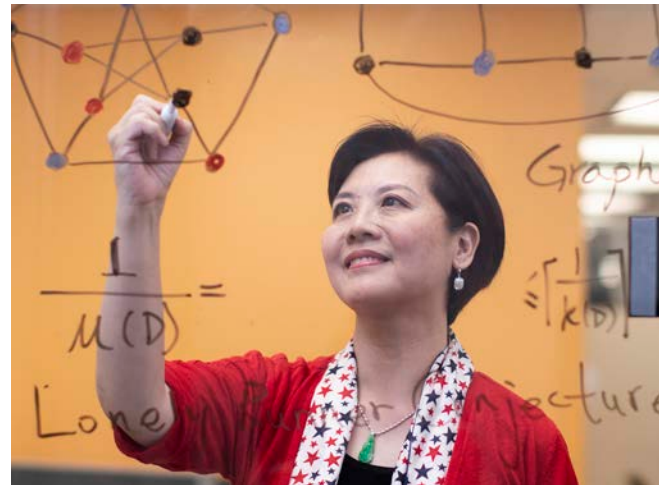


# THE EMPLOYEES OF THE **CALIFORNIA STATE UNIVERSITY**

AN ANNUAL PROFILE OF CSU'S WORKFORCE







# THE CALIFORNIA STATE UNIVERSITY

## INNOVATION THROUGH UNITY

Innovation and success are born when minds unite in collaboration and hearts are inspired by a shared vision. By combining diverse perspectives, fostering creativity and working together with purpose, we amplify our potential and unlock possibilities that exceed the limits of individual effort.

Our superpower lies in the collective, synergistic efforts that connect students and communities, creating pathways to successful outcomes. By working together with purpose and unity, we bridge knowledge and action, fostering meaningful relationships that empower growth and inspire change. This collaboration not only enriches students' experiences but also strengthens the communities we serve, ensuring a brighter, more impactful future for all.

Through inspired teamwork and a relentless pursuit of excellence, we transform challenges into opportunities and ideas into groundbreaking achievements. It is through our collaborative spirit and unwavering dedication that we transform aspirations into remarkable outcomes and build a legacy of success.

Together, we shape the future of the CSU and the lives of our students with our collective brilliance.





## Dear Friends of the California State University,

The CSU's greatest strength lies in its people—their passion, talent and unwavering dedication. It is through their collective efforts, diverse perspectives and experiences that challenges are overcome, goals are achieved and innovation thrives. By empowering individuals, fostering collaboration, and celebrating each unique contribution, we build a culture of excellence and purpose. Together, our people are the foundation of our success and the driving force behind achieving the mission of the California State University.

This annual Employee Profile provides a snapshot of current statistics on our workforce, including faculty, staff and student employees. It also highlights some of the talented workforce who've made significant impacts on their universities and local communities through their immersive programs, and showcases photography from many of our campuses.

As a national leader in higher education, we are steadfast in our commitment to providing superior higher educational opportunities that empower individuals to realize their fullest potential. By fostering a dynamic and inclusive learning environment, we inspire intellectual curiosity, innovation and personal growth. Through excellence in teaching, research and collaboration, we prepare our students to become leaders, critical thinkers and changemakers in an ever-evolving world. Together, we shape a brighter future through the transformative power of education.

Each day, the hard work, creativity and resilience of our workforce inspires greatness and builds the foundation for transformative learning. Their remarkable contributions embody the heart and soul of our mission, which are illustrated in the data and examples of collaboration shared in this publication. I hope you will find this information inspiring and useful.

Warm regards,

Frank Hurtarte  
Vice Chancellor Human Resources and  
Chief Human Resources Officer



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# TABLE OF CONTENTS

FALL 2024



# CSU WORKFORCE

## 6 CSU SHILEY HAYNES INSTITUTE FOR PALLIATIVE CARE

### EMPLOYEES BY EMPLOYEE GROUP AND CAMPUS

- 11 Employee Head Count by Employee Group, Fall 2024
- 11 Employee Head Count and Distribution by Employee Group and Time Base, Fall 2022 to Fall 2024
- 12 Employee Salary Distribution by Employee Group, Fall 2022 to Fall 2024
- 12 Employee Salary and Head Count Distribution by Collective Bargaining Unit, Fall 2024
- 13 Employee Head Count and FTE by Campus and Time Base, Fall 2024
- 13 Employee Head Count by Campus, Employee Group and Time Base, Fall 2024

### EMPLOYEES BY GENDER AND RACE/ETHNICITY

- 15 Employee Distribution by Race/Ethnicity and Time Base, Fall 2024
- 15 Employee Distribution and Head Count by Race/Ethnicity and Time Base, Fall 2024
- 16 Employee Distribution by Gender and Time Base, Fall 2024
- 16 Employee Distribution and Head Count by Gender and Time Base, Fall 2024
- 17 Employee Head Count by Race/Ethnicity, Fall 2020 to Fall 2024
- 17 Employee Distribution by Race/Ethnicity, Fall 2020 to Fall 2024
- 17 Employee Head Count by Gender, Fall 2020 to Fall 2024
- 17 Employee Distribution by Gender, Fall 2020 to Fall 2024
- 18 Employee Distribution by Race/Ethnicity Within Employee Group, Fall 2024
- 19 Employee Distribution by Employee Group Within Race/Ethnicity, Fall 2024
- 20 Employee Distribution by Gender Within Employee Group, Fall 2024
- 20 Employee Distribution by Employee Group Within Gender, Fall 2024
- 22 Employee Distribution by Employee Group, Gender and Race/Ethnicity, Fall 2024
- 23 Employee Head Count by Employee Group and Race/Ethnicity, Fall 2024 and Fall 2019

## AGE DISTRIBUTION OF CSU EMPLOYEES

- 24 Employee Distribution by Employee Group and Age, Fall 2024
- 24 Employee Distribution by Race/Ethnicity and Age, Fall 2024
- 24 Employee Head Count and Distribution by Employee Group and Age, Fall 2024
- 25 Employee Head Count and Distribution by Race/Ethnicity and Age, Fall 2024
- 25 Employee Distribution by Gender and Age, Fall 2024
- 25 Employee Head Count and Distribution by Gender and Age, Fall 2024

## 26 THE WANG FAMILY EXCELLENCE AWARD WINNERS 2025

## 28 CSU RANKINGS

# CSU FACULTY

## 30 CENTER FOR CYBER AND AI GENDER AND RACE/ETHNICITY

- 35 Non-Instructional Faculty Distribution by Race/Ethnicity, Fall 2024
- 35 Non-Instructional Faculty Distribution by Gender, Fall 2024
- 36 Non-Instructional Faculty Distribution by Employee Group, Gender and Race/Ethnicity, Fall 2024
- 36 Instructional Faculty Head Count by Rank, Fall 2020 to Fall 2024
- 37 Instructional Faculty Head Count by Rank and Race/Ethnicity, Fall 2024 and Fall 2019
- 37 Instructional Faculty Head Count by Rank and Gender, Fall 2024 and Fall 2019
- 38 Instructional Faculty Head Count by Tenure Status and Race/Ethnicity, Fall 2024 and Fall 2019
- 39 Instructional Faculty Head Count by Tenure Status and Gender, Fall 2024 and Fall 2019
- 39 Instructional Faculty Head Count by Tenure Status, Gender and Race/Ethnicity, Fall 2024
- 40 Instructional Faculty Distribution by Employee Group, Gender and Race/Ethnicity, Fall 2024

## TENURE STATUS

- 41 Tenure-Track Instructional Faculty Head Count by Rank, Fall 2024
- 41 Instructional Faculty With Doctorate Head Count by Rank, Fall 2024
- 41 Instructional Faculty Head Count by Tenure Status and Race/Ethnicity, Fall 2024 and Fall 2019

- 41 Instructional Faculty Head Count by Tenure Status and Gender, Fall 2024 and Fall 2019

## NEW FACULTY

- 42 New Tenure-Track Instructional Faculty, Fall 2020 to Fall 2024

## PROMOTIONS AND TENURE

- 42 Tenure-Track Instructional Faculty Promotions, Fall 2020 to Fall 2024
- 42 Tenure-Track Instructional Faculty Granted Tenure, Fall 2020 to Fall 2024

