALIFORNIA STATE UNIVERSITY, SACRAMENTO**

Kevin Nguyen's work requires navigation through complex situations and collaboration with a variety of stakeholders, including campus, community and industry experts. "I'm relatable as a fellow student, and in my field, I can encourage students to push through challenges and achieve their dreams," he says. Nguyen's has been instrumental in the success of many high-profile events such as Student Academic Success Day, Annual APIDA College Day,

Sacramento Black Expo, Young Men of Color Consortium Conference and Project Hmong New Year. He's also helped establish the APIDA Center, MLK Center expansion and the Native Center on campus. Nguyen provides oversight to the flagship K-12 Partnerships to Advance the Value of Education (PAVE) Tutoring Program and supports Sac State's designation to become a First Gen Forward Institution. His exemplary performance and contributions also earned Nguyen a Staff Talent Appreciation & Retention (STAR) Award. The Sacramento State alumnus is currently pursuing his master's in business administration.





# CSU WORKFORCE

Fall 2022

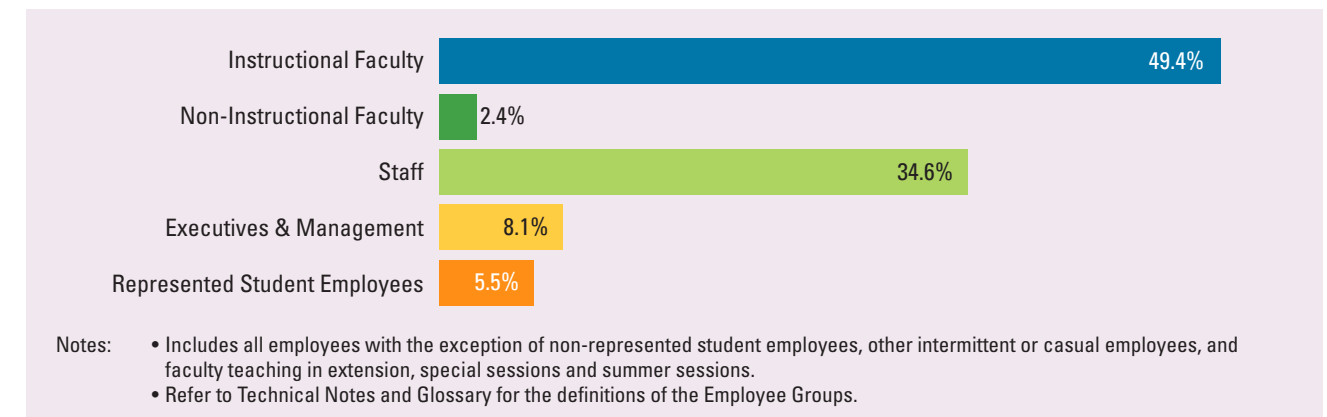
This report draws on CSU employment data as of Fall 2022, profiling the university's evolving workforce and underscoring CSU's commitment to hiring well-qualified, diverse faculty and staff. The pages that follow provide a high-level summary of personnel at the CSU, weaving analytics, stories and images in an annual portrait of the more than 56,000 faculty and staff the CSU employs statewide.

Head counts, time base, and salary breakdowns are reported in the aggregate and in five broad employee groupings: Instructional Faculty, Non-Instructional Faculty, Staff, Executives & Management, and Represented Student Employees. Figures are also disaggregated by three demographic categories: Race/Ethnicity, Gender, and Age. Faculty and student-employee-specific summaries wrap up the quantitative sections of this profile.

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

## EMPLOYEES BY EMPLOYEE GROUPS AND CAMPUS

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP, FALL 2022

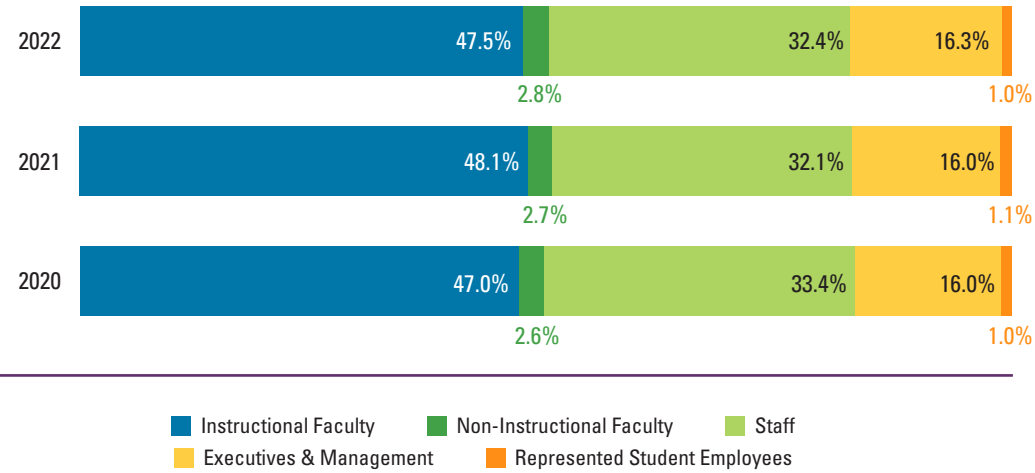


EMPLOYEE HEAD COUNT & DISTRIBUTION BY EMPLOYEE GROUP AND TIME BASE, FALL 2020 TO FALL 2022

YEAR	EMPLOYEE GROUP	FULL-TIME		PART-TIME		GRAND TOTAL	
		Head Count	%	Head Count	%	Head Count	%
2022	Instructional Faculty	13,601	35.8%	14,199	77.5%	27,800	49.4%
	Non-Instructional Faculty	1,036	2.7%	306	1.7%	1,342	2.4%
	Staff	18,794	49.5%	661	3.6%	19,455	34.6%
	Executives & Management	4,510	11.9%	27	0.1%	4,537	8.1%
	Represented Student Employees	-	-	3,122	17.0%	3,122	5.5%
	<b>Total</b>	<b>37,941</b>	<b>100.0%</b>	<b>18,315</b>	<b>100.0%</b>	<b>56,256</b>	<b>100.0%</b>
2021	Instructional Faculty	13,536	36.5%	14,359	76.6%	27,895	50.0%
	Non-Instructional Faculty	985	2.7%	318	1.7%	1,303	2.3%
	Staff	18,212	49.1%	693	3.7%	18,905	33.9%
	Executives & Management	4,361	11.8%	19	0.1%	4,380	7.8%
	Represented Student Employees	*	0.0%	3,350	17.9%	3,351	6.0%
	<b>Total</b>	<b>37,095</b>	<b>100.0%</b>	<b>18,739</b>	<b>100.0%</b>	<b>55,834</b>	<b>100.0%</b>
2020	Instructional Faculty	13,496	35.3%	13,438	75.9%	26,934	48.2%
	Non-Instructional Faculty	956	2.5%	260	1.5%	1,216	2.2%
	Staff	19,302	50.5%	735	4.2%	20,037	35.8%
	Executives & Management	4,452	11.7%	26	0.1%	4,478	8.0%
	Represented Student Employees	*	0.0%	3,242	18.3%	3,244	5.8%
	<b>Total</b>	<b>38,208</b>	<b>100.0%</b>	<b>17,701</b>	<b>100.0%</b>	<b>55,909</b>	<b>100.0%</b>

Notes: • An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.  
• Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.  
• Refer to Technical Notes and Glossary for the definitions of the Employee Groups.

**EMPLOYEE SALARY DISTRIBUTION BY EMPLOYEE GROUP, FALL 2020 TO FALL 2022**



Note: • Salary expenditures (Annual Base Salary \* FTE) as of October 31, 2022.

**EMPLOYEE SALARY AND HEAD COUNT DISTRIBUTION BY COLLECTIVE BARGAINING UNIT, FALL 2022**

UNION/GROUP	% OF TOTAL SALARY	% OF EMPLOYEES
California Faculty Association	50.26%	51.80%
California State University Employees Union	22.88%	25.06%
Executives & Management Personnel Plan	16.30%	8.06%
Academic Professionals of California	5.22%	5.91%
Teamsters 2010	2.17%	1.88%
Academic Student Employees	1.00%	5.55%
Confidential Classes	0.92%	0.82%
Statewide University Police Association	0.79%	0.58%
Union of American Physicians and Dentists	0.32%	0.12%
Excluded Classes	0.12%	0.20%
International Union of Operating Engineers	0.02%	0.02%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>

Notes: • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.  
• Refer to Technical Notes and Glossary for the definitions of the Employee Groups.

**EMPLOYEE HEAD COUNT AND FTE BY CAMPUS AND TIME BASE, FALL 2022**

CAMPUS	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bakersfield	942	948.4	339	132.9	1,281	1,081.3
Chancellor's Office	677	677.2	*	1.9	681	679.1
Channel Islands	744	750.7	205	96.7	949	847.4
Chico	1,469	1,475.5	527	230.9	1,996	1,706.4
Dominguez Hills	1,180	1,186.2	548	222.7	1,728	1,409.0
East Bay	1,148	1,154.4	559	240.3	1,707	1,394.7
Fresno	1,812	1,813.0	831	351.8	2,643	2,164.8
Fullerton	2,528	2,546.2	1,264	525.6	3,792	3,071.8
Humboldt	891	895.2	326	124.9	1,217	1,020.1
Long Beach	2,793	2,801.1	1,740	698.5	4,533	3,499.6
Los Angeles	1,697	1,700.8	1,114	454.6	2,811	2,155.3
Maritime	239	241.7	24	10.2	263	251.8
Monterey Bay	776	782.8	290	132.7	1,066	915.5
Northridge	2,517	2,530.7	1,392	575.8	3,909	3,106.5
Pomona	1,856	1,859.4	945	430.0	2,801	2,289.4
Sacramento	2,242	2,243.8	1,116	457.3	3,358	2,701.0
San Bernardino	1,509	1,515.2	746	310.9	2,255	1,826.1
San Diego	2,898	2,905.0	1,844	739.7	4,742	3,644.7
San Francisco	2,166	2,173.0	1,267	478.6	3,433	2,651.6
San José	2,412	2,421.4	1,446	598.7	3,858	3,020.1
San Luis Obispo	2,370	2,377.8	533	235.5	2,903	2,613.3
San Marcos	1,238	1,250.8	552	230.6	1,790	1,481.5
Sonoma	863	867.3	323	124.5	1,186	991.8
Stanislaus	974	977.2	380	141.2	1,354	1,118.3
<b>Grand Total</b>	<b>37,941</b>	<b>38,094.7</b>	<b>18,315</b>	<b>7,546.2</b>	<b>56,256</b>	<b>45,640.9</b>

**EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE, FALL 2022**

CAMPUS	FULL-TIME				PART-TIME				GRAND TOTAL
	Faculty	Staff	Students	Total	Faculty	Staff	Students	Total	
Bakersfield	373	569		1,260	318	10	11	21	1,281
Chancellor's Office		677		677		*		*	681
Channel Islands	239	505		941	197	8		8	949
Chico	549	920		1,896	427	32	68	100	1,996
Dominguez Hills	462	718		1,710	530	8	10	18	1,728
East Bay	376	772		1,640	492	37	30	67	1,707
Fresno	846	966		2,471	659	17	155	172	2,643
Fullerton	1,094	1,434		3,548	1,020	26	218	244	3,792
Humboldt	313	578		1,132	241	19	66	85	1,217
Long Beach	1,139	1,654		4,134	1,341	51	348	399	4,533
Los Angeles	752	945		2,604	907	17	190	207	2,811
Maritime	67	172		261	22	*		*	263
Monterey Bay	258	518		1,026	250	27	13	40	1,066
Northridge	992	1,525		3,652	1,135	73	184	257	3,909
Pomona	698	1,158		2,663	807	20	118	138	2,801
Sacramento	871	1,371		3,231	989	14	113	127	3,358
San Bernardino	567	942		2,095	586	15	145	160	2,255
San Diego	1,121	1,777		3,926	1,028	91	725	816	4,742
San Francisco	871	1,295		3,053	887	105	275	380	3,433
San José	985	1,427		3,583	1,171	33	242	275	3,858
San Luis Obispo	953	1,417		2,813	443	23	67	90	2,903
San Marcos	449	789		1,698	460	22	70	92	1,790
Sonoma	255	608		1,123	260	22	41	63	1,186
Stanislaus	407	567		1,309	335	12	33	45	1,354
<b>Total</b>	<b>14,637</b>	<b>23,304</b>	<b>-</b>	<b>52,446</b>	<b>14,505</b>	<b>688</b>	<b>3,122</b>	<b>3,810</b>	<b>56,256</b>

Notes: • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.  
• An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.





