CSU The California State University

STRENGTH • DIVERSITY • EXCELLENCE

The Employees of the California State University

Fall 2015

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LETTER FROM
LORI LAMB
Vice Chancellor, Human Resources

Dear Friends of the California State University,

Much like the students we serve each day, the employees of the California State University are an extremely talented, diverse and motivated group. Our faculty and staff play an essential role in executing the mission of the CSU: to adequately prepare a new generation of leaders in the state of California and beyond.

As you will find in the following report, more employees belong to the CSU family than ever before. The number of total new hires in 2015 was the highest such figure since 2007. Many of these new employees are specifically focused on the CSU's student success initiatives to provide students with a clearer path to graduation and to eliminate the achievement gap among underrepresented minority students.

This report also demonstrates the CSU's commitment to diversity in our workforce. Our employees come from a rich array of backgrounds and experiences, providing our students with the opportunity to encounter new perspectives and to go on to succeed in an increasingly connected, global work environment. The value of a CSU education remains strong, and as a system we are well-positioned for continued success in large part due to the commitment of employees at all 23 campuses and the Chancellor's Office. In addition, the university places a high value on retention, going to great lengths to provide the CSU workforce with attractive benefits and a motivating atmosphere at work.

I invite you to enjoy this publication, which in addition to updated data also includes notable recent achievements by students and faculty. My hope is that in reading the 2015 Employee Profile, you'll gain a greater understanding of the people who make the CSU such a special place to work and learn.

Warm regards,

Lori Lamb
Vice Chancellor, Human Resources

CSU STAFF, FALL 2015

The CSU is committed to providing a welcoming, accommodating and personally rewarding work environment for its faculty and staff. The information in this report, which draws on data from analytics for CSU employees for fall 2015, illustrates the growth of the system's workforce, as well as hiring practices that are leading to an increasingly diverse staff. The faculty and staff of the California State University are varied in their personal and professional backgrounds; in the skills and abilities they bring to their work; and in the successes they achieve as representatives of the university.

The CSU currently employs more than 49,000 faculty and staff statewide—the most in its 56-year history. Particular importance has been placed on hiring employees in student services and on tenure-track recruitments, as these hires focus more resources on mission-critical activities that specifically support student success. These and other hiring practices also reaffirm the CSU's commitment to growth that aligns with the university's priorities. On the following pages you'll find information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

Due to significant changes to reporting requirements for the Integrated Postsecondary Education Data System (IPEDS) beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles (2011 and earlier). Employee reporting has been aligned with the Standard Occupational Classifications published by the National Bureau of Labor Standards that were established in 2010.

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

MONTEREY BAY COUNSELING CENTER DIRECTOR NAMED SOCIAL WORKER OF THE YEAR

Cal State Monterey Bay's Director of Health and Wellness Services Caroline Haskell has been honored as Social Worker of the Year. The award was presented this spring by the National Association of Social Workers' Central Coast Unit.

Haskell is the founding director of the Counseling Center. As a board-certified, licensed clinical social worker, she oversees the services and programs offered through Monterey Bay's Health and Wellness Services, including the Personal Growth and Counseling Center, Campus Health Center, Campus Chaplaincy, Health Promotion & Education, and Student Disability Resources.

With 25 years of experience, she also provides direct clinical counseling and psychological services for students, staff and faculty. She serves as the campus affiliate director of the National Coalition Building Institute, a nonprofit leadership training organization that works to eliminate prejudice and intergroup conflict in communities throughout the world.

Haskell has served as a national consultant and lecturer to many institutions of higher education, including Smith College, Stanford University, UC Berkeley, UC San Francisco, UC Davis and Columbia University.

She was awarded the status of Certified Diplomate by the American Psychotherapy Association, and has been a certified cognitive behavioral therapist and certified addictions specialist with the National Board of Cognitive Behavioral Therapists. In 2012, Haskell was appointed to the Monterey County Mental Health Commission.

She was honored with the Jay Foss Clinical Services Award by the Monterey County Mental Health Commission in 2010 in recognition of the outstanding mental health services she has provided in the local community. She received the President's Medal as Administrator of the Year for exemplary service to the university and commitment to its vision in 2005.

Employees by Occupational Group and Campus

EMPLOYEE HEADCOUNT BY OCCUPATIONAL GROUP*
Fall 2015 and Prior Years

Fall 2015

OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	12,278	13,055	25,333
Professional/Technical	12,506	954	13,460
Office/Administrative Support	4,560	262	4,822
Service Occupations	2,232	116	2,348
Construction/Maintenance/Transportation	1,671	17	1,688
Management	1,636	7	1,643
TOTAL	**34,883**	**14,411**	**49,294**

Fall 2014

OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	11,833	12,572	24,405
Professional/Technical	11,798	974	12,772
Office/Administrative Support	4,520	281	4,801
Service Occupations	2,151	100	2,251
Construction/Maintenance/Transportation	1,635	29	1,664
Management	1,515	9	1,524
TOTAL	**33,452**	**13,965**	**47,417**

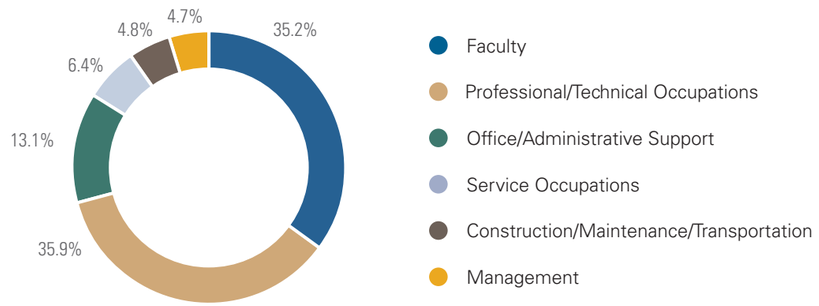
Fall 2013

OCCUPATIONAL GROUP	FULL-TIME	PART-TIME	TOTAL
Faculty	11,453	11,693	23,146
Professional/Technical	11,249	999	12,248
Office/Administrative Support	4,512	330	4,842
Service Occupations	2,057	105	2,162
Construction/Maintenance/Transportation	1,609	30	1,639
Management	1,411	12	1,423
TOTAL	**32,291**	**13,169**	**45,460**

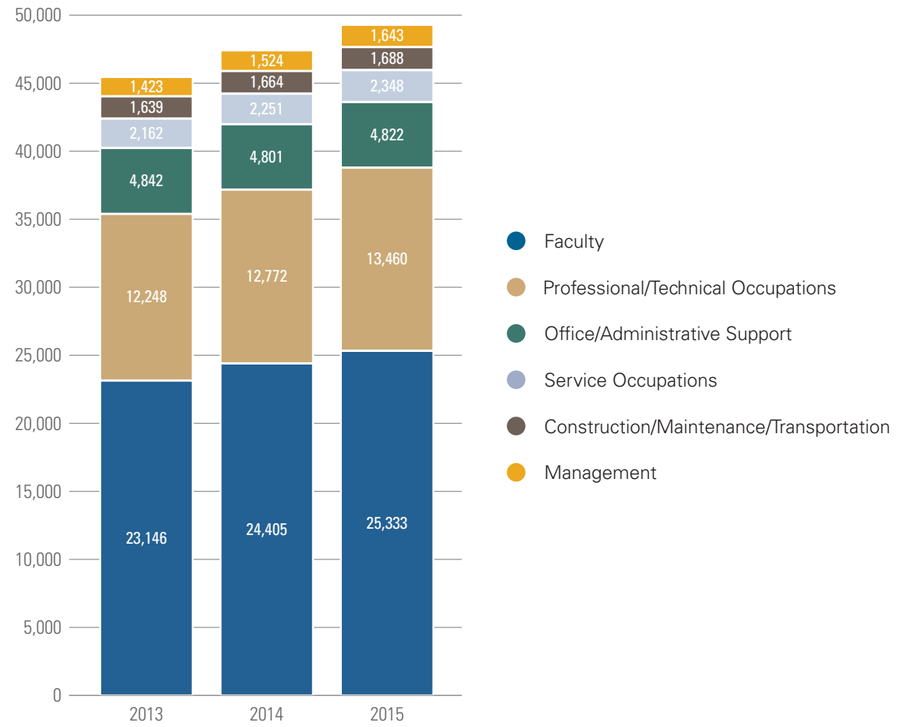
*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

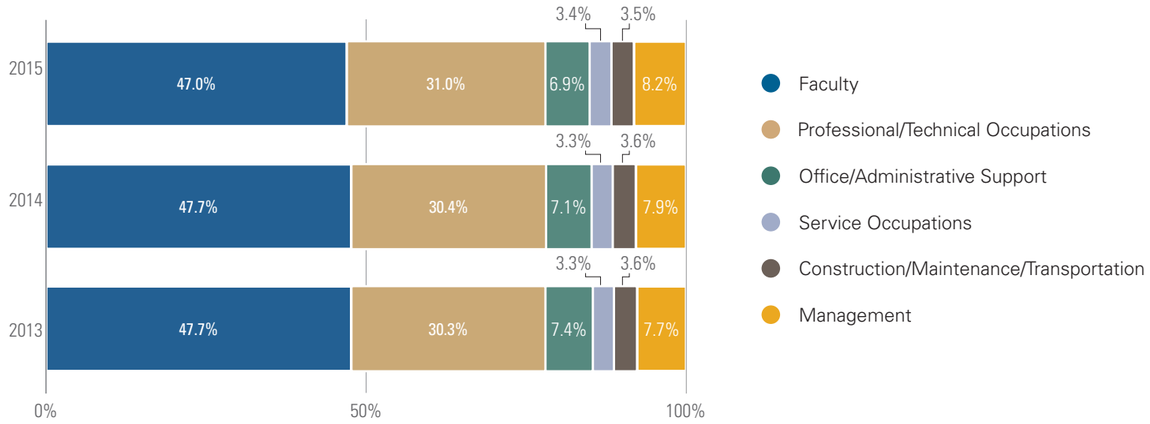
OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEES (HEADCOUNT)
Fall 2015



HEADCOUNT OF EMPLOYEES BY OCCUPATIONAL GROUP
Fall 2015 and Prior Years



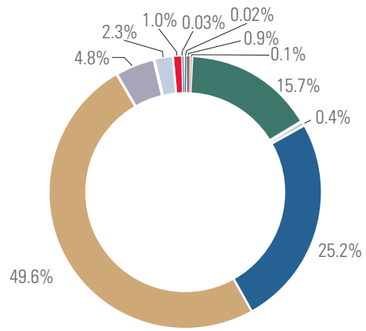
DISTRIBUTION OF SALARY BY OCCUPATIONAL GROUP
Fall 2015 and Prior Years (Percent of Total Actual Salary)



EMPLOYEES SALARY BY COLLECTIVE BARGAINING UNIT
Fall 2015

COLLECTIVE BARGAINING UNIT	PERCENT OF TOTAL SALARY*
Confidential Classes	0.9%
Excluded Classes	0.1%
Management Personnel Plan	15.7%
Union of American Physicians and Dentists	0.4%
California State University Employees Union (CSUEU)	25.2%
California Faculty Association	49.6%
Academic Professionals of California	4.8%
State Employees Trade Council	2.3%
Statewide University Police Association	1.0%
International Union of Operating Engineers	0.03%
English Language Program, Cal State Los Angeles	0.02%