## SEPARATIONS

- 43 Separations Among Full-Time Tenure-Track Instructional Faculty by Cause and Appointment Status, Fall 2020 to Fall 2024

## SALARY

- 44 Instructional Faculty Head Count and Average Salary by Rank and Appointment Type, Fall 2024

## CAMPUS

- 45 Instructional Faculty Head Count by Campus and Rank, Fall 2024

# CSU STUDENT EMPLOYEES

## 46 MOSS LANDING MARINE LABORATORIES

## ACADEMIC STUDENT EMPLOYEES

- 51 Academic Student Employee Head Count by Campus and Race/Ethnicity, Fall 2024
- 52 Academic Student Employee Head Count by Campus and Gender, Fall 2024

## NON-ACADEMIC STUDENT EMPLOYEES

- 52 Non-Academic Student Employee Head Count by Campus and Race/Ethnicity, Fall 2024
- 53 Non-Academic Student Employee Head Count by Campus and Gender, Fall 2024

# TECHNICAL NOTES AND GLOSSARY

- 55 Technical Notes
- 55 Glossary

# 57 ACKNOWLEDGMENTS



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# CSU SHILEY HAYNES INSTITUTE FOR PALLIATIVE CARE



**MULTI-CAMPUS COLLABORATION**

The CSU Shiley Haynes Institute for Palliative Care (CSUSHIPC) provides education to students and healthcare professionals, while increasing awareness, building advocacy and promoting research to advance the care of those living with serious illness and their communities. “We firmly believe that joys are amplified, and sorrows are made bearable when shared with others who care,” says Executive Director, Sharon Hamill.

The institute serves the entire CSU system and was founded in 2012 at CSU San Marcos (SM), which serves as the systemwide office. As a result of the substantial philanthropic support the institute has received, CSUSHIPC has expanded its educational efforts and grown from two to six universities, which now include Cal State Monterey Bay (MB), Fresno State (FS) and Sonoma State (SS). This fall the partnership will add San José State (SJS) and Northridge (CSUN). The systemwide office provides foundational guidance to these CSU partners in support of their collaborative work, as well as their local efforts to develop and deliver palliative care education to future professionals and their communities.

As a leader in California’s palliative care education, the CSUSHIPC aims to specifically address the critical gaps in palliative care training and interprofessional education (IPE) that exist within California’s healthcare workforce. It is uniquely poised to expansively address the issue of workforce capacity across the state through integrating generalist palliative care curriculum into CSU’s healthcare disciplines, as well as increasing equitable education opportunities for specialty palliative care professionals. A recent \$200K grant from the Hearst Foundation will further advance IPE at both San Marcos and Fresno universities.

CSUSHIPC has trained over 32,500 healthcare professionals from 49 countries and all 50 states through online courses and participation in the National Symposium on Academic Palliative Care Education and Research. Additionally, it has impacted more than 51,800 students and future healthcare professionals through various educational programs.

## A TEAM APPROACH TO ADVANCE PATIENT-CENTERED CARE

Palliative care, at its core, epitomizes community. It is a team-based practice that brings together interdisciplinary healthcare teams from a myriad of backgrounds to leverage each specialist’s expertise to provide care for seriously ill patients in some of the most challenging times of their lives.

The employees involved in the program consistently share it is the collaborative approach amongst CSU teams that has been most instrumental in the institute’s growth and success:

- “Meaningful change in education starts when people come together, working hard to make a positive difference for the students they serve,” says Sarah Guadarrama, grant writer and curriculum specialist for the program.
- “The impact on our student populations is greater by sharing ideas and implementation across universities—it’s an excellent example of interdisciplinary and interprofessional education in action,” says Helen Miltiades, faculty director at Fresno State.
- “True collaboration leverages diverse perspectives, knowledge and skillsets. By collaborating across our universities, our collective impact across the state is far greater than siloed efforts individually,” Katie Robinson, the interprofessional education lead for the institute, says. “This often saves me time from reinventing a wheel that’s already been tested by one of my brilliant colleagues at another university.”
- “As a student, the opportunity to work with and receive guidance from such a supportive and collaborative team has taught me it’s not just about design, but how I approach my work,” says Nathalia Ortiz, graphic design/communications intern.
- “People generally view palliative care as synonymous with death and dying—which is a huge misconception,” says Alyssa Erikson, faculty director at CSUMB. “As we incorporate more education and outreach about palliative care, the community starts to shift in how serious illness is regarded, which lessens the fear. In turn, communities can come together to support each other in life and death.”
- Cynthia Runge, business operations analyst at CSUSM states, “I am honored to be part of such a passionate and dedicated community of professionals. With the addition of our new campus partnerships, I’m looking forward to continuing to support even greater growth in the future.”



## MAKING AN IMPACT

Campus partners build awareness of palliative care through programs for students, faculty, health professionals and caregivers in their communities. The CSU Shiley Haynes Institute for Palliative Care develops and hosts a wide range of programs and is focused on creating innovative research, education and awareness campaigns to elevate palliative care.

- New online communities in interprofessional education, pediatric palliative care and spirituality were launched in the fall of 2024.
- Information sessions with faculty, annual scholarship for students and ongoing development and improvements to palliative care curricula.
- Supports undergraduate and graduate students impacted by serious illness or caregiving to aid in their academic success.
- Hosts the Annual National Symposium for Academic Palliative Care Education and Research, which has reached almost 52,000 students and healthcare professionals since 2012.
- Collaborative Webinar Communities and training for pediatric palliative care and dementia.
- Community-based awareness and educational events, resources, programs and workshops supporting the awareness, advancement and adoption of palliative care education, standards and accessibility.

The CSU is dedicated to educating current and future healthcare professionals and addressing the critical workforce needs. CSUSHIPC supports the CSU systemwide in meeting these goals within their own communities, while also promoting systemwide collaboration in palliative care education.

- “Being a part of an initiative involving many different universities within the CSU has been challenging yet rewarding,” says McKenzie Blake, associate director of educational programs. “Collaborating with the faculty directors on planning the Annual National Symposium has taught me the importance of diverse minds, and the power of collaboration across the campuses.”
- “My network has expanded within higher education and palliative care,” says Carolyn Yonda, LMS administrator/eLearning developer. “Being part of change takes time, and it is rewarding to see our hard work and perseverance exemplified at the National Symposium.”
- Faculty director at Fresno State, Michael Duffy says, “I’m proud the CSU system has recognized the value of palliative care and provided a platform for us to promote palliative care education on and off campus, for our students and our broader community members. I’m pleased to contribute to building a workforce of future and current health care professionals who are conversant with palliative care and may even become specialists in palliative care.”
- “It is truly an honor to work with such a talented, devoted and compassionate group of people,” says Sharon Hamill, executive director. “Together we are paving the way so that all of us can benefit from the whole person health care.”



## MULTI-CAMPUS COLLABORATION



## MANAGEMENT/STAFF

- **Dr. Sharon B. Hamill**, Executive Director (CSUSM)
- **Mckenzie Blake**, MA, Associate Director of Educational Programs (previous student intern) (CSUSM)
- **Sarah Guadarrama**, MA, Grant Writer and Curriculum Specialist (previous student intern) (CSUSM)
- **Cynthia Runge**, Business Operations Analyst (CSUSM)
- **Carolyn Yonda**, MA, LMS Administrator/eLearning Developer (CSUSM)



## FACULTY

- **Krista Altaker**, Professor of Nursing, Co-Faculty Director of the Sonoma State campus partner office (SS)
- **Alyssa Erikson**, Professor of Nursing, Faculty Director of CSU Monterey Bay campus partner office (CSUMB)
- **Michael McDuffie**, Associate Professor of Philosophy, Director of the CSUSM campus partner office (CSUSM)
- **Helen Miltiades**, Professor of Gerontology, Faculty Director of Fresno State campus partner office (FS)
- **Katie Robinson**, Assistant Professor, Nursing and Interprofessional Education Lead for the Institute (CSUSM)
- **Adele Santana**, Co-Faculty Director of the Sonoma State campus partner office (CSUSM)