## EMPLOYEE DEMOGRAPHICS

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

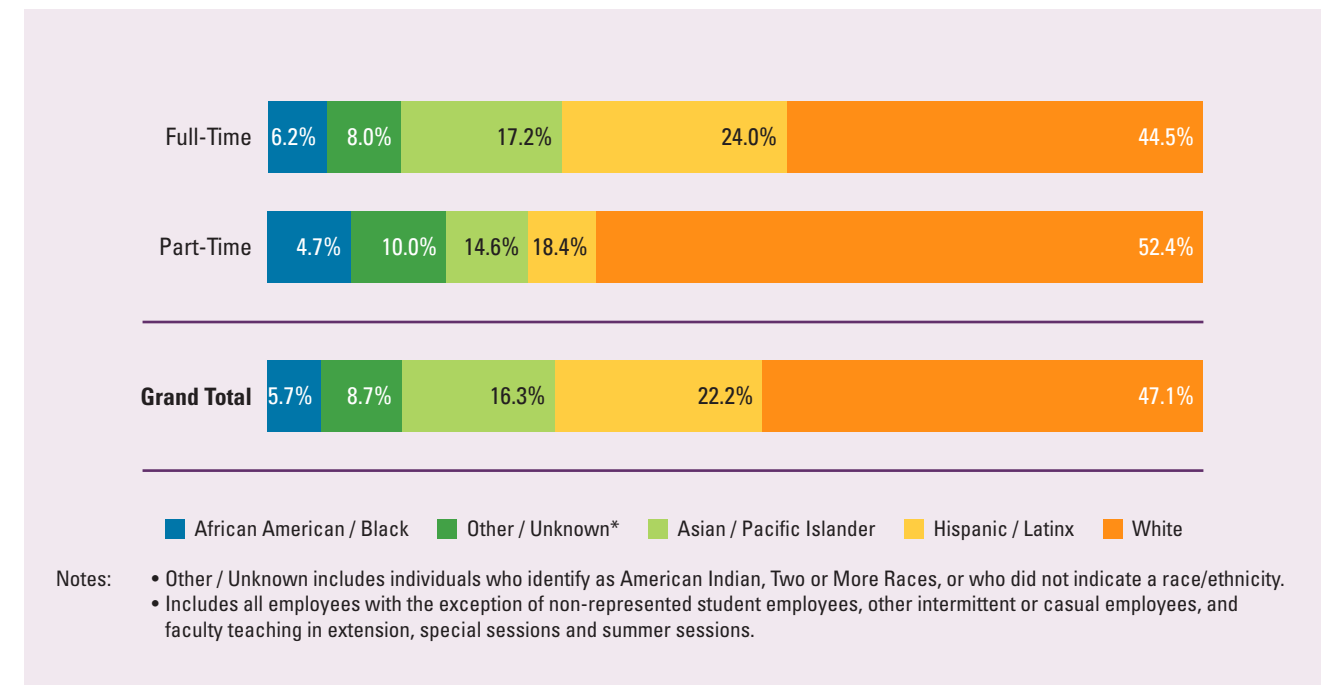
At the CSU, 55 percent of the workforce are women. Within the executive and management workforce, this increases slightly to 55.6 percent. And in fact, 11 of CSU's 23 presidents are women and four are from historically marginalized populations. In terms of race, ethnicity and gender, nearly 60 percent of all Latinx and Black employees are female, with the staff population already surpassing the 60 percent mark for those two groups.

The median age for the CSU workforce in 2022 is 46.1. Latinas have the youngest median age at 39.7, while white men hold the oldest median age at 50.9. The youngest employee grouping by far consists of represented student employees, with a median age of 26.4, with non-instructional faculty, like coaches, counselors, and librarians making up the next youngest group with a median age of 40.3. The oldest employee group are executives and management, with a median age of 49.4.

Smaller populations are not highlighted in this report, to protect their identity when total figures are fewer than 100 and to maximize report and graphics legibility. There are 316 Native American, 174 Pacific Islander, and 1,133 mixed-race employees in 2022, with 3,221 declining to state race/ethnicity.

Our fastest growing population is the non-binary population, which became an official reporting category for gender effective January 2019. Since then, the population of employees who identify as non-binary has more than quadrupled, growing from 39 to 168 individuals systemwide. Unfortunately, given the size of the population, specific data on non-binary employees are excluded from the summaries below to protect their privacy.

### EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND TIME BASE, FALL 2022



### EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2022

RACE / ETHNICITY	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
African American / Black	2,358	6.2%	854	4.7%	3,212	5.7%
Other / Unknown*	3,045	8.0%	1,825	10.0%	4,870	8.7%
Asian / Pacific Islander	6,526	17.2%	2,665	14.6%	9,191	16.3%
Hispanic / Latinx	9,114	24.0%	3,378	18.4%	12,492	22.2%
White	16,898	44.5%	9,593	52.4%	26,491	47.1%
<b>Total</b>	<b>37,941</b>	<b>100.0%</b>	<b>18,315</b>	<b>100.0%</b>	<b>56,256</b>	<b>100.0%</b>

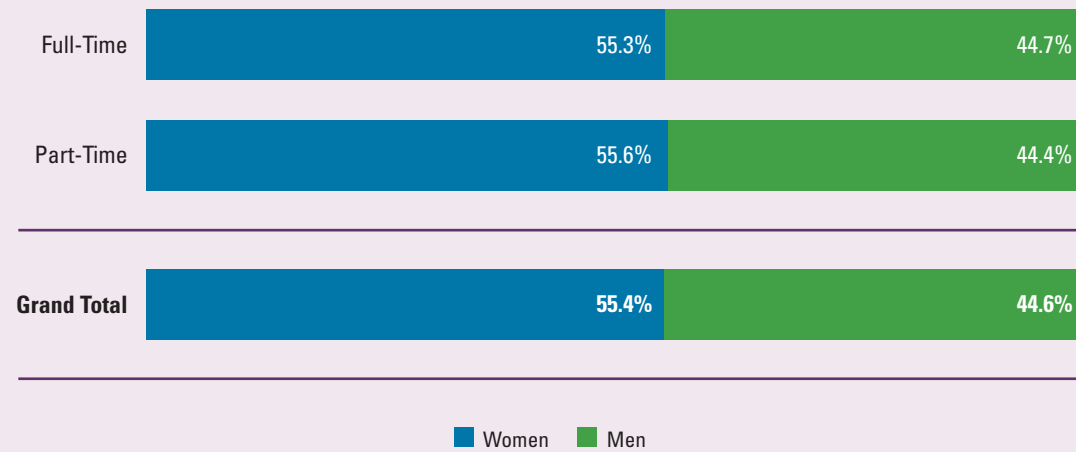
Notes:

- Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.
- Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.





**EMPLOYEE DISTRIBUTION BY GENDER AND TIME BASE, FALL 2022**



Notes: • Due to small population, non-binary and unknown gender are not reported above.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

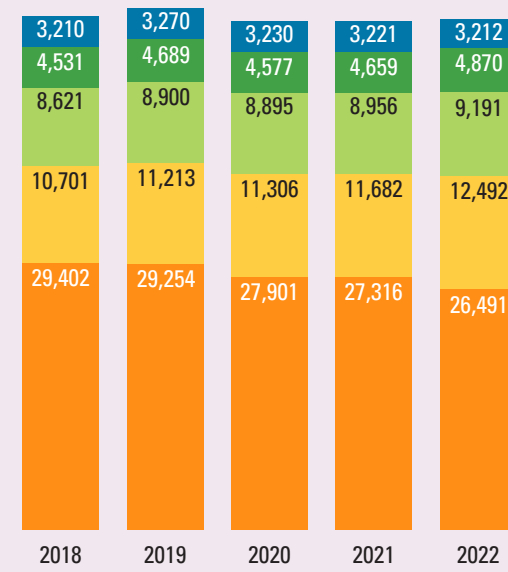
**EMPLOYEE DISTRIBUTION AND HEAD COUNT BY GENDER AND TIME BASE, FALL 2022**

GENDER	FULL-TIME		PART-TIME		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Women	20,936	55.3%	10,130	55.6%	31,066	55.4%
Men	16,914	44.7%	8,101	44.4%	25,015	44.6%
<b>Total</b>	<b>37,850</b>	<b>100.0%</b>	<b>18,231</b>	<b>100.0%</b>	<b>56,081</b>	<b>100.0%</b>

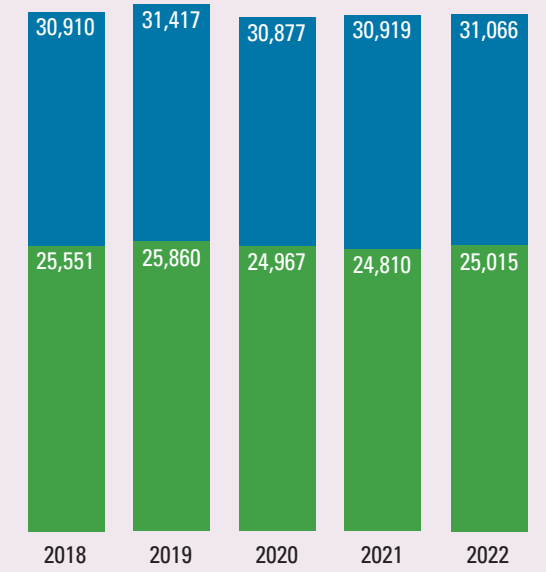
Notes: • Due to small population, non-binary and unknown gender are not reported above.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**Since January 2019, when CSU first began tracking non-binary as category of gender, the number of employees identifying as such has more than quadrupled from 39 to 168 individuals systemwide. Though still a small subset of the population and too small to report in our data without jeopardizing employee confidentiality, this important employee population is expected to increase as the community becomes increasingly diverse and inclusive.**

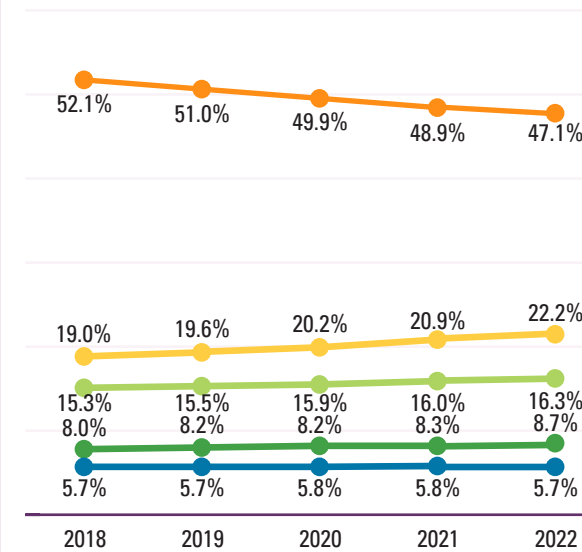
**EMPLOYEE HEAD COUNT BY RACE/ETHNICITY, FALL 2018 TO FALL 2022**



**EMPLOYEE HEAD COUNT BY GENDER, FALL 2018 TO FALL 2022**



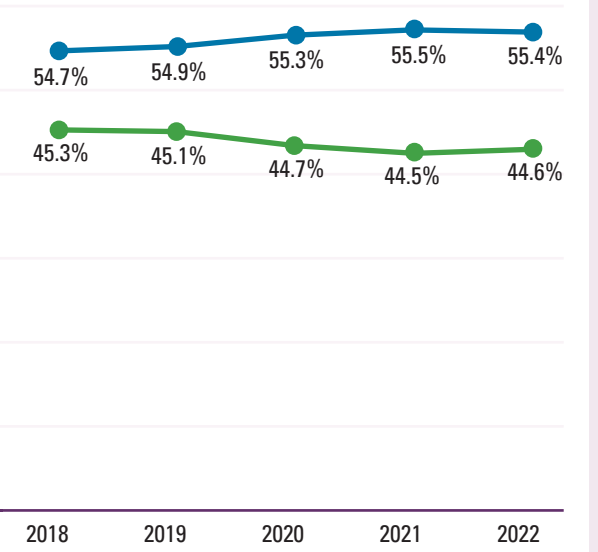
**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY, FALL 2018 TO FALL 2022**



Legend: African American / Black, Asian / Pacific Islander, Hispanic / Latinx, Other / Unknown\*, White

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
 • Due to small population, non-binary and unknown gender are not reported above.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