DISTRIBUTION OF SALARY BY COLLECTIVE BARGAINING UNIT
Fall 2015 (Percent of Total)



Note: Salary expenditures as of October 31, 2015.
(Salary Expenditures = Annual Base Salary * FTE)

EMPLOYEE HEADCOUNT BY CAMPUS
Fall 2015

CAMPUS	TOTAL	FULL-TIME	PART-TIME	FULL-TIME EQUIVALENTS (FTE)
Bakersfield	989	778	211	874.2
Channel Islands	896	681	215	797.6
Chico	1,913	1,391	522	1,659.7
Dominguez Hills	1,449	888	561	1,117.4
East Bay	1,811	1,255	556	1,520.7
Fresno	2,334	1,659	675	1,932.7
Fullerton	3,596	2,481	1,115	2,977.7
Humboldt	1,238	910	328	1,070.1
Long Beach	3,790	2,596	1,194	3,110.6
Los Angeles	2,422	1,562	860	1,978.8
Maritime Academy	282	251	31	269.3
Monterey Bay	980	716	264	850.5
Northridge	3,699	2,486	1,213	3,045.7
Pomona	2,328	1,617	711	1,979.9
Sacramento	2,874	2,016	858	2,378.0
San Bernardino	1,942	1,412	530	1,670.3
San Diego	3,314	2,445	869	2,795.7
San Francisco	3,235	2,244	991	2,686.9
San José	3,172	1,992	1,180	2,535.8
San Luis Obispo	2,630	2,175	455	2,393.5
San Marcos	1,481	1,057	424	1,252.8
Sonoma	1,292	945	347	1,099.1
Stanislaus	1,067	778	289	889.5
Chancellor's Office	560	548	12	555.4
TOTAL	49,294	34,883	14,411	41,441.9

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

SAVING TIME, MONEY AND THE ENVIRONMENT

Cal Poly Pomona students are living out the "Learn by Doing" philosophy through undergraduate research and transforming ideas into reality at the Student Innovation Idea Lab (iLab). Under the supervision and mentorship of professors, students are collaborating to create various projects on environmental preservation.

The battery-powered scooter, designed by Cal Poly Pomona students, is tailored to meet the needs of commuters who travel using urban transit, bus or car but must walk another mile before reaching their destination. Unlike the traditional electrical scooter, this product is uniquely designed to take up substantially less surface area when folded and weighs about 15 pounds compared to the traditional range of 21 to 46 pounds. The scooter saves time for commuters and money compared to automobile transportation, as well as protects the environment by eliminating carbon emissions, fuel and congestion.

The LonoDrop project on water conservation is another way students are preserving the environment. Shaped in the form of a water droplet, the LonoDrop is a motion sensor hung on showerheads that triggers LED lights to turn on while users are showering. The sensor changes color to indicate how long users have been showering to encourage shorter showers of up to five minutes, compared to the average 11.5 minutes users spend. The project aims to spread awareness of habits that can easily be changed to save water and to help users track their daily water usage.

Students are also developing a more environmentally friendly process for coating active pharmaceutical ingredient powders that reduces overall cost of production. By using a dry coating process, they avoid releasing harsh chemicals into the atmosphere from evaporation that occurs during a wet process.

EMPLOYEE HEADCOUNT BY CAMPUS

Fall 2015 and Prior Year

	FULL-TIME		PART-TIME		TOTAL	
CAMPUS	FACULTY	STAFF	FACULTY	STAFF	FALL 2015	FALL 2014
Bakersfield	268	510	179	32	989	924
Channel Islands	184	497	196	19	896	858
Chico	511	880	458	64	1,913	1,895
Dominguez Hills	315	573	517	44	1,449	1,334
East Bay	354	901	481	75	1,811	1,698
Fresno	686	973	652	23	2,334	2,248
Fullerton	981	1,500	1,069	46	3,596	3,531
Humboldt	281	629	271	57	1,238	1,198
Long Beach	1,026	1,570	1,099	95	3,790	3,643
Los Angeles	622	940	811	49	2,422	2,236
Maritime Academy	66	185	22	9	282	271
Monterey Bay	226	490	226	38	980	939
Northridge	937	1,549	1,130	83	3,699	3,630
Pomona	573	1,044	652	59	2,328	2,216
Sacramento	717	1,299	792	66	2,874	2,745
San Bernardino	455	957	487	43	1,942	1,852
San Diego	855	1,590	778	91	3,314	3,233
San Francisco	819	1,425	813	178	3,235	3,195
San José	698	1,294	1,100	80	3,172	3,100
San Luis Obispo	823	1,352	385	70	2,630	2,515
San Marcos	341	716	377	47	1,481	1,327
Sonoma	246	699	300	47	1,292	1,262
Stanislaus	294	484	260	29	1,067	1,020
Chancellor's Office		548		12	560	547
TOTAL	**12,278**	**22,605**	**13,055**	**1,356**	**49,294**	**47,417**

Notes: Staff excludes instructional faculty personnel.

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

SDSU'S OCHOA MAKES SPACE EXPLORATION HISTORY TWICE

NASA astronaut Ellen Ochoa—an alumna of San Diego State University—has made history twice; she was the first Hispanic woman to go into space, and now she is the first Hispanic and second female to direct the NASA Johnson Space Center. Ochoa is the veteran of four American space flights and logged nearly 1,000 hours in space.

As director of the NASA Johnson Space Center, Ochoa is recognized as an effective NASA ambassador, delivering more than 300 speeches promoting science and engineering careers. Four schools bear her name in California, Washington and Texas.

Ochoa has been recognized with several NASA awards, including the Distinguished Service Medal, Exceptional Service Medal, Outstanding Leadership Medal, and four Space Flight Medals. She is also a recipient of numerous awards, including the Harvard Foundation Science Award, Women in Aerospace Outstanding Achievement Award, the Hispanic Engineer Albert Baez Award for Outstanding Technical Contribution to Humanity, the Hispanic Heritage Leadership Award, and San Diego State University Alumna of the Year.

After graduating in 1980 with her bachelor's degree in physics from San Diego State, she earned her master's degree and Ph.D. in electrical engineering at Stanford. She is the co-inventor of three patented optical analysis systems and the author of numerous technical papers.

Ochoa serves on the board of Service Corporation International, is an ex-officio board member of the Houston Technology Center and the Bay Area Houston Economic Partnership, and is Director Emerita of the Manned Space Flight Education Foundation, Inc. which operates Space Center Houston. She is also chair of the Nomination Evaluation Committee for the National Medal of Technology and Innovation.

SERVING THOSE WHO SERVE

As the Civilian Assistant Director of Veterans Affairs and Commuter Programs, Jay Derrico has earned the respect of CSU Channel Islands' military veterans by doing what comes naturally to him: listening and caring.

He draws on his background as a former college counselor and church pastor to help CI's 115 student veterans and their 150 dependents navigate veterans' benefits, deployments and paperwork and adapt to college and civilian life.

"We're all thankful to have someone like Jay Derrico at CI," says William Vaughn, a 2015 graduate, Navy veteran and president of the Student Veterans Organization. "His dedication to our veterans goes well beyond anyone else I have ever seen. It's people like Jay who help our veteran population transition into the university lifestyle and obtain our ultimate goals in graduation."

Derrico came to CI as a career counselor in 2007. After being asked to start CI's Veterans Resource Center in 2011, Derrico set out to create a place where veterans would feel at home. He interviewed CI's veteran population, researched issues faced by veterans in university settings, and adopted practices from the nation's best Veterans Resource Centers. "The most important thing was building trust so veterans would see the center as a place where they'd find the answers and resources they needed," states Derrico. "My philosophy is to deal with the whole person and not just the student. I see my role as helping them achieve positive change and reach their goals, whether in their personal lives, academic lives, or their lives after college."

Partnering with Career Development Services and the Henry "Hank" L. Lacayo Institute, Derrico developed an internship program matching student veterans with employers for paid internships that often lead to jobs. He helped launch the annual Medallion Ceremony, where graduating veterans are honored by President Rush, the CI community, members of Congress, and military and local dignitaries. He also runs a mentoring program, organizes career development workshops, serves as advisor to the Student Veterans Organization, conducts outreach at community colleges, hosts a week-long series of events for Veterans Day, and invites the campus community to the Veterans Resource Center for cake and ice cream on military anniversaries. His most recent efforts include creating a scholarship for veterans and pursuing grants to fund more internship programs and staff to serve veterans.

Derrico's dedication has helped CI earn national recognition five years in a row as a "Military Friendly School." It also earned Derrico a 2014 Maximus Award—an honor awarded to one outstanding staff member each year by students.

"It's not just a 9 to 5 job for Jay. He genuinely cares about the well-being and success of every student," says 2014 CI graduate and U.S. Marine veteran Mark Scott. "Jay went out of his way to find me an internship with a veteran-friendly employer matching my career goals. You could say it changed the course of my career because I am a full-time employee at the same place two years later."

"One of the privileges of my job is seeing people grow," Derrico says. "It's not advising. It's more about listening and bringing the answer out of them instead of telling and suggesting things." Above all, Derrico enjoys working one-on-one with students, counseling them over coffee, joining them on Student Veterans Organization hikes, or providing an on-campus sanctuary where they can study and socialize.

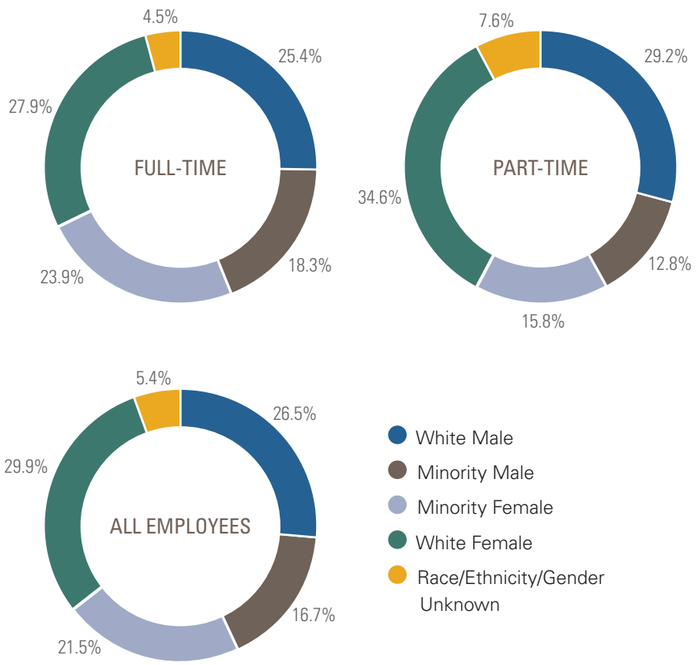
Employees by Gender and Ethnicity

Widely recognized for its inclusive policies and outreach, the CSU is home to an incredibly diverse student body across all its campuses. Likewise, the university employs faculty and staff of every race, ethnicity, gender, age and background. The average age of CSU employees is 47.5 years, and the 50-to-59 age group is the largest.