## STUDENT EMPLOYEE

- **Nathalia Ortiz**, Graphic Design/Communications Intern (CSUSM)





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# CSU WORKFORCE

FALL 2024





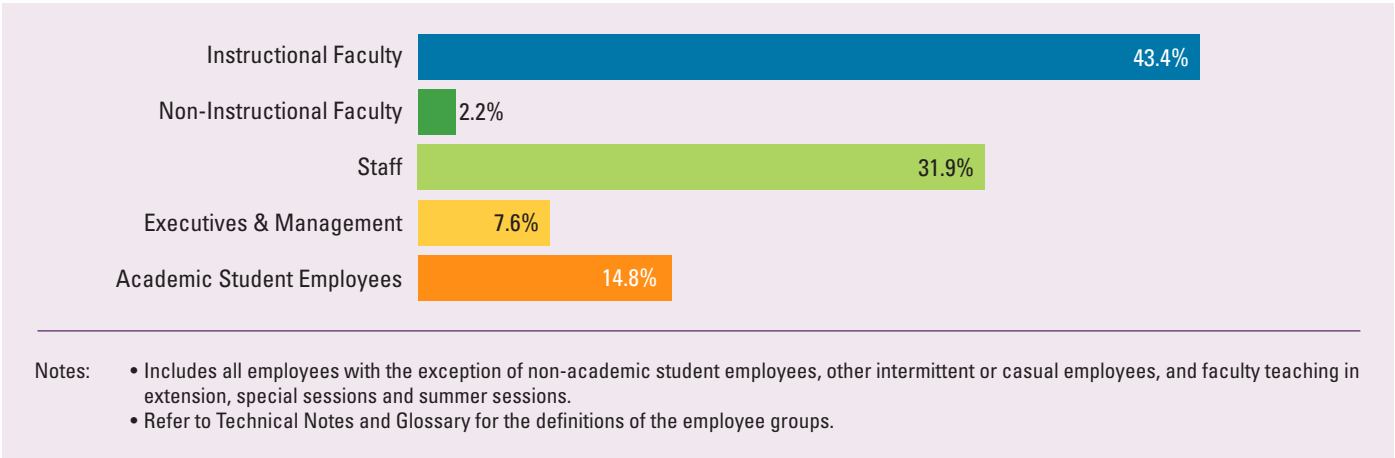
This report draws on CSU employment data as of fall 2024, profiling the university’s evolving workforce and underscoring the CSU’s commitment to hiring a well-qualified, diverse faculty and staff. The pages that follow provide a high-level summary of personnel at the CSU, weaving analytics, stories and images in an annual portrait of the more than 63,000 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 Academic Student Employees. Figures are also disaggregated by three demographic categories: Race/Ethnicity, Gender and Age. Summaries representing faculty and student employees wrap up the quantitative sections of this profile.

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

EMPLOYEES BY EMPLOYEE GROUPS AND CAMPUS

EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP, FALL 2024



EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND TIME BASE, FALL 2022 TO FALL 2024

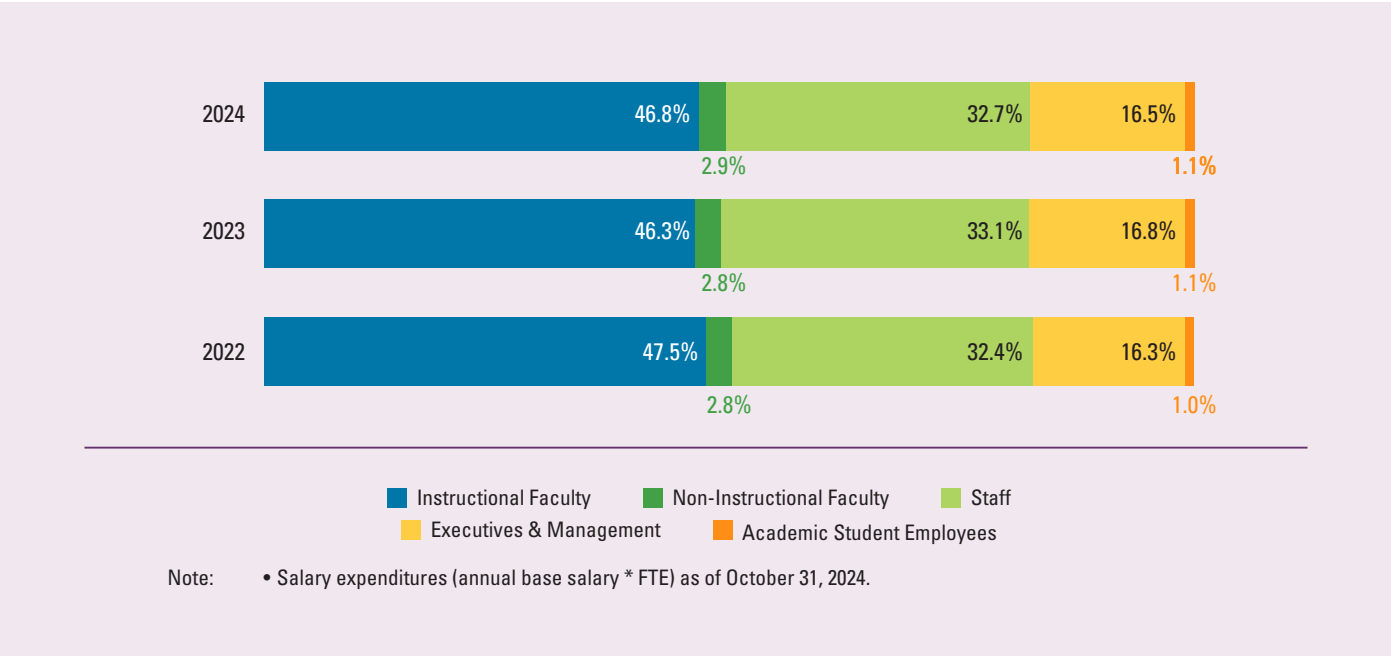
YEAR	EMPLOYEE GROUP	FULL-TIME		PART-TIME		TOTAL	
		Head Count	%	Head Count	%	Head Count	%
2024	Instructional Faculty	13,648	34.8%	13,857	57.3%	27,505	43.4%
	Non-Instructional Faculty	1,079	2.8%	335	1.4%	1,414	2.2%
	Staff	19,609	50.0%	631	2.6%	20,240	31.9%
	Executives & Management	4,799	12.2%	16	0.1%	4,815	7.6%
	Academic Student Employees	58	0.1%	9,343	38.6%	9,401	14.8%
	Total	39,193	100.0%	24,182	100.0%	63,375	100.0%
2023	Instructional Faculty	13,624	34.9%	14,203	58.5%	27,827	43.9%
	Non-Instructional Faculty	1,069	2.7%	321	1.3%	1,390	2.2%
	Staff	19,575	50.1%	665	2.7%	20,240	31.9%
	Executives & Management	4,764	12.2%	21	0.1%	4,785	7.6%
	Academic Student Employees	43	0.1%	9,072	37.4%	9,115	14.4%
	Total	39,075	100.0%	24,282	100.0%	63,357	100.0%
2022	Instructional Faculty	13,601	35.8%	14,199	57.9%	27,800	44.5%
	Non-Instructional Faculty	1,036	2.7%	306	1.2%	1,342	2.1%
	Staff	18,794	49.5%	661	2.7%	19,455	31.1%
	Executives & Management	4,510	11.9%	27	0.1%	4,537	7.3%
	Academic Student Employees	49	0.1%	9,324	38.0%	9,373	15.0%
	Total	37,990	100.0%	24,517	100.0%	62,507	100.0%

Notes:

- Includes all employees with the exception of non-academic 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 2022 TO FALL 2024