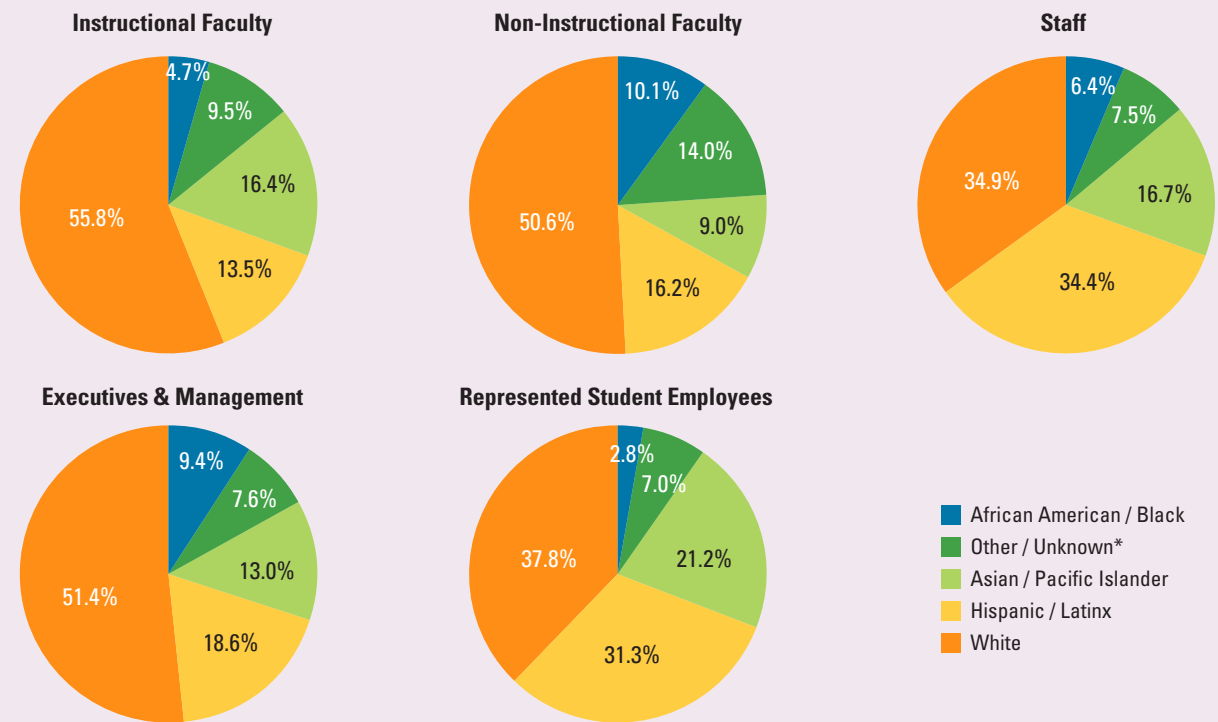
**EMPLOYEE DISTRIBUTION BY GENDER, FALL 2018 TO FALL 2022**



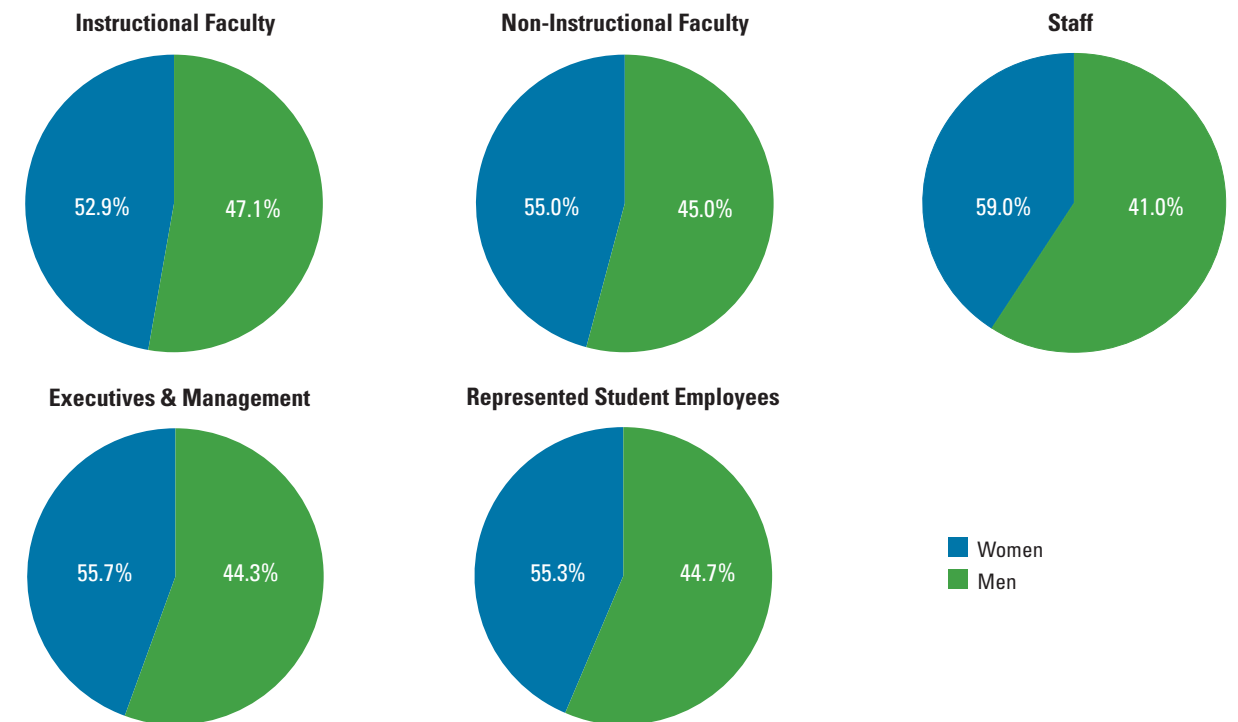
Legend: Women, Men



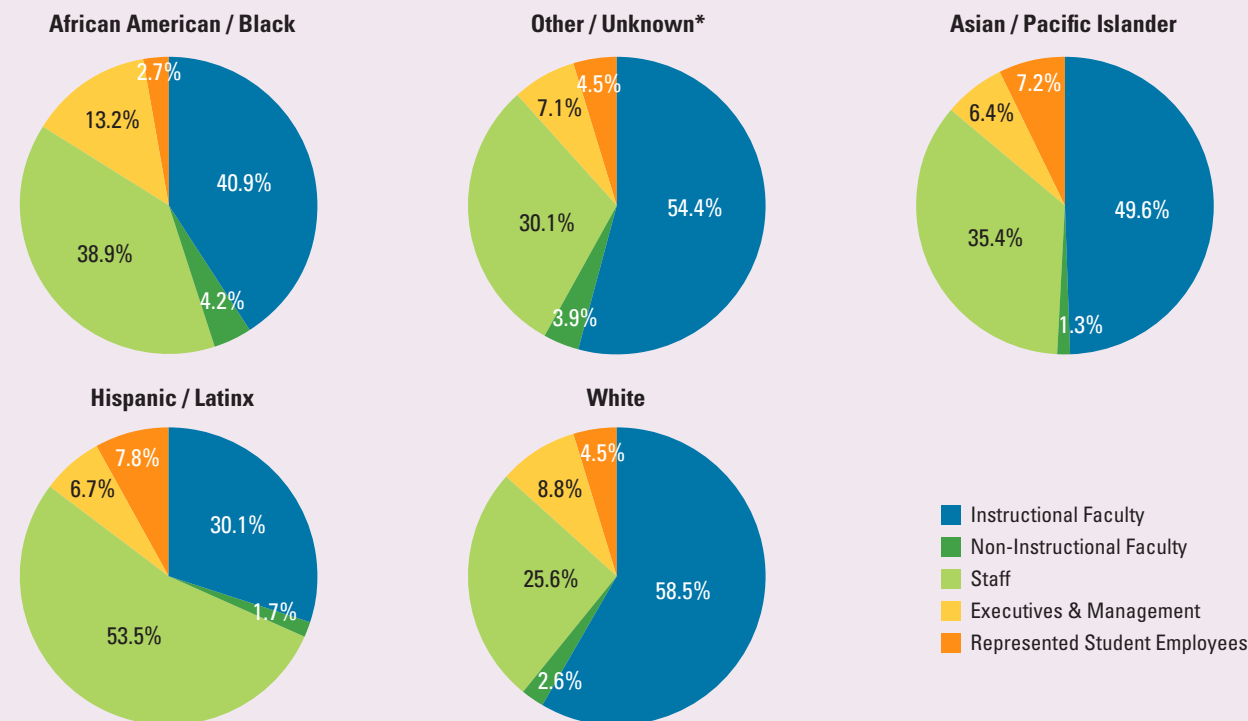
**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY WITHIN EMPLOYEE GROUP, FALL 2022**



**EMPLOYEE DISTRIBUTION BY GENDER WITHIN EMPLOYEE GROUP, FALL 2022**

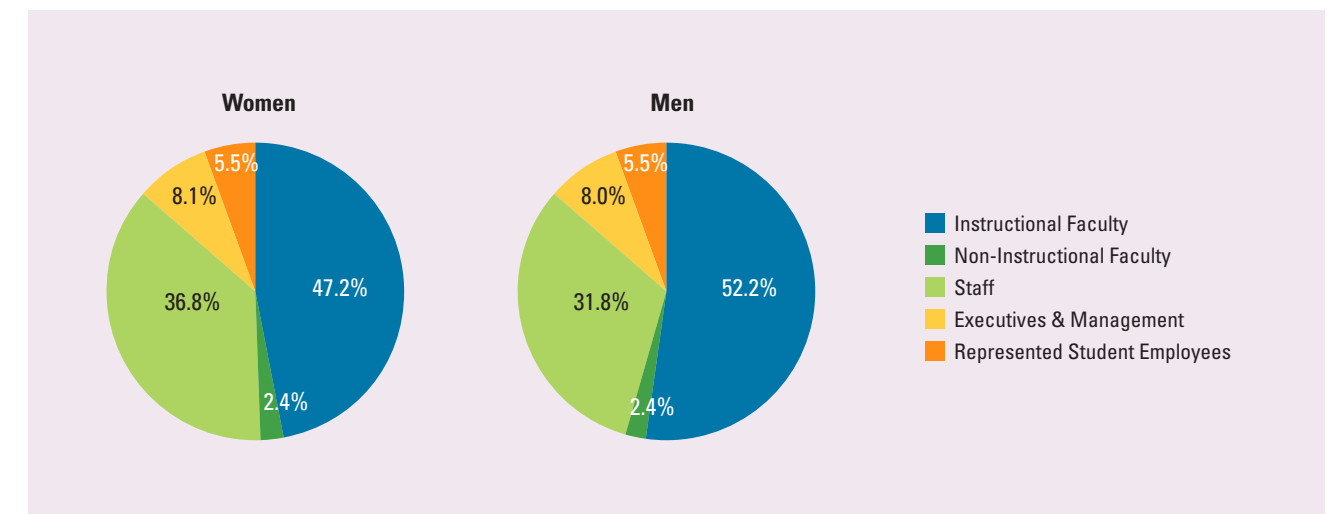


**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN RACE/ETHNICITY, FALL 2022**



Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN GENDER, FALL 2022**



Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.  
 • Due to small population, non-binary and unknown gender are not reported above.



**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2022**

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Instructional Faculty	African American / Black	57.9%	42.1%
	Other / Unknown*	53.2%	46.8%
	Asian / Pacific Islander	51.9%	48.1%
	Hispanic / Latinx	54.2%	45.8%
	White	52.4%	47.6%
	<b>Total</b>		<b>52.9%</b>
Non-Instructional Faculty	African American / Black	50.7%	49.3%
	Other / Unknown*	54.3%	45.7%
	Asian / Pacific Islander		76.0%
	Hispanic / Latinx	60.6%	39.4%
	White	50.4%	49.6%
	<b>Total</b>		<b>55.0%</b>
Staff	African American / Black	61.0%	39.0%
	Other / Unknown*	56.9%	43.1%
	Asian / Pacific Islander	58.1%	41.9%
	Hispanic / Latinx	61.6%	38.4%
	White	56.8%	43.2%
	<b>Total</b>		<b>59.0%</b>
Executives & Management	African American / Black	55.8%	44.2%
	Other / Unknown*	50.1%	49.9%
	Asian / Pacific Islander	55.6%	44.4%
	Hispanic / Latinx	60.7%	39.3%
	White	54.7%	45.3%
	<b>Total</b>		<b>55.7%</b>
Represented Student Employees	African American / Black	57.6%	42.4%
	Other / Unknown*	56.5%	43.5%
	Asian / Pacific Islander	49.3%	50.7%
	Hispanic / Latinx	58.7%	41.3%
	White	55.4%	44.6%
	<b>Total</b>		<b>55.3%</b>

Notes:

- Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.
- Due to small population, non-binary and unknown gender are not reported above.
- Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP AND RACE/ETHNICITY, FALL 2022 AND FALL 2017**