More than 38 percent of employees are minorities, as are more than 42 percent of full-time employees. An increase in the hiring of female professors has created a rich talent pool of full-time faculty that is now more than 45 percent female. In fact, over 73 percent of all employees at the CSU are either women or minorities.

The university seeks to invest in talented people across the entire spectrum of backgrounds and experiences; in doing so, we can increase the range of perspectives available to students in the classroom. Expanding diversity at the CSU serves to expand the horizons of our students, support their academic success and better prepare them to be part of a globalized workforce.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY
Fall 2015



Note: Graph includes information on the gender and ethnicity of CSU employees, data for all employees (both full-time and part-time). Exceptions include student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Gender was not stated for five full-time employees.

Percentages referenced throughout report may not add up to 100% because of rounding.

COMBATING HATE THROUGH EMPOWERING IMAGES AND DIALOGUE

Hate violence toward Arab, Muslim, and Sikh communities markedly increased after September 11, 2001. Nearly 15 years later, those identified as or perceived to be Arab or Muslim continue to experience prejudice and hostility.

In 2012, a series of hate ads—protected as First Amendment speech—were sponsored by the American Freedom Defense Initiative and placed on regional public transportation. Those ads prompted a community-based participatory research project to explore the experiences of those coping with Islamophobia and anti-Arab prejudice.

With direction from San José State Professor Edward Mamary, community participants took photographs representing their everyday experiences of Islamophobia and anti-Arab prejudice. These images served as a basis for discussions about responding to prejudice and discrimination with resilience, cultural pride, and self-determination. The project was called: Living in an Unfinished America: Shared Experiences of Discrimination and Resilience by Arab, Muslim and Sikh Americans.

"At the conclusion of the project, the community was proud of how it demonstrated not only the heart-wrenching pain caused by these ads but also the amazing strength of the community to rise to the challenge of supporting one another," notes Theresa Sparks, executive director of the San Francisco Human Rights Commission.

Partners included the Council on American-Islamic Relations, Asian Law Caucus, Arab Cultural and Community Center, Islamic Networks Group, Sikh Coalition, the San Francisco Department of Public Health, and the San Francisco District Attorney's Office. The project was funded by the San Francisco Municipal Transportation Agency, the San Francisco Human Rights Commission, and the San Francisco Department of Public Health.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY
Fall 2015

ETHNICITY/GENDER	FULL-TIME	PERCENT	PART-TIME	PERCENT	TOTAL	PERCENT
White Male	8,854	25.4%	4,202	29.2%	13,056	26.5%
Minority Male	6,385	18.3%	1,842	12.8%	8,227	16.7%
Minority Female	8,340	23.9%	2,275	15.8%	10,615	21.5%
White Female	9,744	27.9%	4,993	34.6%	14,737	29.9%
Race/Ethnicity/Gender Unknown	1,560	4.5%	1,099	7.6%	2,659	5.4%
TOTAL	**34,883**	**100.0%**	**14,411**	**100.0%**	**49,294**	**100.0%**

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Gender was not stated for five full-time employees.

TREADING NEW TERRAINS IN PHYSICS AND ASTRONOMY

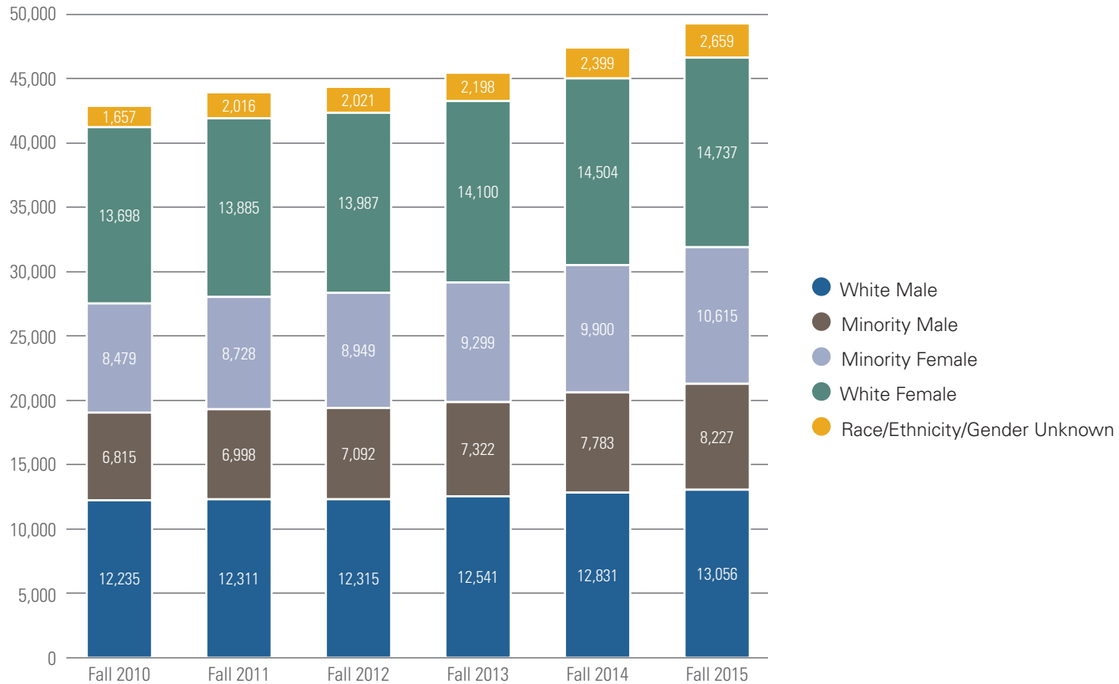
Scientists and student researchers at Cal State Fullerton's Gravitational Wave Physics and Astronomy Center (GWPAC) have helped uncover a new window into the universe.

With the Laser Interferometer Gravitational-wave Observatory (LIGO) Scientific Collaboration—a group of more than 1,000 scientists around the world—Cal State Fullerton professors have detected gravitational waves for the first time, confirming Albert Einstein's prediction in his General Theory of Relativity. The sounds of the universe, gravitational waves can reveal how the universe has changed, how stars and galaxies have formed and evolved, how astrophysical objects like black holes behave and much more, providing a new way to explore the universe.

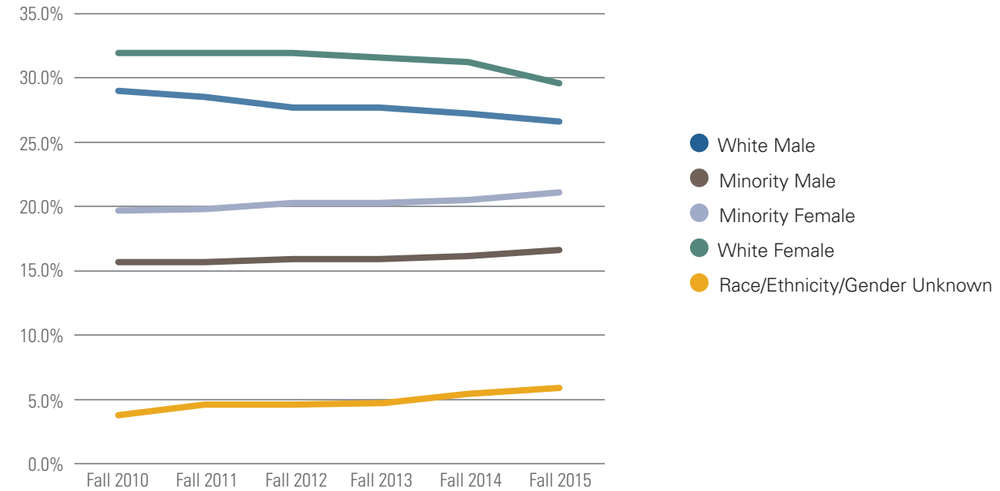
GWPAC brings together faculty, staff and students interested in gravitational-wave science from a variety of backgrounds, and the center is a hub for faculty-student research activities. Faculty mentors train the next generation of leaders in gravitational-wave science; to date, nearly 40 students have had the opportunity to participate in this groundbreaking research, with some conducting gravitational-wave research in countries such as Italy and Korea.

Students can contribute to research during their undergraduate career by developing simulations of violent astronomical events, analyzing data from computer simulations, and creating visualizations from simulated data—observing and studying things in the universe that have never been seen before.

EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY
Fall 2015 and Prior Years

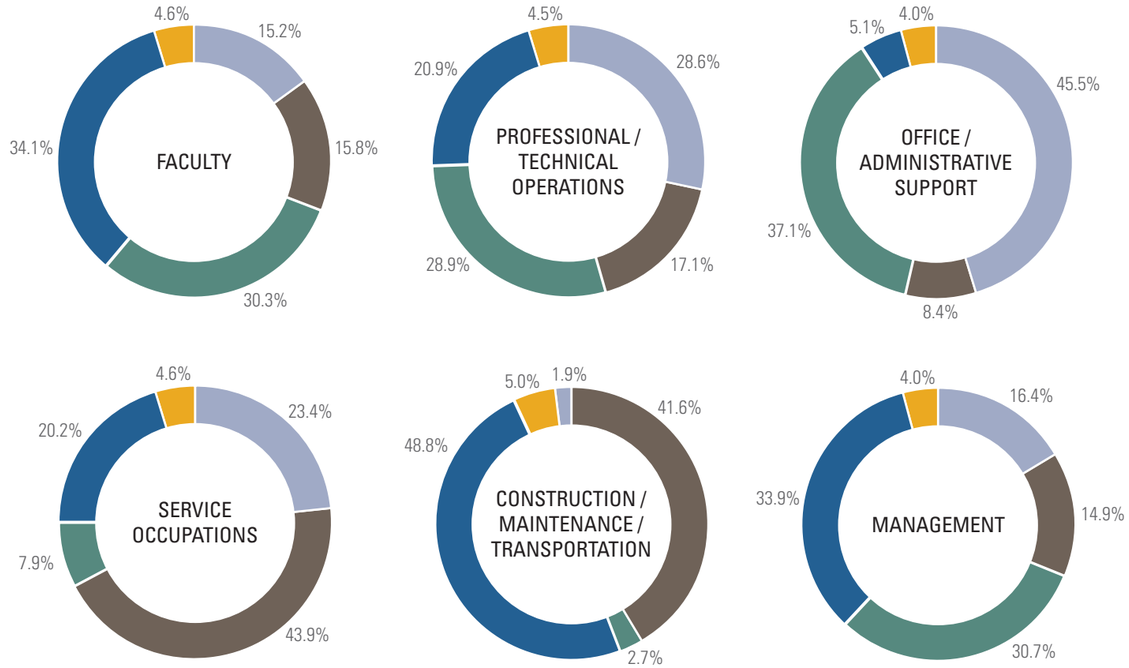


EMPLOYEES BY GENDER AND ETHNICITY
Fall 2015 and Prior Years



PERCENTAGE OF FULL-TIME EMPLOYEES WITHIN OCCUPATIONAL GROUPS* BY GENDER AND ETHNICITY
Fall 2015

*Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.