EMPLOYEE SALARY AND HEAD COUNT DISTRIBUTION BY COLLECTIVE BARGAINING UNIT, FALL 2024

UNION/GROUP	% OF TOTAL SALARY	% OF EMPLOYEES
California Faculty Association (CFA)	49.7%	45.6%
California State University Employees Union (CSUEU)	22.9%	22.9%
Executives & Management Personnel Plan	16.5%	7.6%
Academic Professionals of California (APC)	5.5%	5.8%
Teamsters Local 2010	2.1%	1.7%
Academic Student Employees (UAW)	1.1%	14.8%
Confidential Classes	0.9%	0.8%
Statewide University Police Association (SUPA)	0.8%	0.5%
Union of American Physicians and Dentists (UAPD)	0.3%	0.1%
Excluded Classes	0.1%	0.2%
International Union of Operating Engineers (IUOE)	0.0%	0.0%
Total	100.0%	100.0%

Notes:

- Includes all employees with the exception of non-academic 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 2024

CAMPUS	FULL-TIME		PART-TIME		TOTAL	
	Head Count	FTE	Head Count	FTE	Head Count	FTE
Bakersfield	948	955.5	440	145.4	1,388	1,100.8
Chancellor's Office	722	722.3	*	*	724	723.2
Channel Islands	765	769.0	298	94.7	1,063	863.8
Chico	1,434	1,440.3	768	217.8	2,202	1,658.1
Dominguez Hills	1,227	1,230.8	593	247.1	1,820	1,477.9
East Bay	1,072	1,076.6	624	187.8	1,696	1,264.4
Fresno	1,827	1,828.9	1,164	410.8	2,991	2,239.7
Fullerton	2,793	2,824.3	1,691	587.9	4,484	3,412.2
Humboldt	931	934.2	471	154.7	1,402	1,088.9
Long Beach	2,928	2,937.3	2,273	709.0	5,201	3,646.3
Los Angeles	1,658	1,661.3	1,228	445.9	2,886	2,107.1
Maritime Academy	212	212.6	53	10.5	265	223.1
Monterey Bay	724	731.9	349	116.1	1,073	847.9
Northridge	2,636	2,649.2	1,945	663.8	4,581	3,313.0
Pomona	1,954	1,960.7	1,185	546.9	3,139	2,507.6
Sacramento	2,312	2,315.4	1,315	421.0	3,627	2,736.5
San Bernardino	1,587	1,593.7	836	296.4	2,423	1,890.1
San Diego	3,163	3,171.4	2,587	770.8	5,750	3,942.2
San Francisco	2,122	2,127.6	1,244	372.7	3,366	2,500.3
San José	2,445	2,449.9	1,905	564.4	4,350	3,014.3
San Luis Obispo	2,638	2,649.0	1,533	266.7	4,171	2,915.7
San Marcos	1,295	1,304.7	745	244.5	2,040	1,549.2
Sonoma	828	830.8	437	112.3	1,265	943.0
Stanislaus	972	975.4	496	135.9	1,468	1,111.3
<b>Systemwide</b>	<b>39,193</b>	<b>39,352.7</b>	<b>24,182</b>	<b>7,723.7</b>	<b>63,375</b>	<b>47,076.5</b>

## EMPLOYEE HEAD COUNT BY CAMPUS, EMPLOYEE GROUP AND TIME BASE, FALL 2024

CAMPUS	FULL-TIME				PART-TIME				TOTAL
	Faculty	Staff	Students	Total	Faculty	Staff	Students	Total	
Bakersfield	368	580		948	327	13	100	440	1,388
Chancellor's Office		722		722		*		*	724
Channel Islands	233	530	*	765	196	8	94	298	1,063
Chico	499	935		1,434	397	30	341	768	2,202
Dominguez Hills	460	767		1,227	497	12	84	593	1,820
East Bay	359	708	*	1,072	398	28	198	624	1,696
Fresno	846	981		1,827	658	20	486	1,164	2,991
Fullerton	1,162	1,627	*	2,793	1,087	27	577	1,691	4,484
Humboldt	307	624		931	249	15	207	471	1,402
Long Beach	1,179	1,749		2,928	1,371	54	848	2,273	5,201
Los Angeles	673	985		1,658	900	17	311	1,228	2,886
Maritime Academy	69	143		212	20	*	30	53	265
Monterey Bay	250	474		724	221	16	112	349	1,073
Northridge	979	1,657		2,636	1,194	72	679	1,945	4,581
Pomona	732	1,190	32	1,954	771	17	397	1,185	3,139
Sacramento	928	1,384		2,312	914	12	389	1,315	3,627
San Bernardino	569	1,003	15	1,587	574	11	251	836	2,423
San Diego	1,174	1,989		3,163	1,070	96	1,421	2,587	5,750
San Francisco	798	1,324		2,122	678	85	481	1,244	3,366
San José	957	1,488		2,445	1,122	34	749	1,905	4,350
San Luis Obispo	1,059	1,579		2,638	473	24	1,036	1,533	4,171
San Marcos	473	822		1,295	505	24	216	745	2,040
Sonoma	247	581		828	242	17	178	437	1,265
Stanislaus	406	566		972	328	10	158	496	1,468
<b>Systemwide</b>	<b>14,727</b>	<b>24,408</b>	<b>58</b>	<b>39,193</b>	<b>14,192</b>	<b>647</b>	<b>9,343</b>	<b>24,182</b>	<b>63,375</b>

- Notes:
- Includes all employees with the exception of non-academic 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 five or fewer employees.





## EMPLOYEE DEMOGRAPHICS

The CSU is home to a diverse student, faculty and staff population across its 23 universities and the Chancellor's Office.

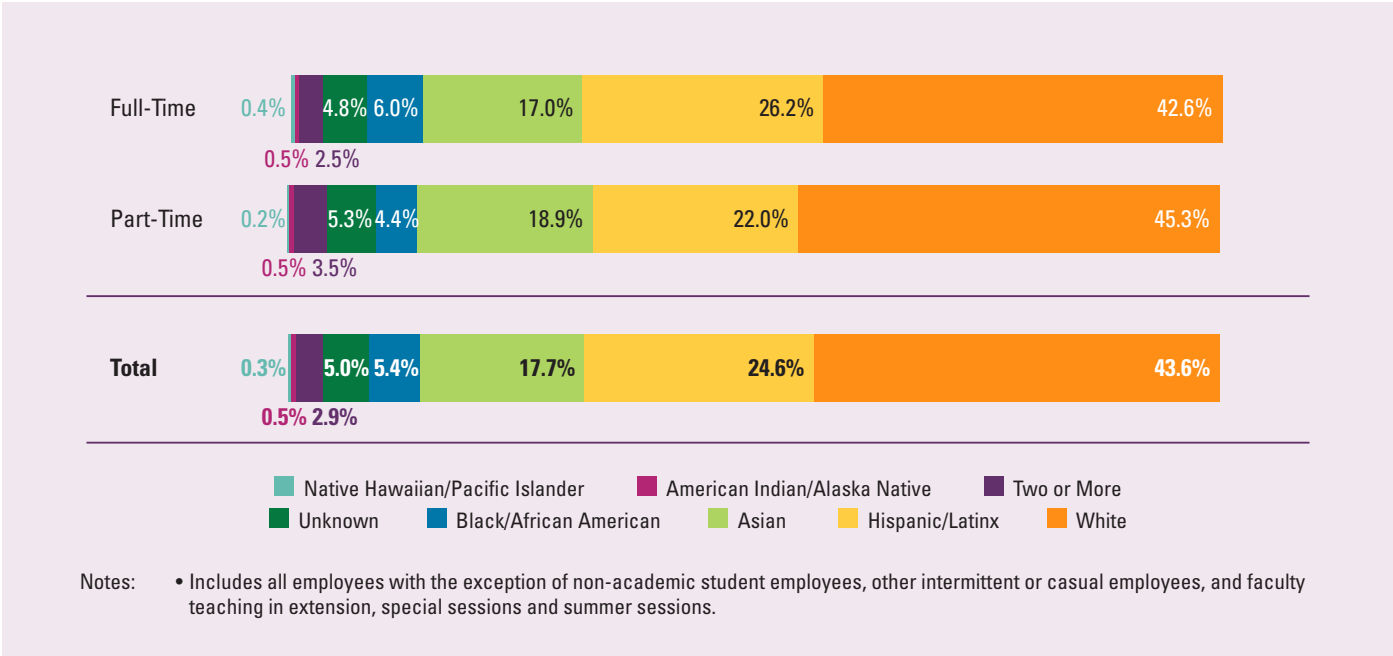
At the CSU, 55.4 percent of the workforce are women. Within the executive and management workforce, this increases slightly to 57.2 percent.