YEAR	EMPLOYEE GROUP	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2022	Instructional Faculty	1,314	2,651	4,562	3,766	15,507	27,800
	Non-Instructional Faculty	136	188	121	218	679	1,342
	Staff	1,251	1,466	3,255	6,689	6,794	19,455
	Executives & Management	425	346	591	843	2,332	4,537
	Represented Student Employees	86	219	662	976	1,179	3,122
	<b>Total</b>	<b>3,212</b>	<b>4,870</b>	<b>9,191</b>	<b>12,492</b>	<b>26,491</b>	<b>56,256</b>
2017	Instructional Faculty	1,114	2,246	3,934	2,921	16,543	26,858
	Non-Instructional Faculty	107	132	119	154	757	1,269
	Staff	1,487	1,340	3,202	5,616	8,196	19,841
	Executives & Management	353	275	495	585	2,487	4,195
	Represented Student Employees	98	388	669	883	1,637	3,675
	<b>Total</b>	<b>3,159</b>	<b>4,381</b>	<b>8,419</b>	<b>10,159</b>	<b>29,720</b>	<b>55,838</b>

Notes:

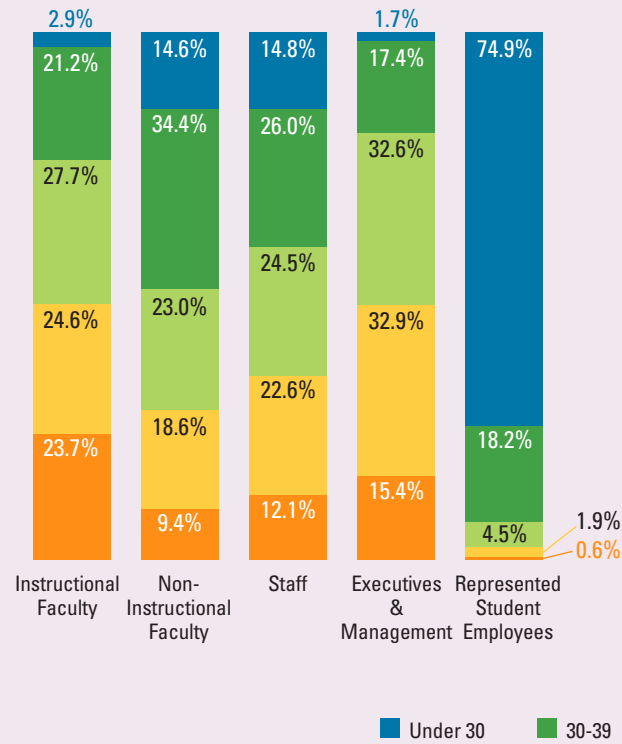
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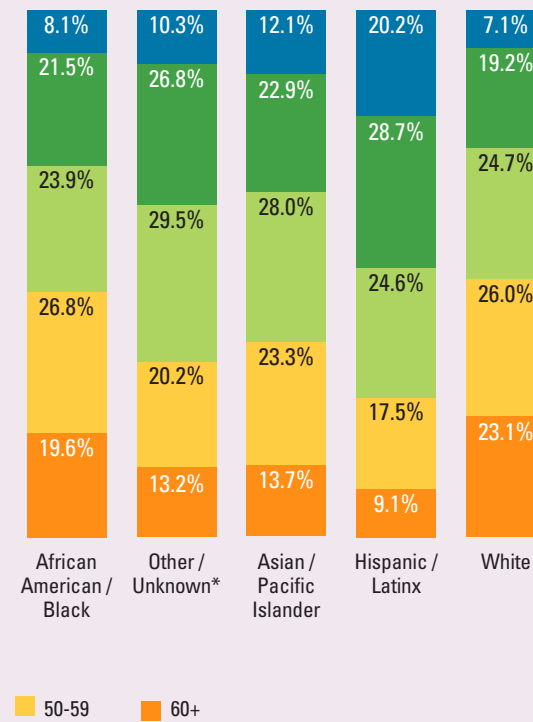


# AGE DISTRIBUTION OF CSU EMPLOYEES

**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2022**



**EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2022**



Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2022**

AGE GROUP	INSTRUCTIONAL FACULTY		NON-INSTRUCTIONAL FACULTY		STAFF		EXECUTIVES & MANAGEMENT		REPRESENTED STUDENT EMPLOYEES		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	798	2.9%	196	14.6%	2,885	14.8%	76	1.7%	2,337	74.9%	6,292	11.2%
30-39	5,899	21.2%	462	34.4%	5,055	26.0%	791	17.4%	567	18.2%	12,774	22.7%
40-49	7,693	27.7%	308	23.0%	4,758	24.5%	1,479	32.6%	140	4.5%	14,378	25.6%
50-59	6,835	24.6%	250	18.6%	4,404	22.6%	1,494	32.9%	60	1.9%	13,043	23.2%
60+	6,575	23.7%	126	9.4%	2,353	12.1%	697	15.4%	18	0.6%	9,769	17.4%
<b>Grand Total</b>	<b>27,800</b>	<b>100.0%</b>	<b>1,342</b>	<b>100.0%</b>	<b>19,455</b>	<b>100.0%</b>	<b>4,537</b>	<b>100.0%</b>	<b>3,122</b>	<b>100.0%</b>	<b>56,256</b>	<b>100.0%</b>

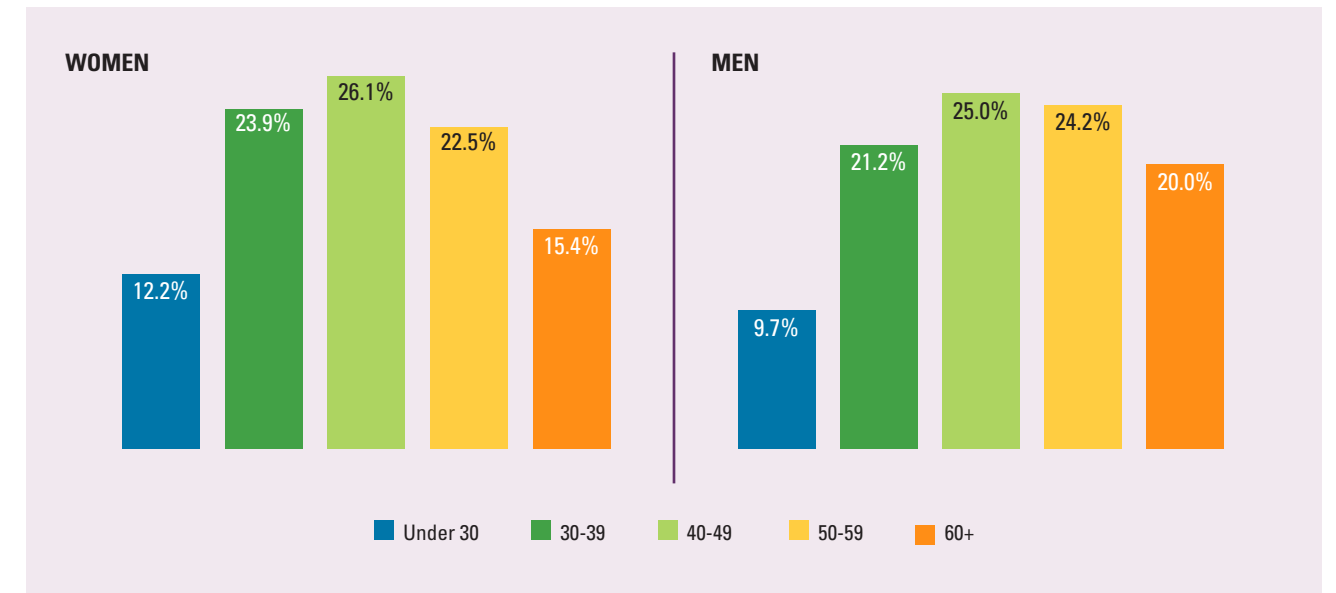
Notes: • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2022**

AGE GROUP	AFRICAN AMERICAN / BLACK		OTHER / UNKNOWN*		ASIAN / PACIFIC ISLANDER		HISPANIC / LATINX		WHITE		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	259	8.1%	503	10.3%	1,113	12.1%	2,524	20.2%	1,893	7.1%	6,292	11.2%
30-39	692	21.5%	1,306	26.8%	2,108	22.9%	3,588	28.7%	5,080	19.2%	12,774	22.7%
40-49	769	23.9%	1,436	29.5%	2,573	28.0%	3,067	24.6%	6,533	24.7%	14,378	25.6%
50-59	861	26.8%	984	20.2%	2,142	23.3%	2,181	17.5%	6,875	26.0%	13,043	23.2%
60+	631	19.6%	641	13.2%	1,255	13.7%	1,132	9.1%	6,110	23.1%	9,769	17.4%
<b>Grand Total</b>	<b>3,212</b>	<b>100.0%</b>	<b>4,870</b>	<b>100.0%</b>	<b>9,191</b>	<b>100.0%</b>	<b>12,492</b>	<b>100.0%</b>	<b>26,491</b>	<b>100.0%</b>	<b>56,256</b>	<b>100.0%</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

**EMPLOYEE DISTRIBUTION BY GENDER AND AGE, FALL 2022**



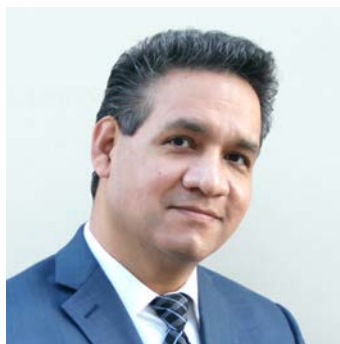
**EMPLOYEE HEAD COUNT AND DISTRIBUTION BY GENDER AND AGE, FALL 2022**

AGE GROUP	WOMEN		MEN		GRAND TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Under 30	3,797	12.2%	2,424	9.7%	6,221	11.1%
30-39	7,412	23.9%	5,295	21.2%	12,707	22.7%
40-49	8,095	26.1%	6,259	25.0%	14,354	25.6%
50-59	6,990	22.5%	6,042	24.2%	13,032	23.2%
60+	4,772	15.4%	4,995	20.0%	9,767	17.4%
<b>Grand Total</b>	<b>31,066</b>	<b>100.0%</b>	<b>25,015</b>	<b>100.0%</b>	<b>56,081</b>	<b>100.0%</b>

Notes: • Due to small population, non-binary and unknown gender are not reported above.  
 • Includes all employees with the exception of non-represented student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.



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



### OUTSTANDING FACULTY SERVICE **STEVE ALAS, PH.D.**

**PROFESSOR, BIOLOGICAL SCIENCES  
DIRECTOR, SCIENCE EDUCATIONAL ENHANCEMENT SERVICES (SEES)  
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

Dr. Steve Alas' impact on human lives extends far beyond his research lab. The veteran biologist has provided extraordinary service and opportunities to thousands of students at his alma mater, Cal Poly Pomona, while diversifying the science, technology, engineering and math (STEM) fields and connecting California's industries with invaluable untapped talent. Today, as director of CPP's Science Educational

Enhancement Services (SEES), he works tirelessly to eliminate barriers for underrepresented and first-generation students in the fields of science and engineering, serving more than 700 students each year. While establishing a community of peers, SEES provides students with professional development, peer mentoring, academic support, referrals to fellowships and scholarships and summer orientation for incoming freshmen, among many other services. Described by CPP President Soraya Coley as "the epitome of a teacher-scholar-mentor-leader," Dr. Alas has received the Provost's Award for Excellence in Service, as well as the CSU Faculty Innovation and Leadership Award.



### OUTSTANDING FACULTY SCHOLARSHIP **DAVID BLEKMAN, PH.D.**

**PROFESSOR, TECHNOLOGY  
TECHNICAL DIRECTOR, HYDROGEN RESEARCH & FUELING FACILITY  
CALIFORNIA STATE UNIVERSITY, LOS ANGELES**

Dr. Blekman is the technical director of the Hydrogen Research and Fueling Facility, the largest hydrogen and fuel-cell research facility at any academic campus in the United States—and the first in the world to be certified to sell hydrogen by the kilogram directly to drivers. Dr. Blekman is intent on creating a world where his students are prized as highly skilled practitioners, who assist with advancing

sustainable policies and technical solutions for California's top research firms, businesses and government agencies. He actively develops cutting-edge courses in electric and hybrid vehicles, fuel cell applications, photovoltaics, advanced engine design and other in-demand fields, leading students to explore real-world problems and their solutions through hands-on projects, guest presentations, industry tours and attendance at local conferences. Instrumental in introducing electric vehicle charging infrastructure and solar energy projects to Cal State LA, he now employs the campus as a "living laboratory" to enhance students' learning and professional development.