BUILDING A GLOBAL COMMUNITY OF CREATORS

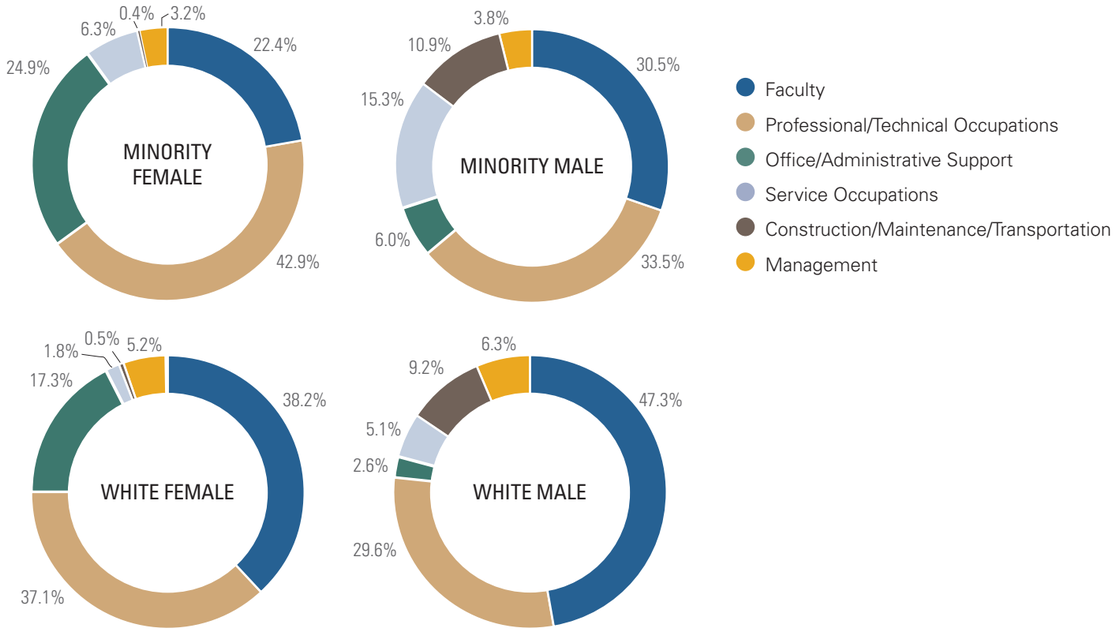
CSU Bakersfield houses one of the few Fab Labs in California, providing students and members of the community access to complex technologies that were once only accessible to engineers and technicians. The campus's Fabrication Laboratory, or "Fab Lab," consists of fabrication and rapid prototyping machines, including 3D printers, laser cutters, vinyl cutters and computer-controlled sewing machines.

These sophisticated machines make it possible for students and others to explore the entire engineering design process from concept to drawing and models to prototype and redesign to final product. Even those with little technological expertise can learn to use this highly complex equipment, allowing artists, engineers, teachers and those in other disciplines the chance to produce innovative work.

The lab isn't just for CSU Bakersfield students and faculty, though; in fact, the space is predicated on the notion of open access and community-building. The Fab Lab offers tours, activities and summer camps to students from neighboring K-12 schools, exposing kids to technology and innovation. Community members can use the lab at specified hours to develop their business and create prototypes, too.

But the Fab Lab is more than just a space to create; it also gives members access to the wider community of Fab Labs, all linked by a desire to share knowledge, collaborate and innovate. With more than 850 Fab Labs around the world, Bakersfield is part of a global network aiming to tap into the creative potential of the entire world, developing creators, not consumers.

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND ETHNICITY
Fall 2015



COMBINING TECHNOLOGY AND COMMUNITY ENGAGEMENT

Stanislaus State students are exploring the community and region of the Central Valley through the Keck Visual Anthropology Lab (KVAL) and the Geography program.

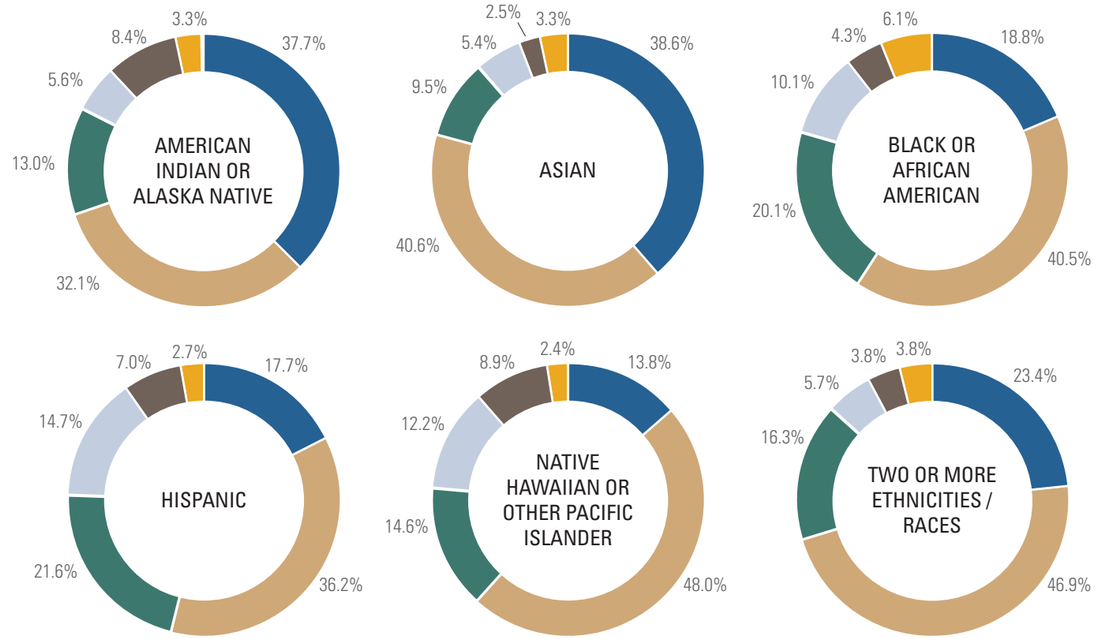
At KVAL, students tell the untold stories of the cultural communities that make up the Central Valley through short films and a digital video archive of cultural events. Through their work, students are preserving the heritages of people from Laos, Cambodia, India, Japan, Mexico, Pakistan and Israel.

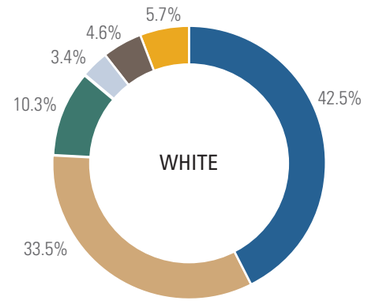
KVAL facilitates interdisciplinary collaboration as students from diverse academic backgrounds, such as anthropology, film and art, work together towards the common goal of honoring the stories of the Central Valley.

Students have a safe space to reflect on their own histories and document the important stories of the community at KVAL. The process of creating films and footage has proven to be transformational for both students and interview subjects. The finished products are tools to create awareness, tolerance, education and enlightenment within a given culture as well as those who interact with it from the outside. Students use the contemporary language of digital media to tell the age-old stories of the Central Valley, engaging with the community and participating in experiential learning.

Meanwhile, in the Geography program, undergraduate and graduate students are utilizing Geographic Information Systems (GIS) and other geospatial tools such as web mapping to explore the Central Valley. Research projects and internships emphasize community engagement. One student is using an unmanned aerial vehicle to examine water use and the health of plants in the community, downloading information and visualizing data on a map. Another student is working on creating a spatial database of all the information needed to run the campus garden, including planting and watering times, number of seeds to plant, pest management, harvest dates, and expected and actual yield. By incorporating tools like GIS, students can study and visualize the surrounding community.

OCCUPATIONAL PROFILE OF FULL-TIME EMPLOYEE HEADCOUNT BY ETHNICITY
Fall 2015





HEADCOUNT OF FULL-TIME EMPLOYEES BY OCCUPATIONAL GROUP* AND ETHNICITY
Fall 2015 and Five Years Earlier

Fall 2015

OCCUPATIONAL GROUP	TOTAL	AM. INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC	NATIVE HAWAIIAN/ PAC ISLAND	RACE/ ETHNICITY UNKNOWN	TWO OR MORE ETHN/ RACES	WHITE
Faculty	12,278	81	2,064	409	1,133	17	561	110	7,903
Professional/Technical Occupations	12,506	69	2,169	880	2,316	59	560	221	6,232
Office/Administrative Support	4,560	28	510	438	1,384	18	184	77	1,921
Service Occupations	2,232	12	289	220	940	15	102	27	627
Construction/Maintenance/ Transportation	1,671	18	136	94	450	11	84	18	860
Management	1,636	7	179	133	172	3	66	18	1,058
TOTAL	**34,883**	**215**	**5,347**	**2,174**	**6,395**	**123**	**1,557**	**471**	**18,601**

Fall 2010

OCCUPATIONAL GROUP	TOTAL	AM. INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC	NATIVE HAWAIIAN/ PAC ISLAND	RACE/ ETHNICITY UNKNOWN	TWO OR MORE ETHN/ RACES	WHITE
Faculty	11,227	72	1,683	449	971	18	343	71	7,620
Other Professional	9,381	59	1,619	697	1,525	40	310	96	5,035
Clerical/Secretarial	4,035	33	429	410	1,065	18	125	46	1,909
Technical & Paraprofessional	2,615	27	345	189	494	8	53	16	1,483
Service/Maintenance	1,992	17	285	229	828	20	55	8	550
Executive, Administrative, & Managerial	1,492	6	137	119	154	3	27	14	1,032
Skilled Crafts	944	10	62	63	216	6	24	9	554
TOTAL	**31,686**	**224**	**4,560**	**2,156**	**5,253**	**113**	**937**	**260**	**18,183**

*Due to significant changes to reporting requirements for IPEDS (Integrated Postsecondary Education Data System), beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the Standard Occupational Classifications published by the National Bureau of Labor Standards that were established in 2010. Refer to Technical Notes and Glossary for the definitions of the Occupational Groups.

CRUISE SHIP CAPTAIN FORGES NEW PATHS FOR MARITIME WOMEN

The first female captain of a mega-cruise ship, Capt. Kate McCue commands the helm of the Celebrity Summit, which accommodates 2,158 guests and has 952 dedicated crew members.

Capt. McCue is a 2000 graduate of the CSU Maritime Academy, where she received a bachelor's degree in Business Administration. She decided to attend the Maritime Academy at her father's suggestion and was one of eight women in her graduation class at the university, where the ratio of men to women was 15-to-1.

On her graduation day, her father reminded Capt. McCue of a conversation they had when she was 11 years old and had just enjoyed her first cruise vacation. She announced she wanted to be a cruise ship director when she grew up – and her father said she could do anything she wanted, including driving the ship.