And in fact, 12 of CSU's 23 presidents are women and five are from historically underrepresented populations. In terms of race, ethnicity and gender, nearly 58 percent of all Latinx and Black employees are female, with the staff population already around 61.0 percent for those two groups.

The median age of the CSU workforce in 2024 is 44. Two or more races have the youngest median age, at 34 ; Hispanics have the second youngest median age, at 37 while white men hold the oldest median age, at 49. The Academic Student Employees are the youngest employee group, with a median age of 23. The next youngest group, with a median age of 40 are non-instructional faculty, which includes coaches, counselors and librarians. The oldest employee group is executives and management, with a median age of 49.



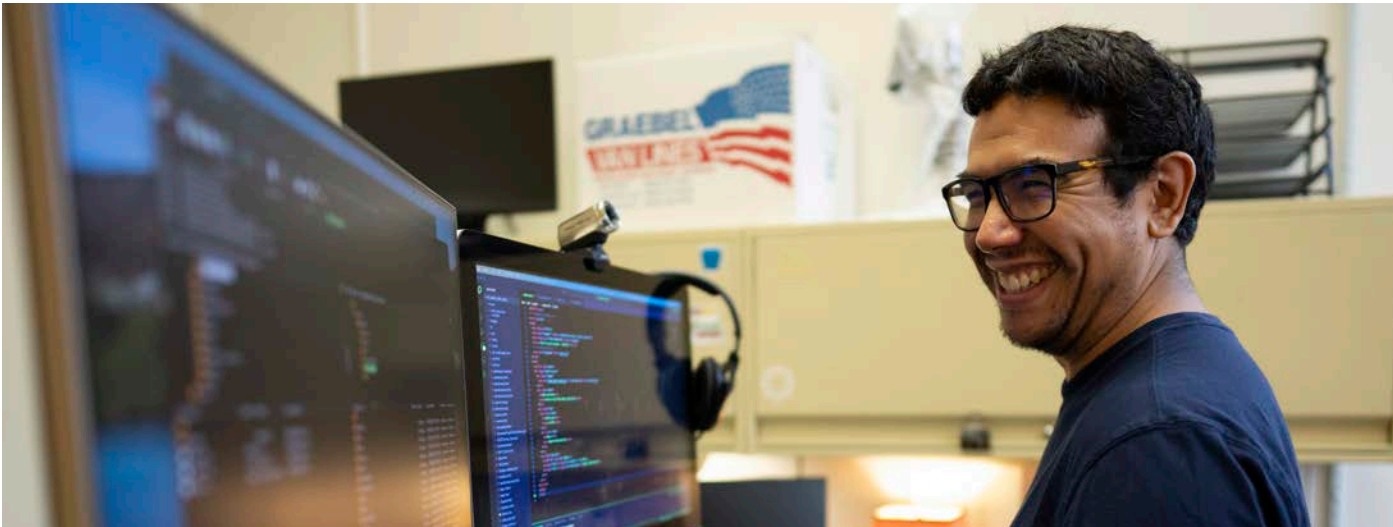
EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND TIME BASE, FALL 2024



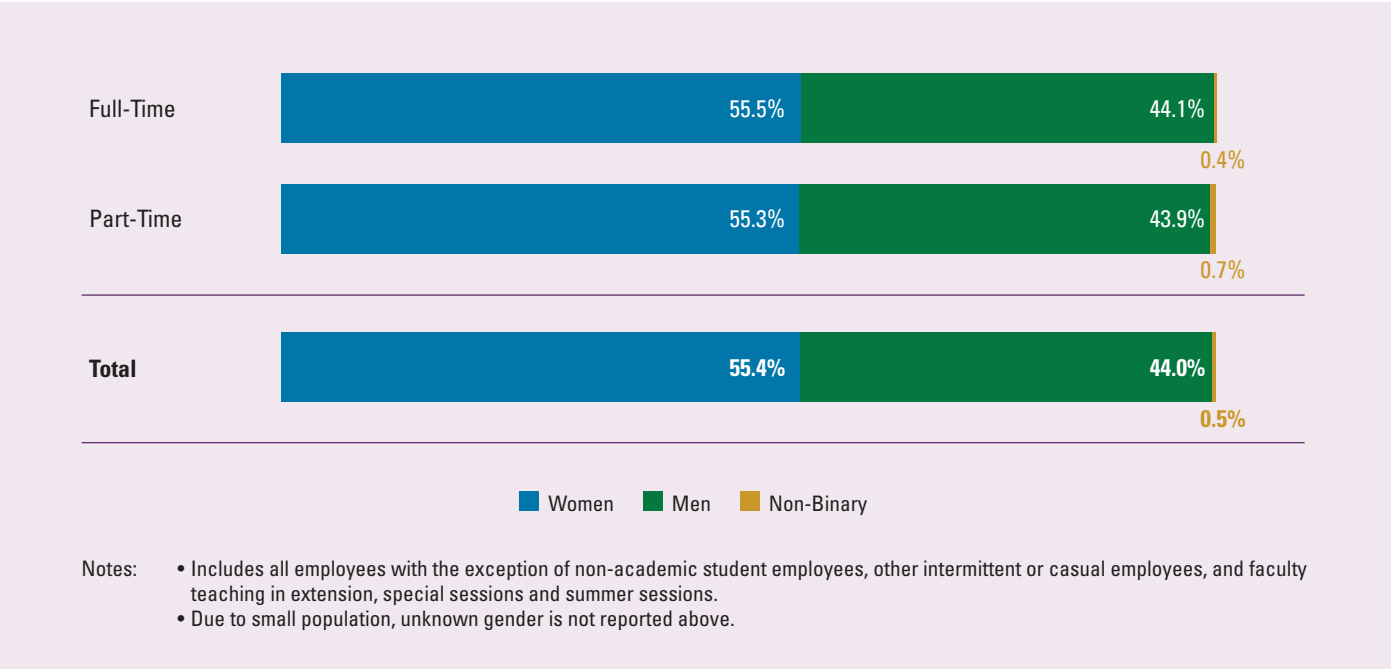
EMPLOYEE DISTRIBUTION AND HEAD COUNT BY RACE/ETHNICITY AND TIME BASE, FALL 2024

RACE / ETHNICITY	FULL-TIME		PART-TIME		TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Native Hawaiian/Pacific Islander	150	0.4%	52	0.2%	202	0.3%
American Indian/Alaska Native	206	0.5%	114	0.5%	320	0.5%
Two or More	978	2.5%	836	3.5%	1,814	2.9%
Unknown	1,865	4.8%	1,273	5.3%	3,138	5.0%
Black/African American	2,351	6.0%	1,076	4.4%	3,427	5.4%
Asian	6,672	17.0%	4,567	18.9%	11,239	17.7%
Hispanic/Latinx	10,281	26.2%	5,312	22.0%	15,593	24.6%
White	16,690	42.6%	10,952	45.3%	27,642	43.6%
Total	39,193	100.0%	24,182	100.0%	63,375	100.0%

Notes: • Includes all employees with the exception of non-academic 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 2024



EMPLOYEE DISTRIBUTION AND HEAD COUNT BY GENDER AND TIME BASE, FALL 2024

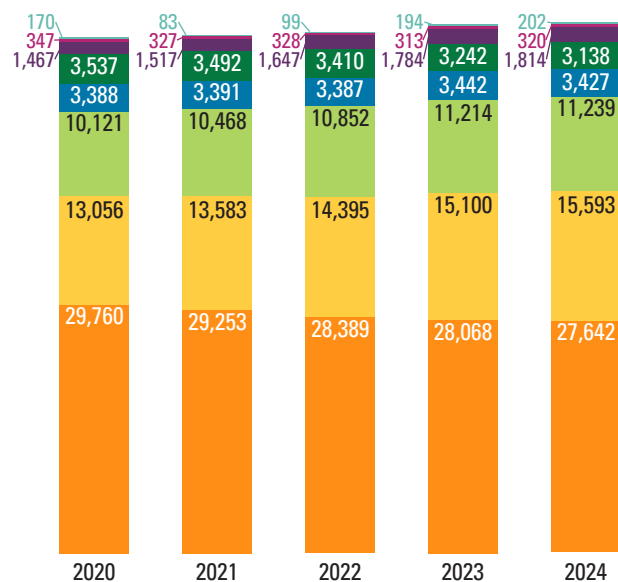
GENDER	FULL-TIME		PART-TIME		TOTAL	
	Head Count	%	Head Count	%	Head Count	%
Women	21,739	55.5%	13,377	55.3%	35,116	55.4%
Men	17,292	44.1%	10,624	43.9%	27,916	44.0%
Non-Binary	157	0.4%	181	0.7%	338	0.5%
Unknown	*	0.0%		0.0%	*	0.0%
Total	39,193	100.0%	24,182	100.0%	63,375	100.0%

- Notes:
- Includes all employees with the exception of non-academic 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 five or fewer employees.