### OUTSTANDING FACULTY INNOVATOR FOR STUDENT SUCCESS **WILLIAM J. HOESE, PH.D.**

**PROFESSOR, BIOLOGICAL SCIENCE  
CALIFORNIA STATE UNIVERSITY, FULLERTON**

Revered at Cal State Fullerton as "a creative, effective and rigorous classroom instructor who is universally loved, praised and admired," Dr. Hoese has distinguished himself as an exceptional educator with a gift for inspiring students to delve into life science. He has been nationally recognized for his efforts to transform the way biology is taught, from a fact-driven course to one that engages students in active learning and critical thinking. For example, Dr. Hoese has introduced 300-plus lower-division biology students

to Southern California's ecosystems with an overnight trip to the Mojave Desert where—away from city lights—many reported seeing stars for the first time. His approach led to "Vision and Change in Undergraduate Biology Education," a movement spearheaded by the American Association for the Advancement of Science with support from the National Science Foundation, Howard Hughes Medical Institute, the National Institutes of Health and the United States Department of Agriculture.



### OUTSTANDING FACULTY TEACHING **ALYSSA GOLDSTEIN SEPINWALL, PH.D.**

**PROFESSOR & GRADUATE COORDINATOR, HISTORY DEPARTMENT  
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

Dr. Sepinwall is a past winner of CSUSM's President's Award for Innovation in Teaching and the Harry E. Brakebill Outstanding Professor Award. She specializes in showing students how history connects to their own lives through compelling and hands-on projects, first-hand accounts such as diaries, whole-class and small-group discussion and diverse guest speakers. Her creative assignments, such as a cookoff exploring changes in eating habits for a women and Jewish history class, not only create

community within the classroom, but also allows students to see themselves in historical narratives. With a busy schedule that includes serving on university and department committees, advising graduate theses and conducting research, she has become a sought-after expert in Haitian and French history, slavery and colonization and the history of gender, as well as visual and pop cultures. Widely quoted in national media, she is also a frequent speaker and guest lecturer at the CSU and around the world.



### OUTSTANDING STAFF PERFORMANCE **JOY STEWART-JAMES, ED.D.**

**CALIFORNIA STATE UNIVERSITY, SACRAMENTO  
ASSOCIATE VICE PRESIDENT, STUDENT HEALTH & COUNSELING SERVICES**

Dr. Joy Stewart-James is a seasoned public health professional who helps keep the Sacramento State community safe, healthy and calm. She is a recognized leader within the CSU system and across the state and national college health communities. Dr. Stewart-James provides strategic leadership, management, fiscal oversight and programmatic direction for a comprehensive model of health and wellness for a campus of over 30,000 students. She oversees and manages Sacramento State's fully accredited,

multidisciplinary health care services, including urgent and primary care, mental health counseling services, pharmacy, radiology, nutrition, athletic training, sports medicine, health promotion services, basic needs, case management and student peer education programs. She has dedicated herself to improving the patient experience and helping students to become better health care consumers. With a new paperless system that allows students to access appointments, view records and message their providers via their patient portal, use of the student health center has increased dramatically.





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

Twenty-two CSU campuses rank among the  
**“BEST COLLEGES IN AMERICA”**  
 FOR QUALITY, AFFORDABILITY AND FUTURE CAREER EARNINGS<sup>2</sup>

5 CSU’s out of 24 Institutions Earn The  
**SEAL OF EXCELENCIA CERTIFICATION**  
 FOR INTENTIONALLY SERVING LATINOS AND DEMONSTRATING POSITIVE STUDENT OUTCOMES<sup>3</sup>

21 CSU’s have  
**HISPANIC SERVING INSTITUTION (HSI)** designations and 14 also have **ASIAN AMERICAN, NATIVE AMERICAN, PACIFIC ISLANDER INSTITUTION (AANAPISI)** designations<sup>6</sup>

22 CSU campuses named to  
**AMERICA’S TOP COLLEGES**

All 23 CSU’s are considered a  
**“BEST BANG FOR THE BUCK”**  
 FOR SOCIAL MOBILITY, RESEARCH & PROMOTING PUBLIC SERVICE<sup>1</sup>



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

National rankings highlight the  
**TRANSFORMATIVE POWER**  
 of a CSU degree to improve students’ lives.  
 23 CSU CAMPUSES DOMINATE RANKINGS WITH 10 IN TOP 20<sup>5</sup>



**209,400 JOBS**  
 sustained and \$10.3 billion in  
**LABOR INCOME BY THE CSU IN THE STATE OF CALIFORNIA<sup>8</sup>**



**ONE IN EVERY TWENTY**

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



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

**MORE THAN 4 MILLION**  
 living alumni - more than the population of 23 U.S. STATES<sup>6</sup>

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



21 campuses are  
**EQUITY CHAMPIONS OF HIGHER EDUCATION**  
 FOR THEIR COMMITMENT TO ENSURING COMMUNITY COLLEGE STUDENTS HAVE A PATHWAY TO THE CSU<sup>10</sup>

23 CSU campuses are top performers on  
**SOCIAL MOBILITY**  
 AND ALL 23 ARE ACKNOWLEDGED AS BEST COLLEGES<sup>3</sup>

The CSU is the **LARGEST SYSTEM** of four-year education in the country<sup>6</sup>

**23**  
 CAMPUSES

**56,000**  
 FACULTY & STAFF

**486,000**  
 STUDENTS

<sup>1</sup> Washington Monthly’s 2021 College Rankings (August 2022)

<sup>2</sup> Money’s “Best Colleges in America” (May 2022)

<sup>3</sup> U.S. News & World Report’s 2021 “Best Colleges” (September 2022)

<sup>4</sup> Forbe’s “America’s Top Colleges” (August 2022)

<sup>5</sup> Payscale CollegeNET’s “Social Mobility Index” (November 2022)

<sup>6</sup> CSU Office of the Chancellor’s Department of Institutional Research & Analyses

<sup>7</sup> The Economic Impact Of The California State University Study (April 2021)

<sup>8</sup> Excelencia in Education (2019-2021)

<sup>9</sup> The Campaign For College Opportunity (November 2021)





## SHELLY-ANN COLLINS, PH.D.

**PSYCHOLOGIST AND COUNSELOR FACULTY,  
COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)  
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Shelly-Ann Collins' professional identity evolved from her belief that everyone wants to be understood, which is why her therapeutic approach tends to focus on establishing strong connections. The licensed psychologist and relational cultural therapist specializes in relationships; racial, gender and sexual minority mental health; and increasing cultural competence. In addition to her clinical work at Cal State Long Beach, Collins supervises its doctoral intern training program. "The themes of connection, culture, relationships and race thread through my tenure at CAPS," she says. "I am motivated by the promise of change, of possibilities. Working with college students and being on a university campus ignites and maintains my passion for promoting advocacy, inclusion and belonging. I believe I am my very best here and hope that my work holds value for others as well." Collins is also clinical director of The Black Girl Doctor, a group practice.



## MAI DER VANG

**ASSISTANT PROFESSOR, ENGLISH AND POETRY  
CALIFORNIA STATE UNIVERSITY, FRESNO**

Mai Der Vang's passion for creative writing and poetry began while she was a child growing up in Fresno. A daughter of Hmong refugees, "writing became a way for me to communicate and survive, and then it became a way for me to express and inspire," she says. Vang has been awarded a Provost's Award for Promising New Faculty and Provost's Award for Extraordinary Teaching in Extraordinary Times after being nominated by her students. Her first book, "Afterland," received the Walt Whitman Award of the Academy of American Poets. Her second book, "Yellow Rain," was a finalist for the Pulitzer Prize for Poetry, and it received the Lenore Marshall Poetry Prize from the Academy of American Poets. Vang is the first Hmong American woman to be recognized in the 106-year history of the Pulitzer's arts and letters prizes. She enjoys sharing her passion for creative writing with her students and feels it's how she can help change the world.



## GERARDO DOMINGUEZ, PH.D.

**PROFESSOR AND CHAIR, PHYSICS  
CALIFORNIA STATE UNIVERSITY SAN MARCOS**

Gerardo Dominguez is a President's Outstanding Research and Creative Activities Award winner who approaches his work from an experimental and theoretical perspective. His work at the Dominguez Lab (D-Lab) interdisciplinary research group on campus encourages the intersection of disciplines of science to study the abundances and distributions of isotopes of elements to apply basic principles to understand scientific problems in astrophysics, planetary science, and atmospheric and geophysical/chemical systems. NASA recently awarded him \$1.2 million to help analyze dust particles collected from a 4.5-billion-year-old asteroid 200 million miles from Earth. They are expected to hold clues about the origins of planetary bodies. Its age makes it a building block of the rocky planets in our solar system and helps reconstruct whether life exists or existed. "It will help us understand how cosmic dust and cosmic gas transformed into the planets, comets and asteroids that we have today," Dominguez says.



## CUEPONCAXOCHITL MORENO SANDOVAL, PH.D.

**ASSOCIATE PROFESSOR, ETHNIC STUDIES  
CALIFORNIA STATE UNIVERSITY, STANISLAUS**

Cueponcaxochitl Moreno Sandoval's passion for innovative pedagogies that encourage student and community engagement earned her a CSU Faculty Innovation and Leadership Award. Her Indigenous Studies curriculum attracts and connects students to one another, the campus and to the greater regional community. "I encourage students to lean into curiosity about themselves and their relationship with the world as agents of change," she says. Together, she and her students have created an Indigenous Community Garden, an Indigenous Students in Activism Club, annual Indigenous People's Day community events, and an intergenerational collective celebrating the culture of the son jarocho, a once nearly extinct agricultural music. She serves on the Presidential Commission on Diversity and Inclusion, the CSU Chancellor's Native American Initiative Working Group, CFA's Indigenous Peoples Caucus and has served as program chair for the Indigenous Peoples of the Americas Special Interest Group at the American Education Research Association.



## MARC ARSELL ROBINSON, PH.D.

**ASSISTANT PROFESSOR, HISTORY  
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

Marc Robinson specializes in U.S. and African American history and has published journal articles, essays and book reviews. His research focuses on Black student activism, the Civil Rights and the Black Power Movements in the Pacific Northwest. He has established a formidable reputation as a leader who's committed to mentoring and supporting students. In 2022, he was one of ten scholars named a Mellon Emerging Faculty Leader by the Institute for Citizens and Scholars. The institute recognizes junior faculty committed to campus inclusion and whose research focuses on contemporary American history, politics, culture and society. Robinson was one of three fellows to teach at the inaugural cycle of the University of Oregon's Visiting Fellowship in Equity, Justice and Inclusion for its Clark Honors College. He was also a 2021-22 recipient of the College of Social and Behavioral Sciences' Outstanding Junior Faculty Award.



## AXEL SCHMITZBERGER, R.A.

**PROFESSOR, ARCHITECTURE  
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

Axel Schmitzberger is an internationally recognized and published architect. He has worked in and taught architecture, multimedia and graphic design in Austria, Taiwan and the U.S. Schmitzberger has also curated multiple exhibits about architects from his homeland of Austria, including "Resident Alien—Austrian Architects in America" at the Austrian Cultural Forum New York, as well as a traveling exhibition, in collaboration with the Austrian Foreign Ministry, on Alfred Preis, the Austrian-born architect of the USS Arizona Memorial. Schmitzberger's work on Preis, "Alfred Preis Displaced," was exhibited at the Pearl Harbor National Memorial. The free exhibit opened last spring on the 60th anniversary of Preis's crowning achievement. "Preis fled Nazi occupation and emigrated to Hawaii in 1939. After the attack at Pearl Harbor, he was arrested because he had a Nazi-issued passport," Schmitzberger says. "Preis is best known for his beautiful memorial that honored those who perished during the Pearl Harbor attack."





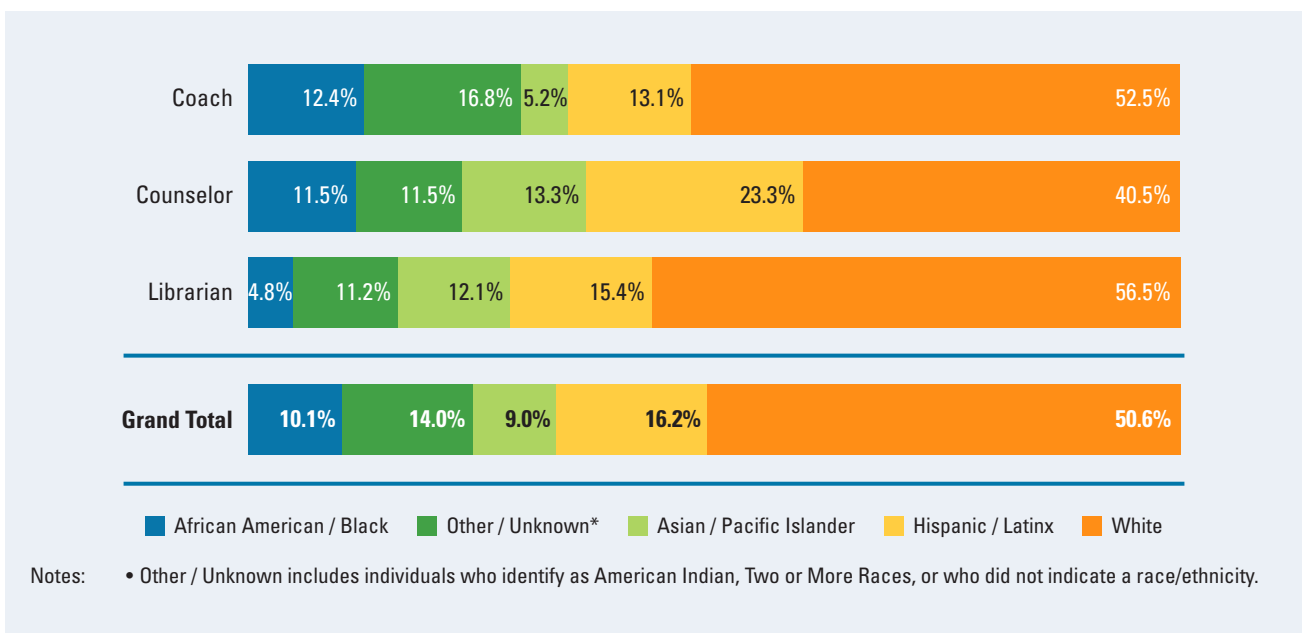
The CSU's distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California's economy and give back to their communities.