Today Capt. McCue travels the world with a glass jar of marbles that belonged to her best friend's late uncle. She honors his memory by hiding the marbles at the many destinations he would have enjoyed visiting.

Capt. McCue was promoted to captain by Celebrity Cruise's first female president and CEO Lisa Lutoff-Perlo, who described her as "a highly dynamic and highly respected leader who will continue to pave the way for women in the maritime industry."

Age Distribution of CSU Employees

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY FACULTY AND STAFF STATUS
Fall 2015

AGE	STAFF*	PERCENT	FACULTY	PERCENT	TOTAL	PERCENT
60+	2,995	13.2%	2,858	23.3%	5,853	16.8%
50 - 59	6,395	28.3%	3,318	27.0%	9,713	27.8%
40 - 49	5,331	23.6%	3,600	29.3%	8,931	25.6%
30 - 39	5,322	23.5%	2,307	18.8%	7,629	21.9%
Under 30	2,562	11.3%	195	1.6%	2,757	7.9%
TOTAL	**22,605**	**100.0%**	**12,278**	**100.0%**	**34,883**	**100.0%**
Average Age	**45.9**		**50.3**		**47.5**	

*Staff excludes instructional faculty personnel.

AGE DISTRIBUTION OF FULL-TIME EMPLOYEE HEADCOUNT BY GENDER AND MINORITY STATUS
Fall 2015

AGE	MALE	PERCENT	FEMALE	PERCENT	MINORITIES	PERCENT	TOTAL*	PERCENT
60+	2,990	18.7%	2,862	15.2%	1,751	11.9%	5,852	16.8%
50 - 59	4,535	28.3%	5,177	27.4%	3,687	25.0%	9,712	27.8%
40 - 49	4,228	26.4%	4,702	24.9%	4,037	27.4%	8,930	25.6%
30 - 39	3,258	20.3%	4,369	23.2%	3,682	25.0%	7,627	21.9%
Under 30	1,002	6.3%	1,755	9.3%	1,568	10.6%	2,757	7.9%
TOTAL	**16,013**	**100.0%**	**18,865**	**100.0%**	**14,725**	**100.0%**	**34,878**	**100.0%**
Average Age	**48.4**		**46.7**		**45.3**		**47.5**	

Note: Gender was not stated for five employees.

LANDMARK CSU STUDY TO GAUGE COLLEGE STUDENTS' HOMELESSNESS AND HUNGER

FOOD AND HOUSING SECURITY CONFERENCE

Dr. Rashida Crutchfield is heading an unprecedented statewide study of homelessness and food insecurity among college students, a little-discussed and somewhat hidden issue the California State University is addressing at many of its 23 campuses.

"It's estimated there are more than 56,000 homeless college students nationwide, but there are no studies regarding food insecurity," says Dr. Crutchfield, assistant professor in Cal State Long Beach's School of Social Work. "As a system, it's important for the CSU to think about students' basic needs. It's part of our commitment to student success."

The first phase of Dr. Crutchfield's study—the first of its kind by a public university system—was completed in January 2016 and the second should be done by the summer, with the final data analysis phase due to be completed in May 2017. Its goal is to develop systematic solutions enabling every college and university in the country to find these students and ensure they reach their full potential without worrying about where their next meal is coming from or where they will be sleeping.

In June 2016, the CSU Conference to Best Meet the Needs of Housing Displaced and Food Insecure Students operationalized the study and helped participants know about programming, implementation and best practices regarding these issues. "The CSU study was spurred by one homeless and hungry student whom CSU Chancellor Timothy P. White learned about," Dr. Crutchfield said. Campus efforts such as Sacramento State's ASI Food Pantry and Cal State Long Beach's Meals Assistance Program have sprung up systemwide in response to ongoing student needs, but Chancellor White stressed funding for research and piloting is essential to better understand this at-risk student population and provide the services they need to live and to excel academically.

Dr. Crutchfield has studied the twin issues of youth homelessness and food insecurity for many years. "I worked at Covenant House, a Los Angeles shelter for homeless youth," she notes. "I watched our residents' resiliency and ability to achieve despite incredible barriers. It was compelling and inspiring, which led me to do my dissertation on homelessness during my college years."

"No two stories are alike," Dr. Crutchfield says. "One of our students has lived in both shelters and transitional housing as a parent with children, sometimes living in her car, and always pushing to get her degree. She knows she'll never be self-sufficient without the degree, but it's been quite a struggle. She describes being homeless as a full-time job, but she is making success happen and graduating in spring 2016."

MINORITY EMPLOYEES AS A PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT)

Fall 2015

AGE	SUPPORT*	PROFESSIONAL, TECHNICAL & MANAGERIAL**	FACULTY	ALL FULL-TIME EMPLOYEES
60+	46.3%	27.7%	24.8%	29.9%
50 - 59	51.2%	37.2%	28.5%	38.0%
40 - 49	58.2%	49.5%	34.5%	45.2%
30 - 39	59.1%	50.5%	36.6%	48.3%
Under 30	63.4%	54.2%	36.9%	56.9%
All Ages	**55.4%**	**44.0%**	**31.1%**	**42.2%**

E.g., In the "60 and above" age group of full-time support employees, 46.3 percent are minorities.

FEMALE EMPLOYEES AS A PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP AND JOB CATEGORY (HEADCOUNT)

Fall 2015

AGE	SUPPORT*	PROFESSIONAL, TECHNICAL & MANAGERIAL**	FACULTY	ALL FULL-TIME EMPLOYEES
60+	55.9%	57.2%	40.7%	48.9%
50 - 59	53.1%	59.2%	46.7%	53.3%
40 - 49	52.5%	55.7%	49.7%	52.6%
30 - 39	56.7%	60.3%	53.1%	57.3%
Under 30	66.2%	62.1%	59.5%	63.7%
All Ages	**55.9%**	**58.6%**	**47.6%**	**54.1%**

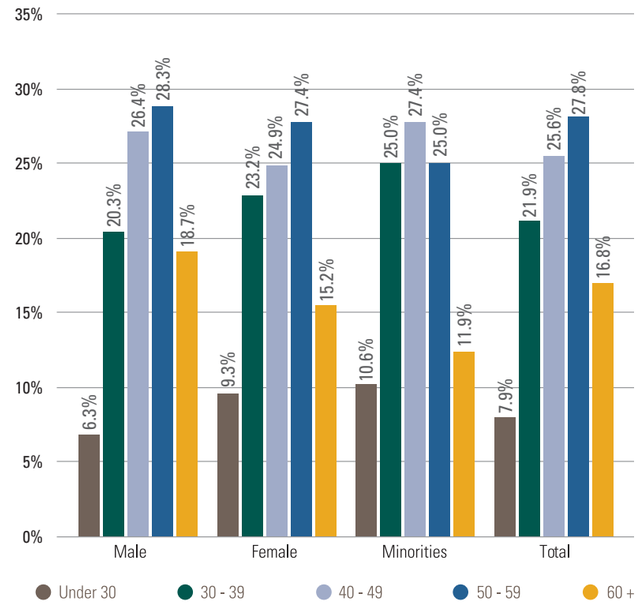
*Support includes persons in the following employee categories: Construction/Maintenance/Transportation, Office/Administrative Support and Service Occupations.

**Professional, Technical & Managerial includes persons in the following employee categories: Management and Professional/ Technical Occupations.

E.g., In the "60 and above" age group of full-time support employees, 55.9 percent are female. These tables provide information on the age distribution of full-time employees by faculty and staff status, gender and ethnicity.

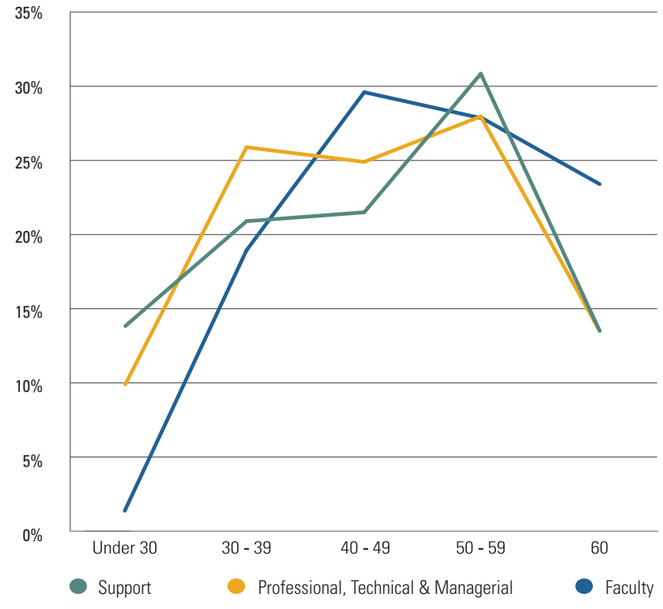
PERCENTAGE OF FULL-TIME EMPLOYEES BY AGE GROUP

Fall 2015



AGE DISTRIBUTION BY JOB CATEGORY

Fall 2015



Dr. Proudfit (far left) and CSUSM President Dr. Karen Haynes (far right) stand alongside graduates at the 2015 American Indian Honoring Ceremony.

SAN MARCOS PROFESSOR FURTHERS NATIVE AMERICAN EDUCATION AND CULTURE

Dr. Joely Proudfit directs the California Indian Culture and Sovereignty Center at Cal State San Marcos, where she is the department chair of American Indian Studies. Honored recently by the California Conference on American Indian Education as Educator of the Year, Dr. Proudfit is a descendent of the Pechanga Band of Luiseno Mission Indians and returned to her native homeland when she joined the CSUSM family in fall 2008.

She had intended to join the military after becoming the first in her family to graduate from high school, but a counselor suggested she apply to Cal State Long Beach.

There she earned a bachelor's degree in political science from Cal State Long Beach and a master's degree and Ph.D. in political science from Northern Arizona University. She is a three-time tenured CSU professor (San Francisco State, Cal State San Bernardino and Cal State San Marcos).

Since arriving at CSUSM, Dr. Proudfit has collaborated with the Office of Tribal Liaison, the Native Advisory Council and Tribal Communities and students to develop award-winning curriculum, materials and campaigns that are culturally relevant to Native American students. She leads campus community outreach efforts to nearly 35 tribal nations in the region as well as research in support of the maintenance of sovereignty and culture within the tribal communities.

Providing services from career training to cutting-edge research, the California Indian Culture and Sovereignty Center's work has earned support from at least one local tribe, the San Manuel Band of Mission Indians in San Bernardino County. In November 2013, Proudfit's staff hosted the inaugural San Diego American Indian Film Festival.

"I am so humbled by the opportunities that the CSU has provided me—I now look to serve, mentor and educate at every occasion," Dr. Proudfit says. "I'm proud to say that CSUSM is the premiere American Indian-serving institution, with more than 430 American Indian and Alaska Native students, the highest in the state per capita—and we are still growing."

CSU FACULTY, FALL 2015

Faculty members at the CSU are established, highly regarded leaders in their fields. The knowledge they impart in the classroom is vital to helping our students learn, persist in their studies and attain their degree.