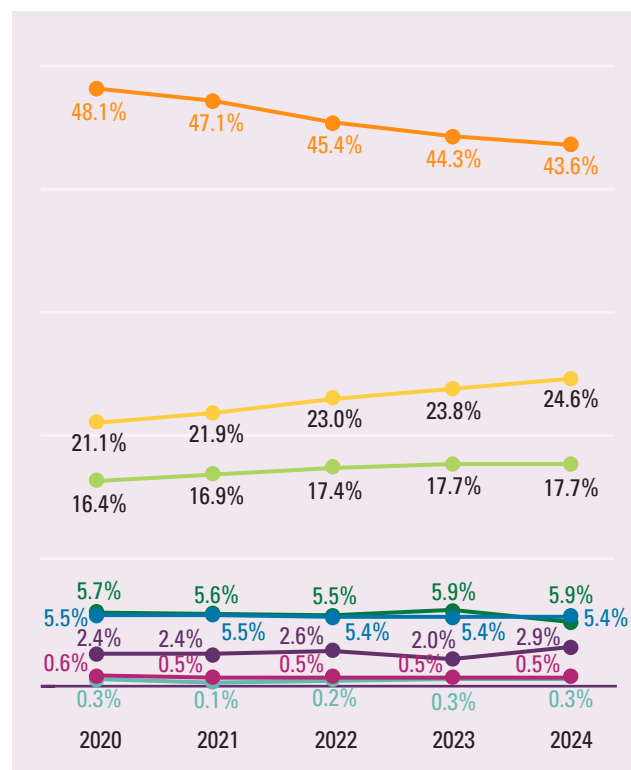




## EMPLOYEE HEAD COUNT BY RACE/ETHNICITY, FALL 2020 TO FALL 2024

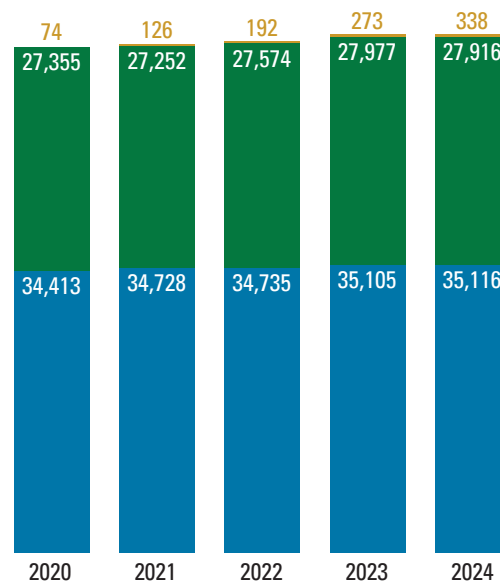


## EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY, FALL 2020 TO FALL 2024

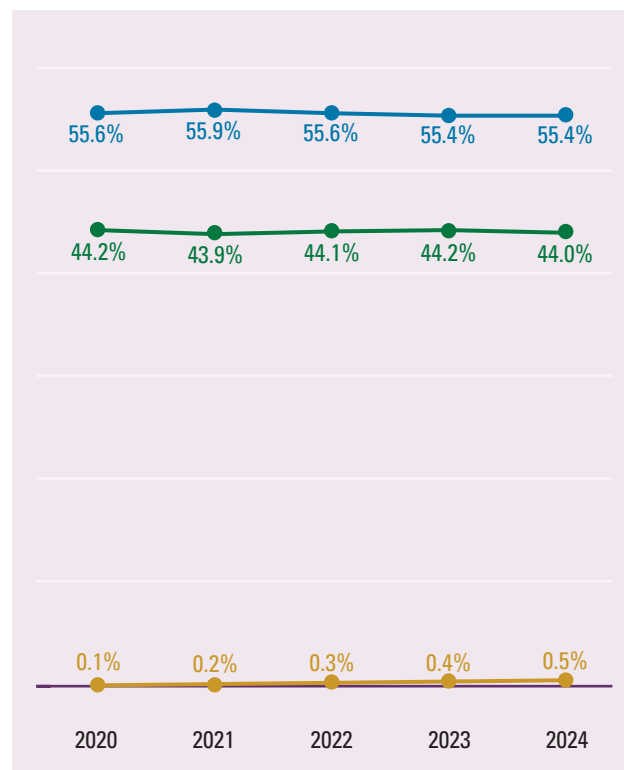


Native Hawaiian/Pacific Islander   Black/African American  
 American Indian/Alaska Native   Asian  
 Two or More   Hispanic/Latinx  
 Unknown   White