The CSU employs 27,800 instructional faculty members and 1,342 non-instructional faculty members, which represents the majority of CSU employees. Of the 13,601 full-time faculty, 77.2 percent are tenured or tenure-track. Of full-time faculty employed by the CSU, 4,559 are tenured full professors.

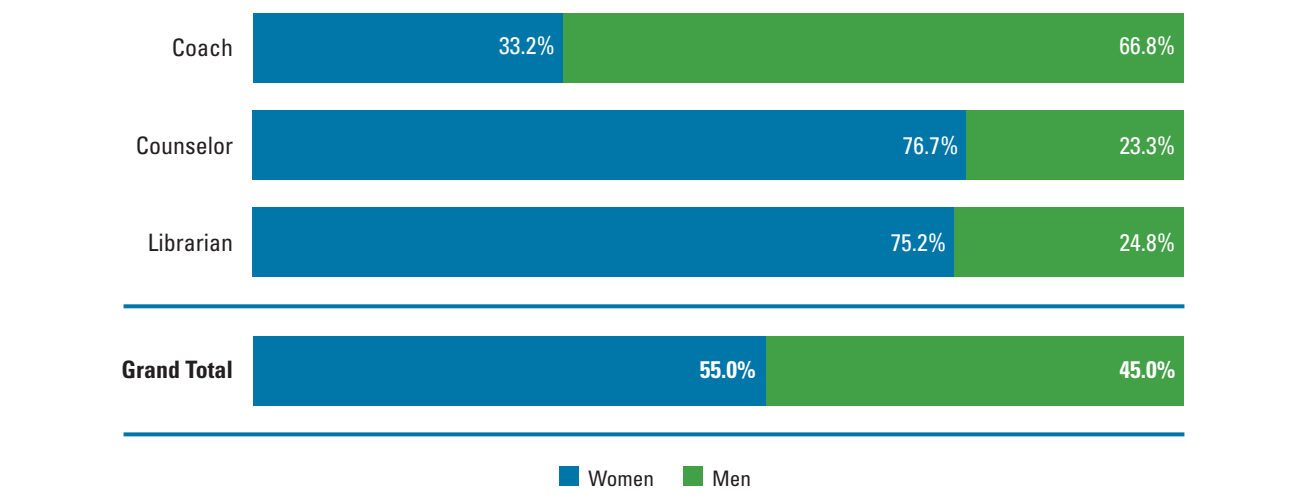
The CSU continues to make strides in diversifying the faculty population to better represent the composition of the student body and the California population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU's faculty members ensure graduates are well-prepared for a lifetime of career advancement as productive and engaged citizens.

## GENDER AND RACE/ETHNICITY

NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY RACE/ETHNICITY, FALL 2022



NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY GENDER, FALL 2022



# CSU FACULTY

Fall 2022

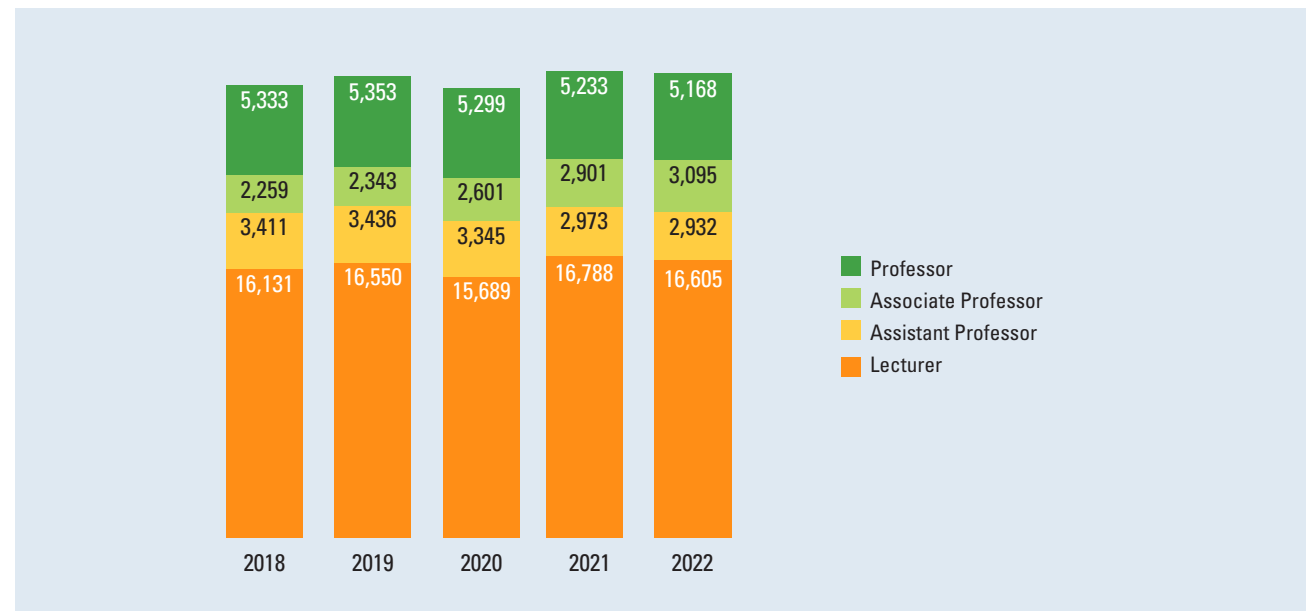


**NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY FALL 2022**

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Coach	African American / Black	37.0%	63.0%
	Other / Unknown*	37.3%	62.7%
	Asian / Pacific Islander	58.8%	41.2%
	Hispanic / Latinx	33.7%	66.3%
	White	28.3%	71.7%
	<b>Total</b>	<b>33.2%</b>	<b>66.8%</b>
Counselor	African American / Black	65.8%	34.2%
	Other / Unknown*	78.9%	21.1%
	Asian / Pacific Islander	81.8%	18.2%
	Hispanic / Latinx	76.6%	23.4%
	White	77.4%	22.6%
	<b>Total</b>	<b>76.7%</b>	<b>23.3%</b>
Librarian	African American / Black	82.4%	17.6%
	Other / Unknown*	78.9%	21.1%
	Asian / Pacific Islander	83.7%	16.3%
	Hispanic / Latinx	81.1%	18.9%
	White	70.5%	29.5%
	<b>Total</b>	<b>75.2%</b>	<b>24.8%</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.  
 • Due to small population, non-binary and unknown gender are not reported above.

**INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2018 TO FALL 2022**



**INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND RACE/ETHNICITY, FALL 2022 AND FALL 2017**

YEAR	FACULTY RANK	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2022	Professor	152	252	1,070	470	3,224	5,168
	Associate Professor	147	266	665	327	1,690	3,095
	Assistant Professor	203	381	715	422	1,211	2,932
	<b>Tenure-Track Subtotal</b>	<b>502</b>	<b>899</b>	<b>2,450</b>	<b>1,219</b>	<b>6,125</b>	<b>11,195</b>
	Lecturer	812	1,752	2,112	2,547	9,382	16,605
	<b>Total</b>	<b>1,314</b>	<b>2,651</b>	<b>4,562</b>	<b>3,766</b>	<b>15,507</b>	<b>27,800</b>
2017	Professor	164	209	910	464	3,568	5,315
	Associate Professor	106	153	517	233	1,349	2,358
	Assistant Professor	157	330	661	330	1,689	3,167
	<b>Tenure-Track Subtotal</b>	<b>427</b>	<b>692</b>	<b>2,088</b>	<b>1,027</b>	<b>6,606</b>	<b>10,840</b>
	Lecturer	687	1,554	1,846	1,894	10,037	16,018
	<b>Total</b>	<b>1,114</b>	<b>2,246</b>	<b>3,934</b>	<b>2,921</b>	<b>16,643</b>	<b>26,858</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.

**INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND GENDER, FALL 2022 AND FALL 2017**

YEAR	FACULTY RANK	WOMEN	MEN	GRAND TOTAL
2022	Professor	2,250	2,918	5,168
	Associate Professor	1,588	1,507	3,095
	Assistant Professor	1,652	1,266	2,918
	<b>Total</b>	<b>5,490</b>	<b>5,691</b>	<b>11,181</b>
	Lecturer	9,183	7,377	16,560
	<b>Total</b>	<b>14,673</b>	<b>13,068</b>	<b>27,741</b>
2017	Professor	2,173	3,142	5,315
	Associate Professor	1,168	1,190	2,358
	Assistant Professor	1,716	1,451	3,167
	<b>Total</b>	<b>5,057</b>	<b>5,783</b>	<b>10,840</b>
	Lecturer	8,775	7,242	16,017
	<b>Total</b>	<b>13,832</b>	<b>13,025</b>	<b>26,857</b>

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





**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2022 AND FALL 2017**

YEAR	TENURE STATUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL	% OF GRAND TOTAL
2022	Tenured	295	507	1,713	793	4,845	8,153	29.3%
	Probationary	207	392	737	426	1,280	3,042	10.9%
	<b>Tenure-Track Subtotal</b>	<b>502</b>	<b>899</b>	<b>2,450</b>	<b>1,219</b>	<b>6,125</b>	<b>11,195</b>	<b>40.3%</b>
	Temporary	812	1,752	2,112	2,547	9,382	16,605	59.7%
	<b>Total</b>	<b>1,314</b>	<b>2,651</b>	<b>4,562</b>	<b>3,766</b>	<b>15,507</b>	<b>27,800</b>	<b>100.0%</b>
2017	Tenured	261	348	1,380	677	4,794	7,460	27.8%
	Probationary	166	344	708	350	1,812	3,380	12.6%
	<b>Tenure-Track Subtotal</b>	<b>427</b>	<b>692</b>	<b>2,088</b>	<b>1,027</b>	<b>6,606</b>	<b>10,840</b>	<b>40.4%</b>
	Temporary	687	1,554	1,846	1,894	10,037	16,018	59.6%
	<b>Total</b>	<b>1,114</b>	<b>2,246</b>	<b>3,934</b>	<b>2,921</b>	<b>16,643</b>	<b>26,858</b>	<b>100.0%</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2022 AND FALL 2017**

YEAR	TENURE STATUS	WOMEN	MEN	GRAND TOTAL	% OF GRAND TOTAL
2022	Tenured	3,788	4,365	8,153	29.4%
	Probationary	1,702	1,326	3,028	10.9%
	<b>Tenure-Track Subtotal</b>	<b>5,490</b>	<b>5,691</b>	<b>11,181</b>	<b>40.3%</b>
	Temporary	9,183	7,377	16,560	59.7%
	<b>Total</b>	<b>14,673</b>	<b>13,068</b>	<b>27,741</b>	<b>100.0%</b>
2017	Tenured	3,236	4,224	7,460	27.8%
	Probationary	1,821	1,559	3,380	12.6%
	<b>Tenure-Track Subtotal</b>	<b>5,057</b>	<b>5,783</b>	<b>10,840</b>	<b>40.4%</b>
	Temporary	8,775	7,242	16,017	59.6%
	<b>Total</b>	<b>13,832</b>	<b>13,025</b>	<b>26,857</b>	<b>100.0%</b>

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

**INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2022**

TENURE STATUS	GENDER	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Tenured	Female	154	243	835	370	2,186	3,788
	Male	141	264	878	423	2,659	4,365
	<b>Total</b>	<b>295</b>	<b>507</b>	<b>1,713</b>	<b>793</b>	<b>4,845</b>	<b>8,153</b>
Probationary	Female	105	221	404	222	750	1,702
	Male	101	168	330	203	524	1,326
	<b>Total</b>	<b>206</b>	<b>389</b>	<b>734</b>	<b>425</b>	<b>1,274</b>	<b>3,028</b>
<b>Tenure-Track Subtotal</b>	Female	259	464	1,239	592	2,936	5,490
	Male	242	432	1,208	626	3,183	5,691
	<b>Total</b>	<b>501</b>	<b>896</b>	<b>2,447</b>	<b>1,218</b>	<b>6,119</b>	<b>11,181</b>
Temporary	Female	500	935	1,124	1,444	5,180	9,183
	Male	311	801	986	1,093	4,186	7,377
	<b>Total</b>	<b>811</b>	<b>1,736</b>	<b>2,110</b>	<b>2,537</b>	<b>9,366</b>	<b>16,560</b>
<b>Total</b>	Female	759	1,399	2,363	2,036	8,116	14,673
	Male	553	1,233	2,194	1,719	7,369	13,068
	<b>Total</b>	<b>1,312</b>	<b>2,632</b>	<b>4,557</b>	<b>3,755</b>	<b>15,485</b>	<b>27,741</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
• Due to small population, non-binary and unknown gender are not reported above.