Since 2006, the total faculty at the California State University has increased by 9.3 percent, and tenure-track hires have grown each of the last two years. Today, at more than 25,000 in total, faculty comprise the largest portion of CSU employees—and their numbers continue to rise. And in recent years, the faculty has become increasingly diverse in both gender and ethnicity.

Most important, the university enjoys a partnership with faculty that allows professors to focus on sharing their rich knowledge and expertise with students. The CSU has recently proven its commitment to partnering with the California Faculty Association union, taking an important step toward ensuring faculty are appropriately compensated for the vital work they do. This spirit of cooperation bodes well for future negotiations with our talented, dedicated faculty, raising the odds that all parties will continue to collaborate to achieve our shared goals. The CSU faculty themselves exemplify the possibilities within every student to succeed and achieve at every level throughout society.

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

WANG AWARD-WINNING PROFESSOR IS 'LIVING THE DREAM'

CSU Dominguez Hills' Dr. Kamal Hamdan has received the statewide 2016 Wang Family Excellence Award recognizing his outstanding work in education and professional applied sciences. Dr. Hamdan is the Annenberg Endowed Professor and director of the Center for Innovation in STEM Education at CSU Dominguez Hills.

He also directs the California STEM Institute for Innovation and Improvement and has been instrumental in securing grants exceeding $47 million to develop much-needed teaching staff in high-need urban and rural area schools.

Dr. Hamdan has helped CSUDH prepare more math and science teachers in six years than at any other CSU campus and has helped prepare exceptional teachers who are transforming the lives of inner-city students. Through his work, he is redefining the clinical experience for aspiring teachers and offering them, K-12 students, parents and the community authentic science, technology, engineering and mathematics experiences.

He has been serving as the principal investigator and director for multiple grants-funded projects for 11 years. Through a number of projects, Dr. Hamdan has developed multiple pathways for students that extend from high school to graduate school and lead to teacher certification. He oversees projects including the Transition to Teaching Program, Math and Science Teacher Initiative, Noyce Scholars Program, Urban Teacher Residency and Master Teacher Fellows.

"It is a privilege to be in a position to help others achieve their dreams," he says. "I am inspired by the spirit of the children we educate, the passion of the teachers we prepare and the resiliency of the community we serve. I am living my dream."

Gender and Ethnicity

These tables represent information on the gender and ethnicity of CSU full-time faculty in fall 2015, as well as five years earlier. In fall 2015, over 31 percent of full-time CSU faculty were ethnic minorities, and over 45 percent were female. In fall 2010, over 29 percent of full-time faculty were ethnic minorities, and over 43 percent were female.

FULL-TIME FACULTY BY RANK, GENDER AND ETHNICITY (HEADCOUNT)

Fall 2015 and Five Years Earlier

Fall 2015

FACULTY RANK	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Professor	1,915	842	545	1,238	130	4,670	38.0%
Associate Professor	772	459	470	774	111	2,586	21.1%
Assistant Professor	658	384	512	703	193	2,450	20.0%
Instructor	0	0	0	0	0	0	0.0%
Tenure-Track Subtotal	**3,345**	**1,685**	**1,527**	**2,715**	**434**	**9,706**	**79.1%**
Lecturer	840	260	342	1,003	127	2,572	20.9%
TOTAL	4,185	1,945	1,869	3,718	561	12,278	100.0%

Fall 2010

FACULTY RANK	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Professor	2,026	793	420	1,194	70	4,503	40.1%
Associate Professor	959	442	391	816	88	2,696	24.0%
Assistant Professor	670	390	471	691	141	2,363	21.0%
Instructor	0	0	0	1	0	1	0.0%
Tenure-Track Subtotal	**3,655**	**1,625**	**1,282**	**2,702**	**299**	**9,563**	**85.2%**
Lecturer	549	149	208	714	44	1,664	14.8%
TOTAL	4,204	1,774	1,490	3,416	343	11,227	100.0%

PUBLIC ADMINISTRATION SCHOLAR WINS STATEWIDE HONOR FOR OUTSTANDING RESEARCH

One of the world's most-cited scholars of public administration, Dr. Montgomery Van Wart recently received the California State University's Outstanding Scholarship, Research and Creative Activities Award.

Dr. Van Wart, a professor of public administration at Cal State San Bernardino since 2005, also received the Paul P. Van Riper Award for Excellence and Service from the American Society for Public Administration and received CSUSB's inaugural award for outstanding research.

He has worked in higher education for more than 25 years, nearly always in administrative roles. He is a longtime chair of the Department of Public Administration and served as Interim Dean of the College of Business and Public Administration.

Prior to coming to Cal State San Bernardino, he was chair of the Department of Public Administration at the University of Central Florida, a visiting professor at Rutgers and a senior research fellow at KU Leuven (formerly Catholic University) in Belgium. He is a visiting professor at the University of Hong Kong.

He considers research critical to effective teaching in the classroom and is a prodigious researcher and writer, producing an average of three works per year for the past 25 years. He has more than 90 publications and his work appears in the best journals in his field.

Upon receiving the CSU award, Dr. Van Wart said, "Our students really like knowing that their professors are involved in world-class research; it makes the classroom cutting edge and brings renown to our university."

FULL-TIME FACULTY BY TENURE STATUS, GENDER AND ETHNICITY (HEADCOUNT)

Fall 2015 and Five Years Earlier

Fall 2015

TENURE STATUS	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Tenured	2,631	1,258	977	1,951	222	7,039	57.3%
Probationary	714	427	550	764	212	2,667	21.7%
Tenure-Track Subtotal	**3,345**	**1,685**	**1,527**	**2,715**	**434**	**9,706**	**79.1%**
Temporary	840	260	342	1,003	127	2,572	20.9%
TOTAL	4,185	1,945	1,869	3,718	561	12,278	100.0%

Fall 2010

TENURE STATUS	WHITE MALE	MINORITY MALE	MINORITY FEMALE	WHITE FEMALE	RACE/ETHNICITY/ GENDER UNKNOWN	TOTAL	PERCENT OF TOTAL
Tenured	2,903	1,187	797	1,953	152	6,992	62.3%
Probationary	737	426	476	740	147	2,526	22.5%
Tenure-Track Subtotal	**3,640**	**1,613**	**1,273**	**2,693**	**299**	**9,518**	**84.8%**
Temporary	564	161	217	723	44	1,709	15.2%
TOTAL	4,204	1,774	1,490	3,416	343	11,227	100.0%

HEADCOUNT OF PART-TIME FACULTY BY GENDER AND ETHNICITY

Fall 2015

GENDER	TOTAL	BLACK OR AFRICAN AMERICAN	AMER. INDIAN/ ALASKA NATIVE	ASIAN	HISPANIC	WHITE	NATIVE HAWAIIAN/ PACIFIC ISLANDER	TWO OR MORE RACES	RACE/ ETHNICITY/ GENDER UNKNOWN
Female	6,938	307	48	729	743	4,500	15	101	495
Male	6,105	234	39	670	640	3,952	9	66	495
Unknown	12	0	0	1	1	6	0	0	4
TOTAL	13,055	541	87	1,400	1,384	8,458	24	167	994

LAUDED PROFESSOR HAS A PASSION FOR TEACHING, A PASSION FOR 'CODE'

With a teaching style CSU Bakersfield students describe as passionate and encouraging, Dr. Huaqing Wang received the university's Millie Ablin Excellence in Teaching Award this year, recognizing his 25 years of renowned teaching fervor.

"His caring for student success is legendary in the department," noted one of his colleagues in the Department of Computer and Electrical Engineering and Computer Science. "Students would receive emails in response to their questions on weekends, late at night and in summer, whenever they needed it in and out of class."

Before joining the CSU Bakersfield faculty in fall 1988, Dr. Wang graduated with his Ph.D. in computer science from Case Western Reserve University.

"The skills he taught us transcended mere classwork but gave us skills for life," says Josh Hardin, one of Dr. Wang's computer science students. "His courses make you dream about the code. If his students 'dream code,' you can rest assured that Dr. Wang probably eats, breathes and drinks code."

Tenure Status

These tables provide information on the rank and tenure status of full-time faculty. Eighty-nine percent of tenure-track faculty hold doctorates. While the overall diversity of the faculty has increased over the past five years, the number of African-American faculty has declined.

HEADCOUNT OF FULL-TIME FACULTY WITH TENURE, WITH DOCTORATE, BY RANK

Fall 2015

FULL-TIME FACULTY		WITH TENURE		WITH DOCTORATE	
	TOTAL	TOTAL	PERCENT	TOTAL	PERCENT
Professor	4,670	4,609	98.7%	4,195	89.8%
Associate Professor	2,586	2,381	92.1%	2,304	89.1%
Assistant Professor	2,450	49	2.0%	2,141	87.4%
Instructor	0	0	0.0%	0	0.0%
Tenure-Track Subtotal	**9,706**	**7,039**	**72.5%**	**8,640**	**89.0%**
Lecturer	2,572	0	0.0%	776	30.2%
TOTAL	**12,278**	**7,039**	**57.3%**	**9,416**	**76.7%**

HEADCOUNT OF FULL-TIME FACULTY BY TENURE STATUS AND ETHNICITY

Fall 2015 and Five Years Earlier

Fall 2015

TENURE STATUS	TOTAL	BLACK OR AFRICAN AMERICAN	AMER. INDIAN/ ALASKA NATIVE	ASIAN	HISPANIC	WHITE	NATIVE HAWAIIAN/ PAC. ISLANDER	TWO OR MORE RACES	RACE ETHNICITY/ GENDER UNKNOWN
Tenured	7,039	243	38	1,260	636	4,582	9	49	222
Probationary	2,667	100	28	562	253	1,478	2	32	212
Temporary	2,572	66	15	242	244	1,843	6	29	127
TOTAL	**12,278**	**409**	**81**	**2,064**	**1,133**	**7,903**	**17**	**110**	**561**

Fall 2010

TENURE STATUS	TOTAL	BLACK OR AFRICAN AMERICAN	AMER. INDIAN/ ALASKA NATIVE	ASIAN	HISPANIC	WHITE	NATIVE HAWAIIAN/ PAC. ISLANDER	TWO OR MORE RACES	RACE ETHNICITY/ GENDER UNKNOWN
Tenured	6,992	274	49	1,020	595	4,856	10	36	152
Probationary	2,526	113	12	530	227	1,477	4	16	147
Temporary	1,709	62	11	133	149	1,287	4	19	44
TOTAL	**11,227**	**449**	**72**	**1,683**	**971**	**7,620**	**18**	**71**	**343**

COMMUNICATION PROFESSOR HONORED AT SACRAMENTO STATE TWICE

Dr. Christine Miller, professor of communication studies, was doubly honored for her expertise recently when she received Sacramento State's John C. Livingston Faculty Lecture honor, as well as a statewide award from CSU students.

Dr. Miller presented her faculty lecture on "Higher Education Innovation Meets the Mash-up" on campus in February, followed by a reception in her honor.