## EMPLOYEE HEAD COUNT BY GENDER, FALL 2020 TO FALL 2024



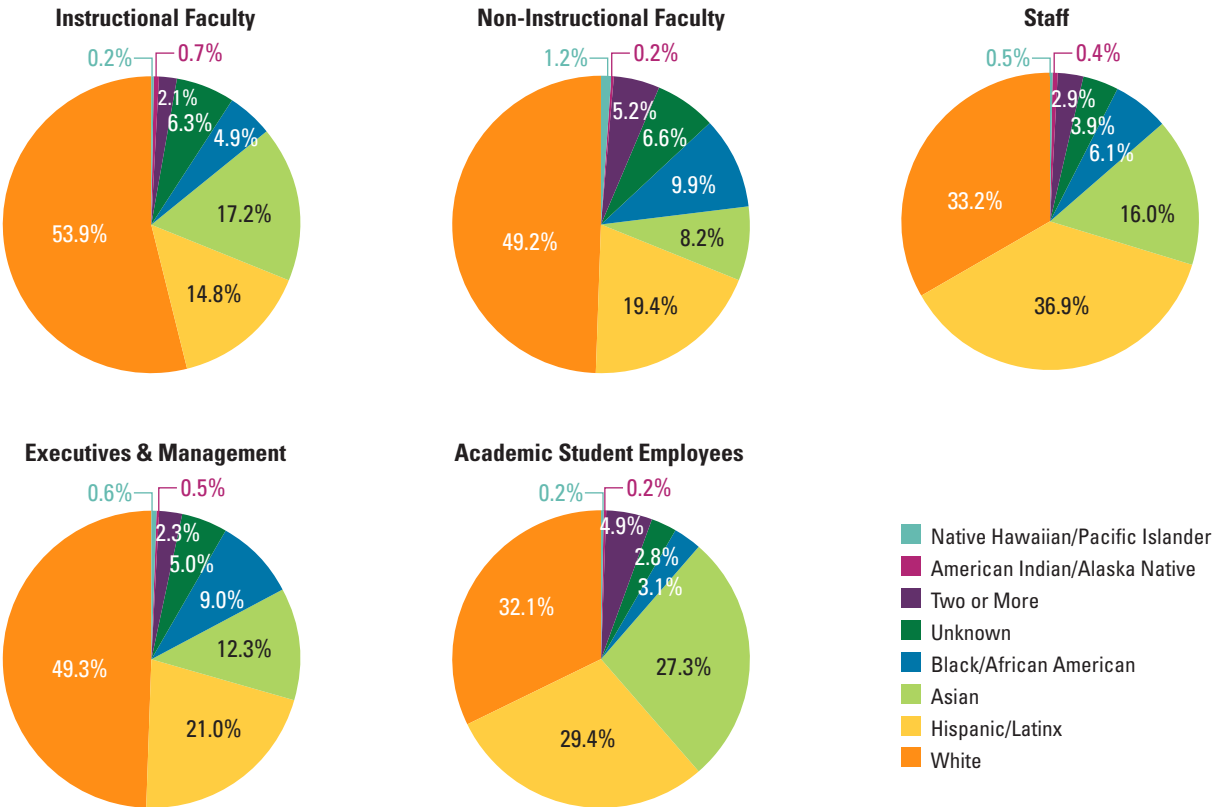
## EMPLOYEE DISTRIBUTION BY GENDER, FALL 2020 TO FALL 2024



Women   Men   Non-Binary

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

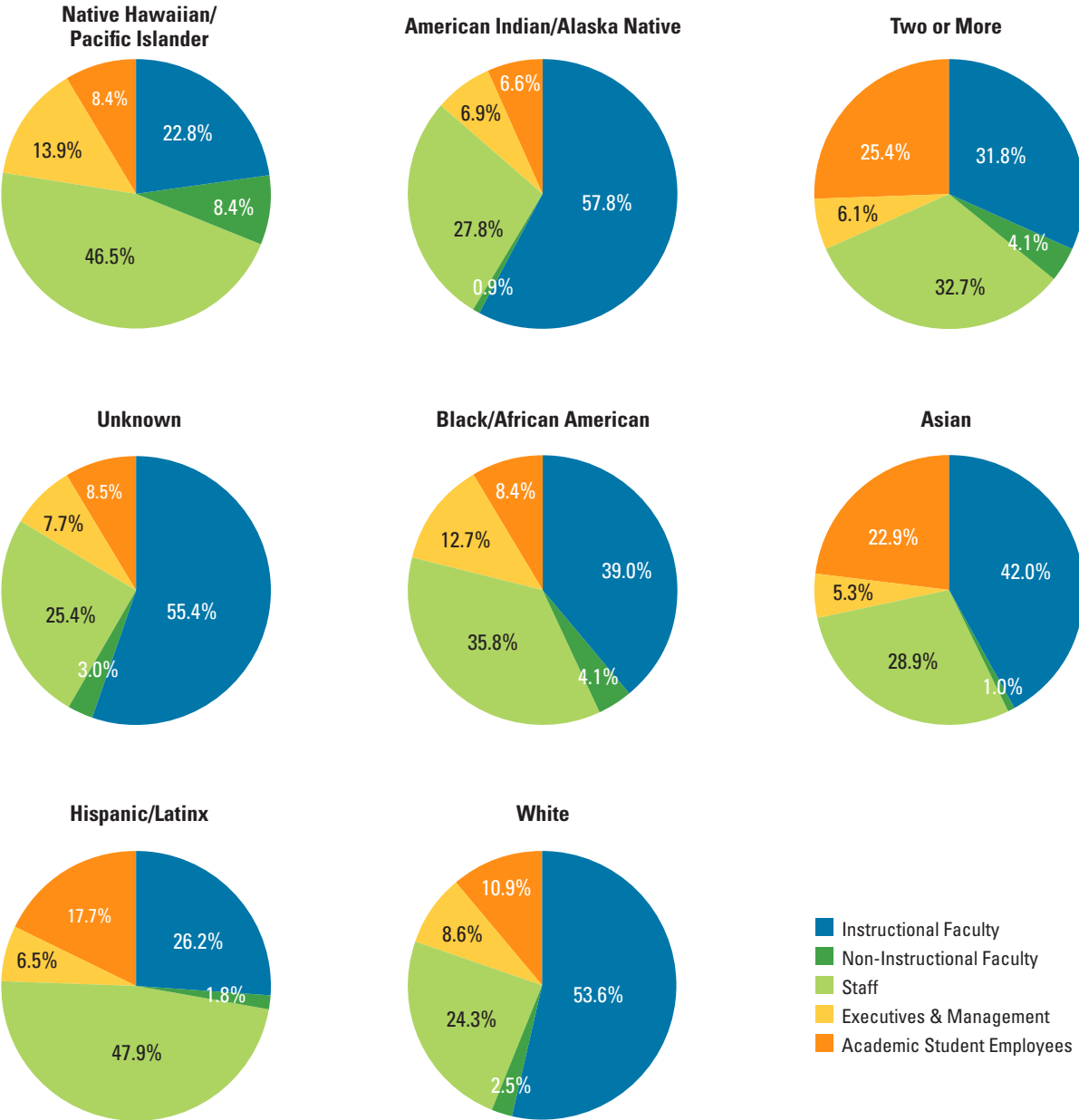
EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY WITHIN EMPLOYEE GROUP, FALL 2024