**INSTRUCTIONAL FACULTY DISTRIBUTION BY CATEGORY, GENDER AND RACE/ETHNICITY FALL 2022**

EMPLOYEE GROUP	RACE / ETHNICITY	WOMEN	MEN
Professor	African American / Black	48.0%	52.0%
	Other / Unknown*	40.5%	59.5%
	Asian / Pacific Islander	46.4%	53.6%
	Hispanic / Latinx	42.3%	57.7%
	White	42.8%	57.2%
	<b>Total</b>	<b>43.5%</b>	<b>56.5%</b>
Associate Professor	African American / Black	56.5%	43.5%
	Other / Unknown*	54.5%	45.5%
	Asian / Pacific Islander	52.6%	47.4%
	Hispanic / Latinx	53.2%	46.8%
	White	49.5%	50.5%
	<b>Total</b>	<b>51.3%</b>	<b>48.7%</b>
Assistant Professor	African American / Black	51.0%	49.0%
	Other / Unknown*	57.4%	42.6%
	Asian / Pacific Islander	55.2%	44.8%
	Hispanic / Latinx	52.0%	48.0%
	White	59.8%	40.2%
	<b>Total</b>	<b>56.6%</b>	<b>43.4%</b>
Lecturer	African American / Black	61.7%	38.3%
	Other / Unknown*	53.9%	46.1%
	Asian / Pacific Islander	53.3%	46.7%
	Hispanic / Latinx	56.9%	43.1%
	White	55.3%	44.7%
	<b>Total</b>	<b>55.5%</b>	<b>44.5%</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races or who did not indicate a race/ethnicity.  
• Due to small population, non-binary and unknown gender are not reported above.



## TENURE STATUS

### TENURE-TRACK INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2022

FACULTY RANK	ALL FACULTY	TENURED HEAD COUNT	% TENURED IN RANK
Professor	5,168	5,147	99.6%
Associate Professor	3,095	2,976	96.2%
Assistant Professor	2,932	30	1.0%
<b>Total</b>	<b>11,195</b>	<b>8,153</b>	<b>72.8%</b>

### INSTRUCTIONAL FACULTY WITH DOCTORATE HEAD COUNT BY RANK, FALL 2022

FACULTY RANK	ALL FACULTY	DOCTORATE HEAD COUNT	% DOCTORATE IN RANK
Professor	5,168	4,724	91.4%
Associate Professor	3,095	2,822	91.2%
Assistant Professor	2,932	2,600	88.7%
<b>Tenure-Track Subtotal</b>	<b>11,195</b>	<b>10,146</b>	<b>90.6%</b>
Lecturer	16,605	4,681	28.2%
<b>Total</b>	<b>27,800</b>	<b>14,827</b>	<b>53.3%</b>

### INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2022 AND FALL 2017

YEAR	TENURE STATUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
2022	Tenured	295	507	1,713	793	4,845	8,153
	Probationary	207	392	737	426	1,280	3,042
	Temporary	812	1,752	2,112	2,547	9,382	16,605
	<b>Total</b>	<b>1,314</b>	<b>2,651</b>	<b>4,562</b>	<b>3,766</b>	<b>15,507</b>	<b>27,800</b>
2017	Tenured	261	348	1,380	677	4,794	7,460
	Probationary	166	344	708	350	1,812	3,380
	Temporary	687	1,554	1,846	1,894	10,037	16,018
	<b>Total</b>	<b>1,114</b>	<b>2,246</b>	<b>3,934</b>	<b>2,921</b>	<b>16,643</b>	<b>26,858</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.

### INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2022 AND FALL 2017

YEAR	TENURE STATUS	WOMEN	MEN	GRAND TOTAL
2022	Tenured	3,788	4,365	8,153
	Probationary	1,702	1,326	3,028
	Temporary	9,183	7,377	16,560
	<b>Total</b>	<b>14,673</b>	<b>13,068</b>	<b>27,741</b>
2017	Tenured	3,236	4,224	7,460
	Probationary	1,821	1,559	3,380
	Temporary	8,775	7,242	16,017
	<b>Total</b>	<b>13,832</b>	<b>13,025</b>	<b>26,857</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.  
• Due to small population, non-binary and unknown gender are not reported above.

## NEW FACULTY

### NEW TENURE-TRACK INSTRUCTIONAL FACULTY, FALL 2018 - FALL 2022

	2018	2019	2020	2021	2022
Searches	866	789	884	390	889
Appointments	734	665	679	328	763
Success Rate	85%	84%	77%	84%	86%

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

## PROMOTIONS & TENURE

### TENURE-TRACK INSTRUCTIONAL FACULTY PROMOTIONS, FALL 2018 - FALL 2022

RANK	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022
Full Professor	348	323	263	229	289
Associate Professor	297	432	560	583	540
<b>Total</b>	<b>645</b>	<b>755</b>	<b>823</b>	<b>812</b>	<b>829</b>

Notes: Includes all tenure-track instructional faculty promotions as of 10/31/22

### TENURE-TRACK INSTRUCTIONAL FACULTY GRANTED TENURE, FALL 2018 - FALL 2022

RANK	FALL 2018	FALL 2019	FALL 2020	FALL 2021	FALL 2022
<b>Total</b>	<b>328</b>	<b>459</b>	<b>586</b>	<b>620</b>	<b>583</b>

Notes: Includes all tenure-track instructional faculty promotions as of 10/31/22





# SEPARATIONS

## SEPARATIONS AMONG FULL-TIME TENURE-TRACK INSTRUCTIONAL FACULTY BY CAUSE AND APPOINTMENT STATUS, FALL 2018 TO FALL 2022

SEPARATION AS OF TERM	TENURE STATUS	FULL-TIME HEAD COUNT, AS OF PREVIOUS FALL	DEATH		NOT REIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%
Fall 2022	Tenured	7,299	11	0.2%	0	0.0%	74	1.0%	288	3.9%	373	5.1%
	Probationary	3,074	1	0.0%	9	0.3%	153	5.0%	4	0.1%	167	5.4%
	<b>Total</b>	<b>10,373</b>	<b>12</b>	<b>0.1%</b>	<b>9</b>	<b>0.1%</b>	<b>227</b>	<b>2.2%</b>	<b>292</b>	<b>2.8%</b>	<b>540</b>	<b>5.2%</b>
Fall 2021	Tenured	7,107	8	0.1%	2	0.0%	50	0.7%	305	4.3%	365	5.1%
	Probationary	3,467	1	0.0%	15	0.4%	98	2.8%	13	0.4%	127	3.7%
	<b>Total</b>	<b>10,574</b>	<b>9</b>	<b>0.1%</b>	<b>17</b>	<b>0.2%</b>	<b>148</b>	<b>1.4%</b>	<b>318</b>	<b>3.0%</b>	<b>492</b>	<b>4.7%</b>
Fall 2020	Tenured	6,944	9	0.1%	1	0.0%	44	0.6%	358	5.2%	412	5.9%
	Probationary	3,584	0	0.0%	9	0.3%	111	3.1%	4	0.1%	124	3.5%
	<b>Total</b>	<b>10,528</b>	<b>9</b>	<b>0.1%</b>	<b>10</b>	<b>0.1%</b>	<b>155</b>	<b>1.5%</b>	<b>362</b>	<b>3.4%</b>	<b>536</b>	<b>5.1%</b>
Fall 2019	Tenured	6,849	13	0.2%	2	0.0%	41	0.6%	338	4.9%	394	5.8%
	Probationary	3,585	2	0.1%	11	0.3%	119	3.3%	15	0.4%	147	4.1%
	<b>Total</b>	<b>10,434</b>	<b>15</b>	<b>0.1%</b>	<b>13</b>	<b>0.1%</b>	<b>160</b>	<b>1.5%</b>	<b>353</b>	<b>3.4%</b>	<b>541</b>	<b>5.2%</b>
Fall 2018	Tenured	6,927	14	0.2%	1	0.0%	51	0.7%	341	4.9%	407	5.9%
	Probationary	3,345	1	0.0%	8	0.2%	140	4.2%	6	0.2%	155	4.6%
	<b>Total</b>	<b>10,272</b>	<b>15</b>	<b>0.1%</b>	<b>9</b>	<b>0.1%</b>	<b>191</b>	<b>1.9%</b>	<b>347</b>	<b>3.4%</b>	<b>562</b>	<b>5.5%</b>

Notes: Includes separations for full-time tenure-track instructional faculty positions as of 10/31/22. Retiring faculty who enter FERP are included, but FERP faculty who exit the program are not included..

# CAMPUS

## INSTRUCTIONAL FACULTY HEAD COUNT BY CAMPUS AND RANK, FALL 2022

CAMPUS	TENURE TRACK				LECTURER	ALL INSTRUCTIONAL FACULTY
	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	OVERALL		
Bakersfield	82	72	87	241	399	640
Channel Islands	59	50	59	168	253	421
Chico	207	134	113	454	469	923
Dominguez Hills	128	90	95	313	623	936
East Bay	150	104	100	354	457	811
Fresno	256	184	151	591	856	1,447
Fullerton	398	262	172	832	1,211	2,043
Humboldt	110	71	59	240	270	510
Long Beach	407	227	206	840	1,570	2,410
Los Angeles	273	127	184	584	1,029	1,613
Maritime	19	21	11	51	27	78
Monterey Bay	75	56	59	190	278	468
Northridge	444	208	149	801	1,236	2,037
Pomona	268	157	144	569	892	1,461
Sacramento	338	163	208	709	1,068	1,777
San Bernardino	210	121	123	454	647	1,101
San Diego	343	256	225	824	1,206	2,030
San Francisco	352	192	154	698	1,002	1,700
San José	304	178	260	742	1,308	2,050
San Luis Obispo	359	184	165	708	601	1,309
San Marcos	116	95	88	299	555	854
Sonoma	127	56	41	224	256	480
Stanislaus	143	87	79	309	392	701
<b>Systemwide</b>	<b>5,168</b>	<b>3,095</b>	<b>2,932</b>	<b>11,195</b>	<b>16,605</b>	<b>27,800</b>

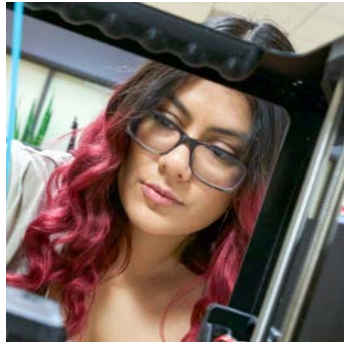
# SALARY

## INSTRUCTIONAL FACULTY HEAD COUNT AND AVERAGE SALARY BY RANK AND APPOINTMENT TYPE, FALL 2022

TIME BASE	FACULTY RANK	ACADEMIC YEAR HEAD COUNT	ACADEMIC YEAR AVERAGE SALARY	12-MONTH HEAD COUNT	12-MONTH AVERAGE SALARY
Full-Time	Professor	4,034	\$122,016	525	\$152,483
	Associate Professor	2,926	\$104,522	98	\$127,839
	Assistant Professor	2,886	\$91,319	34	\$106,272
	Lecturer	2,952	\$71,255	146	\$94,739
	<b>Total</b>	<b>12,798</b>	<b>\$99,386</b>	<b>803</b>	<b>\$137,020</b>
Part-Time	Professor	609	\$125,132		
	Associate Professor	71	\$104,220		
	Assistant Professor	12	\$86,116		
	Lecturer	13,478	\$64,304	29	\$95,261
	<b>Total</b>	<b>14,170</b>	<b>\$67,136</b>	<b>29</b>	<b>\$95,261</b>
<b>All Time Bases</b>		<b>26,968</b>	<b>\$82,441</b>	<b>832</b>	<b>\$135,564</b>







## LUCERO ALVAREZ VIEYRA

PEER MENTOR, UPWARD BOUND PROGRAM  
SONOMA STATE UNIVERSITY

The Sonoma County Upward Bound program helped Lucero Alvarez Vieyra as a high school sophomore realize college was an option. But she struggled to balance motherhood, school and work—and even faced homelessness in her first years in college. But advisers and professors helped ensure a path to graduation and encouraged her to join a club or activity. She followed their advice and became a paid peer mentor. In this role, she helped and comforted students who felt as unsettled as she once did. “I know how it feels to be completely lost

in the college world,” Alvarez Vieyra says. “The CSU has impacted me in the most positive ways. I have the support I needed to overcome the challenges I faced.” She is the first in her family to earn a degree, and she aspires to apply her biochemistry degree to become a medical researcher.