Her lecture explored the ways in which recent innovations in higher education resemble pop culture "mash-ups" in four domains: philosophical, structural, legislative and pedagogical. She suggested ways in which higher education innovators in each domain can embrace pop culture and create unique mash-ups to meet their goals.

Dr. Miller has been a faculty member in the Department of Communication Studies for three decades. During this time, she has been a central figure in the life of the university through her teaching, scholarship and commitment to the principles of shared governance.

The California State Student Association's Faculty Member of the Year award honored Dr. Miller for innovation. "I'm truly honored and humbled to receive this award," she said. "CSSA represents the nearly 475,000 students in the CSU, and the fact that this recognition comes from the students marks it as the pinnacle of my career."

Professor Miller has over 60 academic papers and presentations to her credit and has served as an editor for four different academic journals. Her specialties are in argumentation and rhetoric, with an emphasis on visual communication.

Dr. Miller teaches courses in visual communication, argumentation, rhetorical criticism, communication theory, and the role of communication in social change. She brings a wealth of teaching experience to the classroom, having also taught at the Pennsylvania State University, the University of Pittsburgh, Stanford and UC Davis.

She represents Sacramento State on the statewide California State University Academic Senate, has been chair of its Academic Affairs Committee and currently serves as its vice chair. She is also a past Outstanding University Service Award recipient.

INTERNATIONAL TEAM OF ASTRONOMERS DISCOVER SUPER-STRONG QUASAR WINDS

Astrophysicist Paola Rodriguez Hidalgo, professor of astronomy and physics at Humboldt State, studies the inner regions of distant galaxies, called quasars.

Together with a team of Canadian researchers who share her fascination with the extreme ultraviolet winds found near super-massive black holes, she recently discovered the fastest quasar winds in the ultraviolet range—the equivalent of a Category 77 hurricane—near a super-massive black hole more than 10 billion light-years away.

The discovery represents another piece of a galactic puzzle, and also opens hands-on learning opportunities for Rodriguez Hidalgo's students at Humboldt State.

"Quasar outflows, and those at extreme speeds, have always fascinated me," Rodriguez Hidalgo says. "Quasars might be a phase that some, if not all, massive galaxies go through, like adolescence. And we know quasars are there, but we are not sure how they interact with the galaxies around them. That's why these extreme winds are so interesting."

Astronomers have known about the existence of quasar winds since the late 1960s. At least one in four quasars have them. Quasars are the disks of hot gas that form around supermassive black holes at the center of massive galaxies. Quasars generate so much light and heat that they (unlike the hundreds of billions of stars in galaxies that surround quasars) can be seen across the observable universe.

Much of this research is aimed at better understanding outflows from quasars and why they happen.

"We suspect that quasars and their host galaxies form and evolve together, and these winds might be the key connecting them," says Rodriguez Hidalgo. "From what we know, as big galaxies form, they should be making far more stars than what we actually observe. So something—maybe these winds—stops galaxies from producing too many stars."

Through a $23,000 award from NASA and observing time with the Chandra satellite and Gemini North telescope, Rodriguez Hidalgo and her students will use the data to study how X-ray and UV quasar winds might be related.

PROFESSOR PUTS SONOMA STATE ON THE INTERSTELLAR MAP

Physics and Astronomy Professor Lynn Cominsky is putting Sonoma State University on the interstellar map.

Dr, Cominsky has taught at the Rohnert Park campus for three decades, and also works with NASA and other space exploration agencies on, among other things, the study of black holes. One of those agencies is Laser Interferometer Gravitational-wave Observatory (LIGO), which confirmed a key piece of Albert Einstein's Theory of Relativity by detecting gravitational waves emanating from the collision of two black holes in deep space.

She joined LIGO's program advisory committee for a three-year term in 2007, and she now chairs the education working group for the LIGO Scientific Collaboration.

"I am thrilled to be a small part of the LIGO outreach effort," she says. "Studying black holes has been most of my life's work, and the discovery of gravitational waves using LIGO detectors will open an entirely new branch of astronomy."

Dr. Comisky joined the Sonoma State faculty in 1986 and became chair of the Physics and Astronomy Department in 2004. Previously, she worked with the UC Berkeley Space Sciences Laboratory and NASA's Extreme Ultraviolet Explorer Satellite Project. She did her undergraduate work at Brandeis University and earned her Ph.D. from MIT.

As the founder of Sonoma State's Education and Public Outreach Group, Dr. Cominsky's mission is to develop exciting educational materials that inspire students in grades 5 through community college to pursue STEM careers, to train teachers nationwide in the use of these materials and to enhance science literacy in the general public.

"I'm passionate about providing opportunities for female and underrepresented minority students to 'learn by making' through hands-on activities that include computer programming and electronics," she says.

"These skills are badly needed for the U.S. to stay economically competitive, and they are some of the most challenging to teach and to learn."

New Faculty

In recent years, dedicated efforts by the CSU to invest in the future of our students have led to an increase in the number of faculty hires. Significantly, 463 female professors and 327 minority professors were added to the tenure track as of fall 2015, out of a total of 849 new tenure-track faculty members. This helps to ensure that a diverse group of professors will continue to lead instruction at the CSU for years to come.

More information on new faculty hired by the CSU is available in an annual report on the **Faculty Recruitment Survey**. This report contains detailed information on faculty recruitment, faculty demographics and salary offers to new faculty.

These new faculty members join a storied tradition of empowerment, stewardship and investment in CSU students as they mature into the education leaders of tomorrow in California and beyond.

NEW FULL-TIME, TENURE-TRACK FACULTY BY RANK (HEADCOUNT), WITH TENURE
Fall 2015 and Five Years Earlier

Fall 2015

ACADEMIC RANK	TOTAL	MALE	FEMALE	MINORITIES
Professor	10	8	2	5
Associate Professor	33	19	14	18
Assistant Professor	806	359	447	304
TOTAL	**849**	**386**	**463**	**327**

Fall 2010

ACADEMIC RANK	TOTAL	MALE	FEMALE	MINORITIES
Professor	8	3	5	2
Associate Professor	7	3	4	2
Assistant Professor	92	50	42	34
Instructor	1	1	0	0
TOTAL	**108**	**57**	**51**	**38**

Source: CSU annual reports on Faculty Recruitment Survey

Promotions & Tenure

The following tables present data on the number of full-time faculty unit employees who were promoted to a higher academic rank effective fall 2014 and fall 2015 and the number of faculty who earned tenure effective fall 2015. These data include promotions and awards of tenure to instructional faculty as well as non-instructional members of the faculty bargaining unit (librarians and counselor faculty).

PROMOTIONS AMONG FULL-TIME FACULTY (HEADCOUNT) Fall 2015 and Prior Year

PROMOTION TO	FALL 2014	FALL 2015
Professor	362	298
Associate Professor	361	249
Assistant Professor	4	3
TOTAL	**727**	**550**
Unknown	7	7

Ranks include equivalent ranks for librarians and counselor faculty.
Source: CIRS Compendium Report G01

NUMBER OF FACULTY GRANTED TENURE (HEADCOUNT)* Fall 2015

TOTAL	269

Source: Data from custom report run using CIRS (Campus Information Retrieval System) data program prodpgm (pdc9520a/b)

*Includes those granted tenure between 7/1/15 and 12/31/15

Separations

The tables below present information on tenured/tenure track and full-time temporary faculty who separated from CSU employment in 2014-2015 and in the prior year. In 2014-2015, 58 percent of the separations were retirements.

SEPARATIONS AMONG FULL-TIME FACULTY BY CAUSE AND APPOINTMENT STATUS (HEADCOUNT)
2014-15 and 2013-14

2014-15

TENURE STATUS	FULL-TIME HEADCOUNT (2013-14)	RETIREMENT		DEATH		RESIGNATION		NOT REHIRED		TOTAL SEPARATIONS	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	7,207	348	4.8%	14	0.2%	66	0.9%	2	0.0%	430	6.0%
Probationary	2,226	7	0.3%	0	0.0%	95	4.3%	10	0.4%	112	5.0%
Temporary	2,400	52	2.2%	3	0.1%	25	1.0%	85	3.5%	165	6.9%
TOTAL	**11,833**	**407**	**3.4%**	**17**	**0.1%**	**186**	**1.6%**	**97**	**0.8%**	**707**	**6.0%**

2013-14

TENURE STATUS	FULL-TIME HEADCOUNT (2012-13)	RETIREMENT		DEATH		RESIGNATION		NOT REHIRED		TOTAL SEPARATIONS	
		Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
Tenured	7,272	344	4.7%	17	0.2%	83	1.1%	7	0.1%	451	6.2%
Probationary	2,010	7	0.3%	2	0.1%	98	4.9%	21	1.0%	128	6.4%
Temporary	2,171	60	2.8%	5	0.2%	22	1.0%	66	3.0%	153	7.0%
TOTAL	**11,453**	**411**	**3.6%**	**24**	**0.2%**	**203**	**1.8%**	**94**	**0.8%**	**732**	**6.4%**

*Separations as percent of full-time employees within each tenure status (tenured, probationary, temporary, or total faculty).

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

Source: CIRS Compendium Report K19

Salary

AVERAGE SALARIES* FOR FULL-TIME FACULTY BY RANK AND APPOINTMENT TYPE (HEADCOUNT)
Fall 2015

	ACADEMIC YEAR		12-MONTH	
ACADEMIC RANK	HEADCOUNT	AVERAGE SALARIES	HEADCOUNT	AVERAGE SALARIES
Professor	4,196	$96,517	474	$118,509
Associate Professor	2,489	$81,015	97	$98,039
Assistant Professor	2,438	$73,919	12	$88,811
Lecturer	2,425	$56,781	147	$76,801
TOTAL	**11,548**	**$80,061**	**730**	**$106,902**

*Only includes base salaries; additional compensation earned through additional appointments, such as extra quarter assignments and summer sessions, are not included.

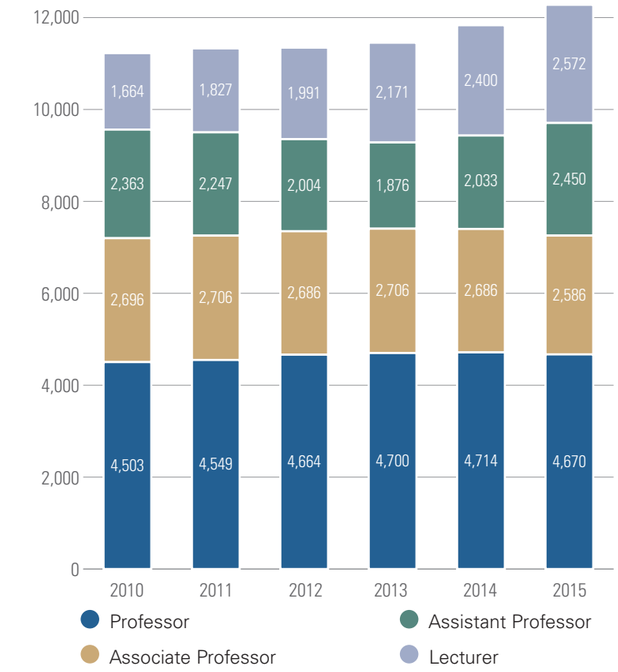
Note: In the 2007 and prior editions of the Profile of CSU Employees, 12-month faculty salaries were adjusted using a conversion factor of 9/11 and then combined with academic year salaries to provide average salaries by rank on an academic year basis. Beginning in 2008, in an effort to provide more detailed information about salaries, the academic year and 12-month salaries are reported separately and without any adjustments.