## JAMES-ANTHONY BURANDT

PEER ADVISOR, ADMINISTRATIVE ASSISTANT AND LEGISLATIVE INTERN,  
VETERANS RESOURCE CENTER  
CALIFORNIA STATE UNIVERSITY, FULLERTON

As a peer adviser, administrative assistant and legislative intern at the Veterans Resource Center (VRC) on campus, James-Anthony Burandt advocates for fellow veterans. The center’s programs were pivotal in his decision to attend CSUF, one of 49 institutions in the nation with a Peer Advisors for Veteran Education (PAVE) program. Burandt’s involvement in the Cal State DC Scholars program earned him one of only five prestigious 2022 Veterans of Foreign Wars and Student Veterans of

America Legislative Fellowships. He now lobbies for student veterans and military-connected students in Washington, D.C. “I want members of Congress to know being a veteran is an identity and culture, not only a past occupation,” Burandt says. “I believe all veterans can be future leaders in their own way.” He plans to pursue a master’s in public administration after earning his bachelor’s degree.



## JAZMIN ARACELI BARRITA BARRITA

ACADEMIC MENTOR, COLLEGE ASSISTANCE MIGRANT PROGRAM  
2021 CSU TRUSTEES’ AWARD WINNER  
CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

As a young girl from Mexico, Jazmin Araceli Barrita Barrita harvested grapes with her family rather than attend school. Once in high school, the Migrant Education Program became her lifeline—and led her to pursue a degree. But it was the College Assistance Migrant Program (CAMP), which assists farmworkers or their children enrolled in the first year of undergraduate studies, that helped her thrive. She served as an ambassador and academic mentor with CAMP, where she

helped other first-generation students adapt to college. Jazmin also assisted low-income households with filing their tax returns, volunteered with the American Cancer Association and served as vice president of the University Accounting Association. “My struggles are nothing but learning experiences that motivate me every day to do my best,” she says. Her hard work was acknowledged with a CSU Trustees’ Award, and she plans to use the skills she acquired at CSUB to become a certified public accountant.



## FIROZEH FARAHMAND

TEACHING ASSOCIATE, FOUNDATIONS OF BIOLOGY: ENERGY, MATTER AND  
INFORMATION LABORATORY  
2021 CSU TRUSTEES’ AWARD WINNER  
CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

Firozeh Farahmand began attending Cal Poly Pomona as a freshman with a passion for science. As an undergrad, she was involved in clubs, a sorority and Greek Council, and competed in track and field. She also worked as a teaching associate, where she says she “enjoyed working with students on their biology course because I could help them find their passion in the field.” Yet, Farahmand felt lost pursuing her own pre-med

degree until she conducted research at CPP’s Steele Lab. She then decided to pursue a STEM career. While completing her master’s program, she was named a CSU Trustee Scholar, the university’s highest honor for a student. After graduation, Farahmand began working for a biotechnology company. She plans to pursue a doctorate and become a professor who will teach and mentor the next generation of students planning careers in biological sciences.



## DAVID GARCIA-TLAHUEL

STUDENT ASSISTANT/DEN FOOD PANTRY AND STUDENT ORIENTATION  
COORDINATOR/PDC ORIENTATION TEAM  
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

David Garcia-Tlahuel, a recent graduate and a 2022 Outstanding Undergraduate student, has much to be proud of. While at CSUSB’s satellite campus in Palm Desert, he was the first person to hold multiple positions including campus minister and student orientation coordinator, student assistant for the DEN Food Pantry and a graphic design and social media paraprofessional for the Office of Outreach and Student Recruitment. “CSUSB helped me figure out what I truly love and that is graphic design

and photography,” Garcia-Tlahuel says. “Aside from my trade, I learned I loved being able to help and support our students.” He is looking forward to a career as a graphic designer and becoming a creative director, and he plans to do photography on the side. Ultimately, he hopes to obtain a master’s degree in business, entrepreneurship, the arts, design or communications.



## ANGELICA GURROLA

GRADUATE STUDENT ASSISTANT, OFFICE OF STUDENT, CONDUCT, RIGHTS  
AND RESPONSIBILITIES  
2021 CSU STUDENT TRUSTEES’ AWARD WINNER  
CALIFORNIA STATE UNIVERSITY, EAST BAY

Angelica Gurrola is a first-generation student who has overcome many challenges, including navigating the college admission process and financing her education. But, she says, “Growing up in a low-income household taught me the importance of being resourceful and seizing opportunities.” Now a graduate student, she has an interest in human capital, which stems from her experience as a resident assistant, and a passion

for helping and collaborating with others. Additionally, Gurrola has served as an orientation staff member and administrative student clerk. She currently works as a graduate student assistant in the Office of Student Conduct, Rights & Responsibilities. In 2021, her outstanding achievements were acknowledged with a CSU Trustees’ Award. She also cared for her parents while maintaining a 3.9 GPA. Gurrola aspires to work as a chief human resources officer at a consulting firm.





# CSU STUDENT EMPLOYEES

Fall 2022

Represented by UAW (United Auto Workers), academic student employees make up approximately 6% of the CSU's workforce. Represented student employees were not reported in the Employee Profile until 2019.

The CSU also employs more than 17,000 non-represented student employees, which include various types of hourly student assistants. Due to the intermittent nature of non-represented student worker appointments, they're not reported elsewhere in the profile.

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

## REPRESENTED STUDENT EMPLOYEES

REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2022

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield			*	6	*	11
Channel Islands						
Chico	*	9	*	17	38	68
Dominguez Hills			5	5		10
East Bay	*	*	13	8	*	30
Fresno	*	11	35	60	48	155
Fullerton	5	12	48	75	78	218
Humboldt	*	6	*	12	44	66
Long Beach	12	22	79	120	115	348
Los Angeles	9	5	32	97	47	190
Maritime						
Monterey Bay			*	*	8	13
Northridge	*	16	26	49	92	184
Pomona	5	6	23	49	35	118
Sacramento	6	12	19	20	56	113
San Bernardino	6	5	34	72	28	145
San Diego	21	47	133	205	319	725
San Francisco	*	16	76	73	106	275
San José	8	26	106	37	65	242
San Luis Obispo		8	5	16	38	67
San Marcos	*	9	12	27	19	70
Sonoma	*	*	6	9	22	41
Stanislaus		*	*	15	13	33
<b>Systemwide</b>	<b>86</b>	<b>219</b>	<b>662</b>	<b>976</b>	<b>1,179</b>	<b>3,122</b>

- Notes:
- Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.
  - Due to small population, non-binary and unknown gender are not reported above.
  - An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.



**REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2022**

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	8	*	11
Channel Islands			
Chico	43	25	68
Dominguez Hills	*	8	10
East Bay	16	14	30
Fresno	86	68	154
Fullerton	125	92	217
Humboldt	43	21	64
Long Beach	197	146	343
Los Angeles	97	93	190
Maritime			
Monterey Bay	9	*	13
Northridge	90	92	182
Pomona	69	49	118
Sacramento	69	43	112
San Bernardino	88	55	143
San Diego	397	316	713
San Francisco	127	138	265
San José	113	127	240
San Luis Obispo	34	33	67
San Marcos	41	29	70
Sonoma	24	15	39
Stanislaus	25	8	33
<b>Systemwide</b>	<b>1,703</b>	<b>1,379</b>	<b>3,082</b>

Notes: • Due to small population, non-binary and unknown gender are not reported above.  
 • An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.

**NON-REPRESENTED STUDENT EMPLOYEES**

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2022**

CAMPUS	AFRICAN AMERICAN / BLACK	OTHER / UNKNOWN*	ASIAN / PACIFIC ISLANDER	HISPANIC / LATINX	WHITE	GRAND TOTAL
Bakersfield	26	37	46	274	61	444
Chancellor's Office	*	*	7	5	*	17
Channel Islands	10	25	23	199	68	325
Chico	41	74	91	445	349	1,000
Dominguez Hills	56	24	37	217	15	349
East Bay	45	51	213	216	80	605
Fresno	17	54	139	469	159	838
Fullerton	41	60	248	447	112	908
Humboldt	37	107	23	318	341	826
Long Beach	73	86	365	598	193	1,315
Los Angeles	25	17	94	325	28	489
Maritime	8	23	19	35	60	145
Monterey Bay	14	31	23	162	112	342
Northridge	93	70	172	532	207	1,074
Pomona	49	65	176	366	111	767
Sacramento	107	128	279	485	260	1,259
San Bernardino	35	36	47	408	65	591
San Diego	147	148	255	556	425	1,531
San Francisco	78	70	311	365	164	988
San José	52	88	422	254	123	939
San Luis Obispo	12	169	328	346	764	1,619
San Marcos	28	50	51	240	94	463
Sonoma	39	61	46	243	235	624
Stanislaus	17	23	44	251	85	420
<b>Systemwide</b>	<b>1,051</b>	<b>1,499</b>	<b>3,459</b>	<b>7,756</b>	<b>4,113</b>	<b>17,878</b>

Notes: • Other / Unknown includes individuals who identify as American Indian, Two or More Races, or who did not indicate a race/ethnicity.  
 • Due to small population, non-binary and unknown gender are not reported above.  
 • An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.

**NON-REPRESENTED STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2022**

CAMPUS	WOMEN	MEN	GRAND TOTAL
Bakersfield	274	170	444
Chancellor's Office	10	7	17
Channel Islands	238	87	325
Chico	632	368	1,000
Dominguez Hills	211	138	349
East Bay	406	199	605
Fresno	561	277	838
Fullerton	594	314	908
Humboldt	572	254	826
Long Beach	874	441	1,315
Los Angeles	300	189	489
Maritime	45	100	145
Monterey Bay	251	91	342
Northridge	686	388	1,074
Pomona	441	326	767
Sacramento	860	399	1,259
San Bernardino	386	205	591
San Diego	1,064	467	1,531
San Francisco	626	362	988
San José	561	378	939
San Luis Obispo	972	647	1,619
San Marcos	314	149	463
Sonoma	433	191	624
Stanislaus	278	142	420
<b>Systemwide</b>	<b>11,589</b>	<b>6,289</b>	<b>17,878</b>

Notes: • Due to small population, non-binary and unknown gender are not reported above.  
 • An asterisk (\*) denotes that a group or subgroup contained 5 or fewer employees. These values have been redacted to protect privacy.







Fresno State



Chico State



CSU San Marcos



Cal Poly Humboldt



Cal State San Bernardino



Cal State East Bay

# ACKNOWLEDGMENTS

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

- CAL POLY HUMBOLDT** | Page 24-25, 40, 44
- CAL POLY POMONA** | Page 4, 13
- CAL STATE EAST BAY** | Page 44
- CAL STATE SAN BERNARDINO** | Page 44
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- CSU BAKERSFIELD** | Page 37, 46
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- CSU SAN MARCOS** | Page 43, 44
- FRESNO STATE** | Page 44
- SAN DIEGO STATE** | Page 28, 31
- SACRAMENTO STATE** | Cover, Page 2, 45

## LAND ACKNOWLEDGEMENT

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

## LABOR ACKNOWLEDGEMENT

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





# TECHNICAL NOTES AND GLOSSARY

Fall 2022

## TECHNICAL NOTES

This reference booklet contains Fall 2022 snapshot information on employees at all 23 universities and the Chancellor's Office.

- All tables and charts in the Employee Profile exclude student employees (unless otherwise noted), 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.
- Beginning in 2020, we use Employee Group to replace Bureau of Labor Statistics (BLS) Standard Occupational Classification (SOC) as it aligns with CSU's reporting practices. As a result, data for these groups cannot be directly compared to previous Employee Profiles.
- Data presented in this report were obtained from the annual systemwide IPEDS-HR extract, from campus HR databases in PeopleSoft, and from the annual Faculty Recruitment and Retention Survey.
- Percentages referenced throughout report may not add up to 100 percent because of rounding.

## GLOSSARY

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

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





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