Campus

HEADCOUNT OF FULL-TIME FACULTY BY RANK AND CAMPUS
Fall 2015

CAMPUS	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	TENURE-TRACK SUBTOTAL	LECTURER	ALL FULL-TIME
Bakersfield	75	54	49	178	90	268
Channel Islands	49	18	45	112	72	184
Chico	213	104	108	425	86	511
Dominguez Hills	93	65	65	223	92	315
East Bay	123	93	88	304	50	354
Fresno	218	150	150	518	168	686
Fullerton	305	239	216	760	221	981
Humboldt	115	46	61	222	59	281
Long Beach	367	210	179	756	270	1,026
Los Angeles	275	107	96	478	144	622
Maritime Academy	19	11	21	51	15	66
Monterey Bay	51	40	56	147	79	226
Northridge	385	175	212	772	165	937
Pomona	240	96	145	481	92	573
Sacramento	344	137	114	595	122	717
San Bernardino	200	68	95	363	92	455
San Diego	332	219	140	691	164	855
San Francisco	326	235	134	695	124	819
San José	312	154	145	611	87	698
San Luis Obispo	280	193	163	636	187	823
San Marcos	108	71	67	246	95	341
Sonoma	121	54	36	211	35	246
Stanislaus	119	47	65	231	63	294
TOTAL	**4,670**	**2,586**	**2,450**	**9,706**	**2,572**	**12,278**

HEADCOUNT OF FULL-TIME FACULTY BY RANK
Fall 2015 and Prior Years



OUTSTANDING PROFESSOR SUPPORTS STUDENTS AND THE EAST BAY COMMUNITY

Dr. Lettie Ramirez has been honored by Cal State East Bay, as its Outstanding Contributor to Community Engagement for her grant writing and support of local public education. The award honors a faculty member deeply committed to the surrounding community.

The honor recognized her dedication to East Bay neighborhoods and for generating more than $11 million in federal, state and private funding for professional development for teachers. Dr. Ramirez, who has been a member of the Department of Teacher Education at Cal State East Bay since 1994, focuses her research on English language learners, multicultural education and Latinos in higher education.

Dr. Ramirez is a leader in GANAS, East Bay's program for Latino transfer students. She has co-authored two books and is serving as the vice president of the American Association of Colleges for Teacher Education. She is also on the board of the California Association of Bilingual Education.

RENOWNED VICTIMOLOGY EXPERT'S VISION HONORED WITH NATIONAL AWARD

World-renowned criminology and victimology expert Dr. John P. Dussich, Fresno State professor emeritus of criminology, received the prestigious Ronald Wilson Reagan Public Policy Award from the Office for Victims of Crime honoring his leadership, vision and innovation leading to significant changes in public policy and practice that benefit crime victims. It was presented at the National Crime Victims' Service Awards ceremony held in Washington, D.C.

Dr. Dussich, who joined the Fresno State faculty in 2003, created the victim advocate concept, establishing the first program in Fort Lauderdale, Fla., in 1974. He is the founder of the National Organization for Victim Assistance, which he launched in Fresno in 1976. Attorney General Loretta Lynch honored nine individuals, programs, teams and organizations at the April ceremony.

Dr. Dussich has taught, conducted research and provided victim services throughout the world, including in the Sudan, Croatia, Israel, El Salvador, Guatemala, Nepal and China. He is the founding secretary general of the World Society of Victimology, which was launched in Munster, Germany in 1979. He served as the society's president and was instrumental in the founding of the American Society of Victimology.

Dr. Yoshiko Takahashi, associate professor of criminology, nominated Dr. Dussich for the award. "I have worked with Dr. Dussich for more than seven years as a colleague and his commitment to victim services throughout his career make him well-qualified for this award," Dr. Takahashi said. "His contribution and efforts to further victims' rights, education and advocacy are admirable."

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2015 snapshot information on employees at all 23 campuses and the Chancellor's Office. All tables and charts in the Employee Profile exclude student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries. Due to significant changes to reporting requirements for the Integrated Postsecondary Education Data System (IPEDS) beginning in 2012, reporting groups have been realigned and cannot be compared directly to groups reported in prior Employee Profiles. Employee reporting has been aligned with the 2010 Standard Occupational Classifications published by the National Bureau of Labor Standards. Data presented in this report were obtained from the following sources:

1. IPEDS DATABASE, ORACLE / PEOPLESOFT

Construction/ Maintenance/ Transportation	Consolidates two IPEDS reporting groups: 1. Natural Resources, Construction and Maintenance Occupations; 2. Production, Transportation and Material Moving Occupations. Includes electricians, mechanics, carpenters, painters, agricultural workers, gardeners, equipment technicians, equipment operators, etc. Most employees in this group were previously reported in the Skilled Crafts group; of the remainder, most were previously reported in the Technical and Paraprofessional or Service/Maintenance groups.
Faculty	All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors. Also excludes extension or summer session faculty.
Management*	Includes executives, vice presidents, directors, managers, deans and other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. Employees in the Management group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations (supervisors are no longer included in this group). All employees in the Management group are classified by the CSU as either Executives or members of the Management Personnel Plan. Employees in this group were previously reported in the Executive, Administrative and Managerial group.
Office/Administrative Support	Includes departmental secretaries; payroll, receiving and account clerks; administrative assistants and coordinators; accounting technicians, data entry operators, credential analysts and evaluators; property clerks; police dispatchers, etc. Most employees in this group were previously reported in the Clerical and Secretarial group; of the remainder, most were formerly reported in the Technical and Paraprofessional or Service/Maintenance groups.
Professional/Technical Occupations	Consolidates six IPEDS reporting groups: 1. Community Service, Legal, Arts, and Media Occupations; 2. Business and Financial Operations Occupations; 3. Healthcare Practitioner and Technical Occupations; 4. Computer, Engineering, and Science Occupations; 5. Non-Postsecondary Teaching; 6. Librarians, Archivists, and Curators. Most employees in these six groups were previously reported either as Professional or Technical and Paraprofessional. Also includes coaches and counselors.
Service Occupations	Includes custodians, grounds workers, police officers, food service workers, parking officers, etc. Most employees in this group were previously reported in the Service/Maintenance group; of the remainder, most were previously reported in the Other Professional or Technical and Paraprofessional groups.

2. CAMPUS INFORMATION RETRIEVAL SYSTEM (CIRS) - PRIOR YEARS DATA

Clerical & Secretarial	Includes departmental secretaries; payroll, receiving and account clerks; etc.
Executive, Administrative, & Managerial*	Includes executives, vice presidents, directors, managers, deans, accounting supervisors, employment supervisors and any other management personnel with primary (and major) responsibility for management of the institution or recognized subdivision or department, etc. or any other supervisory personnel with responsibility for professional employees. Employees in the Executive, Administrative, and Managerial group customarily and regularly direct the work of others and perform work directly related to management policies or general business operations or supervise the work of professional employees and perform work similar to that of those they supervise. All employees in the Executive, Administrative & Managerial group are classified by the CSU as either Executives or members of the Management Personnel Plan (MPP).
Faculty	All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors (counted among "Other Professional"). Also excludes extension or summer session faculty.
Other Professional	Includes employees whose jobs require a college education or comparable experience; excludes faculty and individuals meeting the IPEDS definition of Executive, Administrative, & Managerial employees.
Service/Maintenance	Includes custodians, gardeners, laborers, campus guards, etc.
Skilled Crafts	Includes electricians, mechanics, carpenters, etc.
Technical & Paraprofessional	Includes employees whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support, and equipment technicians.

*Employees in CSU's Management Personnel Plan (MPP) are assigned to IPEDS occupational groups based on their job responsibilities. Besides the Management group, MPP employees are distributed across several other occupational groups.

3. CSU FACULTY RECRUITMENT SURVEY

New Faculty	Instructional faculty members appointed to tenure-track positions and scheduled to begin service during the 2014/15 academic year, as reported by campuses in the annual CSU Faculty Recruitment Survey. Includes all employees newly appointed to tenure-track positions at the reporting campus, including those who previously held tenure-track appointments elsewhere in the CSU or temporary appointments at the reporting campus or other CSU campuses. Does not include employees appointed as tenure-track librarians or counselors.

TECHNICAL NOTES AND GLOSSARY

FERP Faculty	Refers to faculty employees who participate in the Faculty Early Retirement Program.
FTE Positions	Refers to the total "full-time equivalent positions" filled by all full-time and part-time employees.
Full-Time	Individuals employed "100% time"; includes full-time employees on leave with pay.
Lecturer	Includes all instructional faculty with temporary appointments (non-tenure track).
Minority	Includes individuals who reported an ethnic/racial background other than "White." Individuals who did not report an ethnic/racial background are counted in a "Race/Ethnicity/Gender Unknown" category.
Part-Time	Includes employees whose assignments at a given campus are less than 100% time. Individuals employed simultaneously at two campuses are counted as two employees.
Probationary Faculty	Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a "terminal" year.
Race/Ethnicity/Gender Unknown	Includes all individuals who did not self-report a racial/ethnic background and/or gender.
Staff Employees	Refers to all employees who are not "faculty" as defined above.
Support	Includes persons in the following employee categories: Clerical & Secretarial, Technical & Paraprofessional, Skilled Crafts, and Service/Maintenance.
Temporary Faculty	Members of the faculty bargaining unit with temporary appointments (non-tenure track). Include lecturers, temporary librarians, faculty coaches, and temporary faculty counselors.
Tenured Faculty	Tenure-track faculty employees who have been awarded tenure.
Total	Data shown throughout this report exclude student employees, intermittent employees and extension and summer session faculty.

Note: Percentages referenced throughout report may not add up to 100 percent because of rounding.

Questions about the data in the Employee Profile should be directed to: hradmin@calstate.edu

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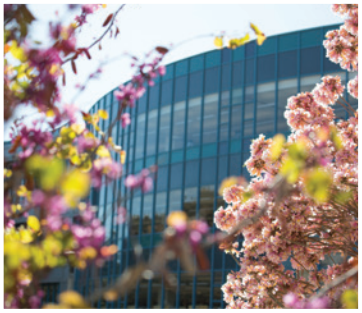

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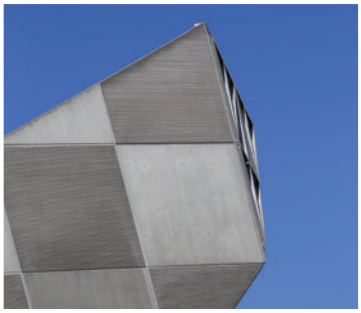

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