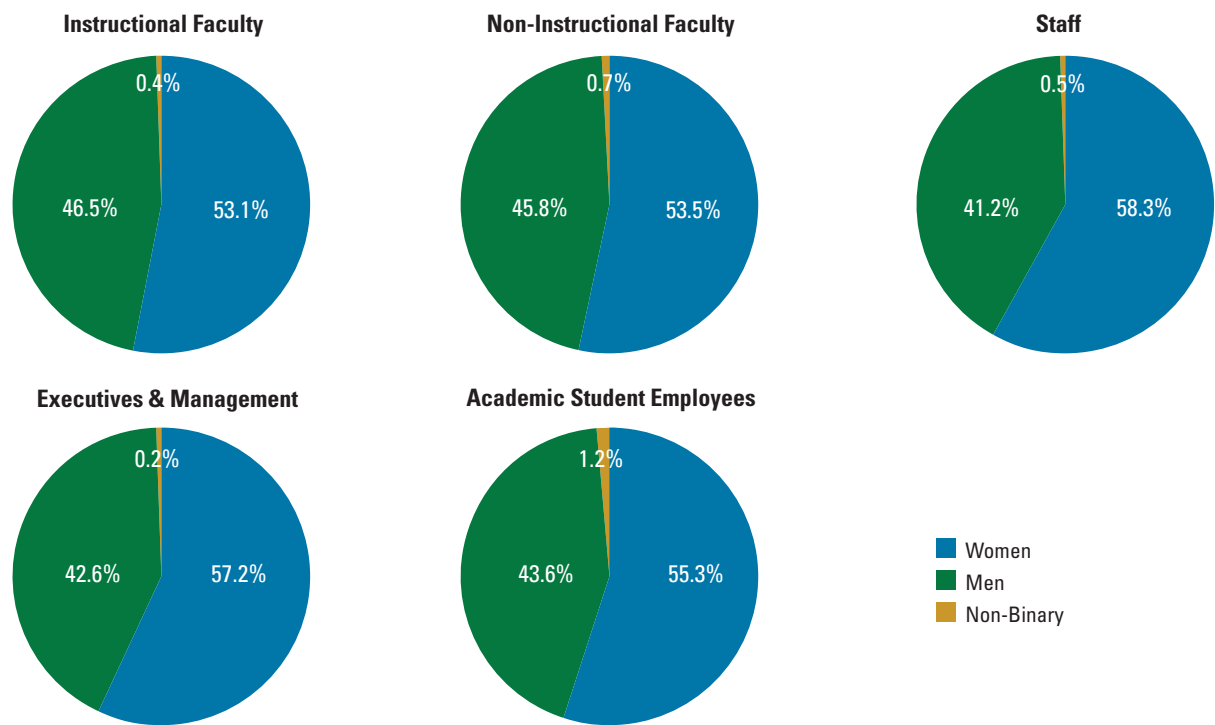


**EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN RACE/ETHNICITY, FALL 2024**

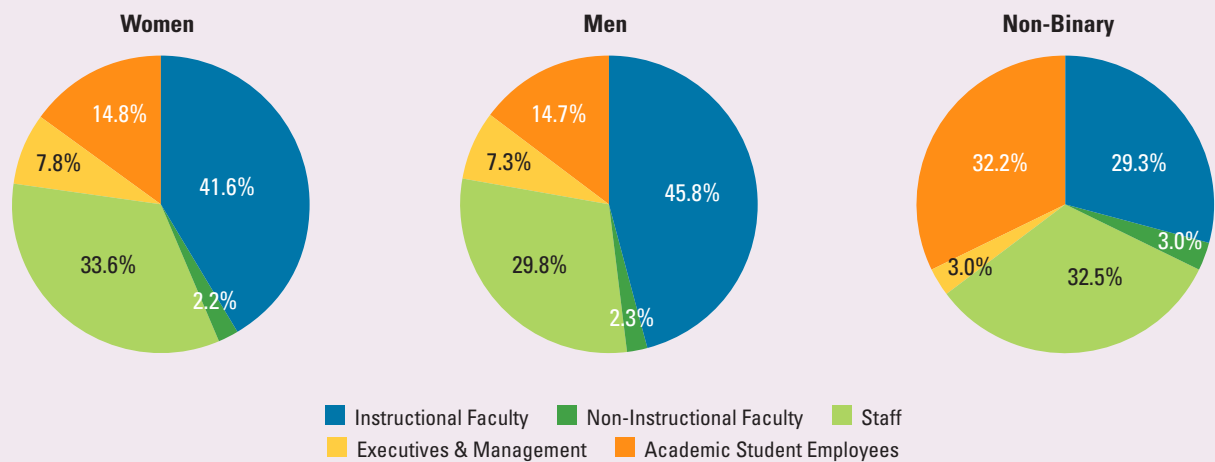


Notes: • Includes all employees with the exception of non-academic student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.

EMPLOYEE DISTRIBUTION BY GENDER WITHIN EMPLOYEE GROUP, FALL 2024



EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP WITHIN GENDER, FALL 2024



Notes:

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





## EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2024

EMPLOYEE GROUP	RACE/ETHNICITY	WOMEN	MEN
Instructional Faculty	Native Hawaiian/Pacific Islander	47.8%	52.2%
	American Indian/Alaska Native	54.6%	44.9%
	Two or More	58.2%	40.7%
	Unknown	50.0%	49.5%
	Black/African American	57.5%	42.1%
	Asian	52.8%	46.9%
	Hispanic/Latinx	53.3%	46.3%
	White	53.0%	46.7%
	<b>Total</b>	<b>53.1%</b>	<b>46.5%</b>
Non-Instructional Faculty	Native Hawaiian/Pacific Islander	41.2%	58.8%
	American Indian/Alaska Native	33.3%	66.7%
	Two or More	52.7%	47.3%
	Unknown	45.7%	53.2%
	Black/African American	47.1%	51.4%
	Asian/Pacific Islander	75.0%	24.1%
	Hispanic/Latinx	60.7%	38.9%
	White	49.8%	49.5%
	<b>Total</b>	<b>53.5%</b>	<b>45.8%</b>
Staff	Native Hawaiian/Pacific Islander	43.6%	55.3%
	American Indian/Alaska Native	59.6%	40.4%
	Two or More	63.6%	35.1%
	Unknown	49.6%	48.4%
	Black/African American	59.4%	40.2%
	Asian/Pacific Islander	58.4%	41.3%
	Hispanic/Latinx	61.0%	38.6%
	White	55.7%	43.6%
	<b>Total</b>	<b>58.3%</b>	<b>41.2%</b>
Executives & Management	Native Hawaiian/Pacific Islander	57.1%	42.9%
	American Indian/Alaska Native	54.5%	45.5%
	Two or More	63.6%	36.4%
	Unknown	54.1%	44.2%
	Black/African American	54.0%	45.7%
	Asian/Pacific Islander	59.4%	40.3%
	Hispanic/Latinx	60.6%	39.4%
	White	55.8%	44.0%
	<b>Total</b>	<b>57.2%</b>	<b>42.6%</b>
Academic Student Employees	Native Hawaiian/Pacific Islander	64.7%	35.3%
	American Indian/Alaska Native	52.4%	47.6%
	Two or More	54.1%	43.9%
	Unknown	50.0%	49.6%
	Black/African American	66.0%	32.6%
	Asian/Pacific Islander	51.5%	47.9%
	Hispanic/Latinx	55.8%	42.9%
	White	57.5%	41.0%
	<b>Total</b>	<b>55.3%</b>	<b>43.6%</b>

Notes:

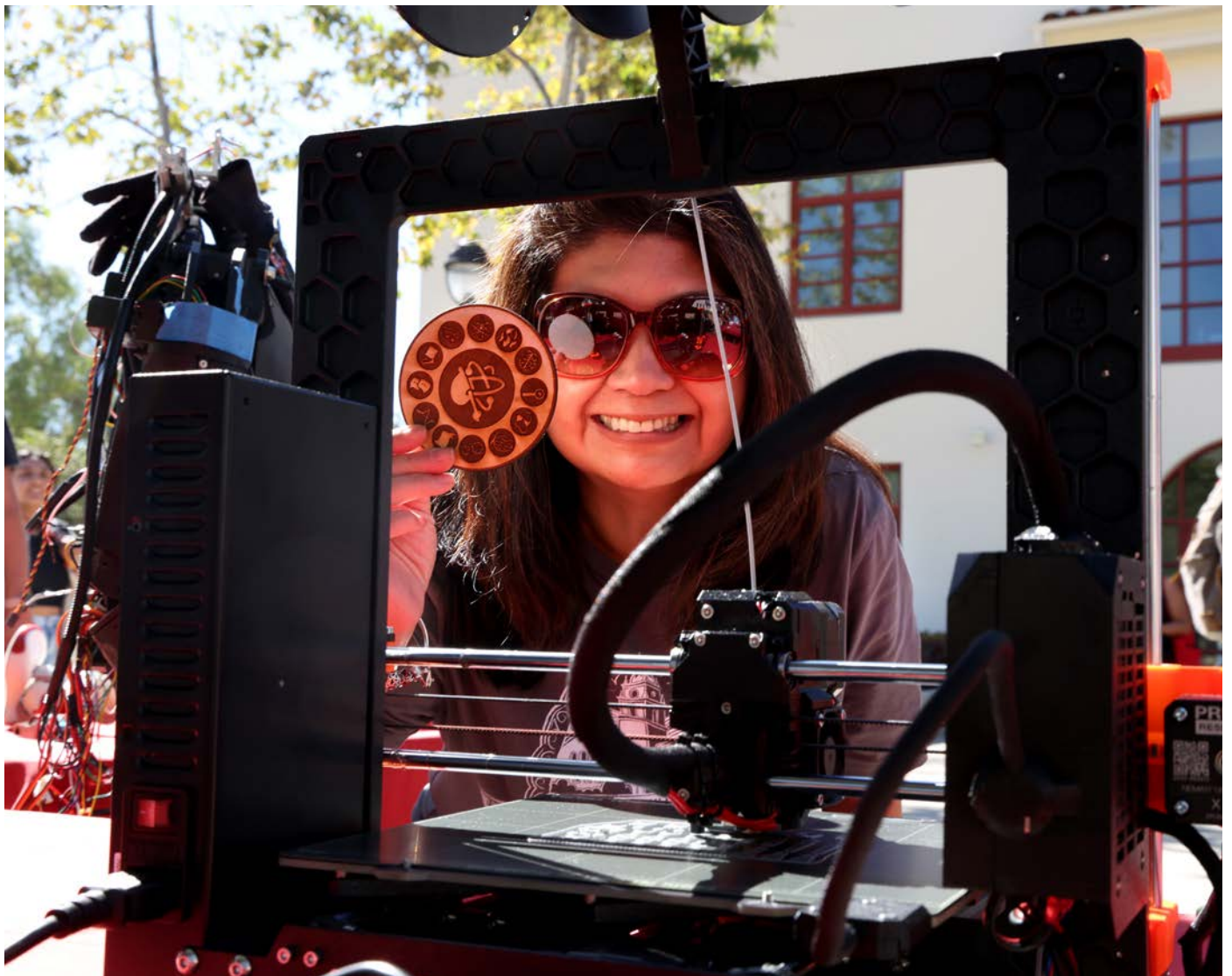
- Includes all employees with the exception of non-academic student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
- Due to small population, nonbinary and unknown gender are not reported above, therefore totals may not amount to 100%.



## EMPLOYEE HEAD COUNT BY EMPLOYEE GROUP AND RACE/ETHNICITY, FALL 2024 AND FALL 2019

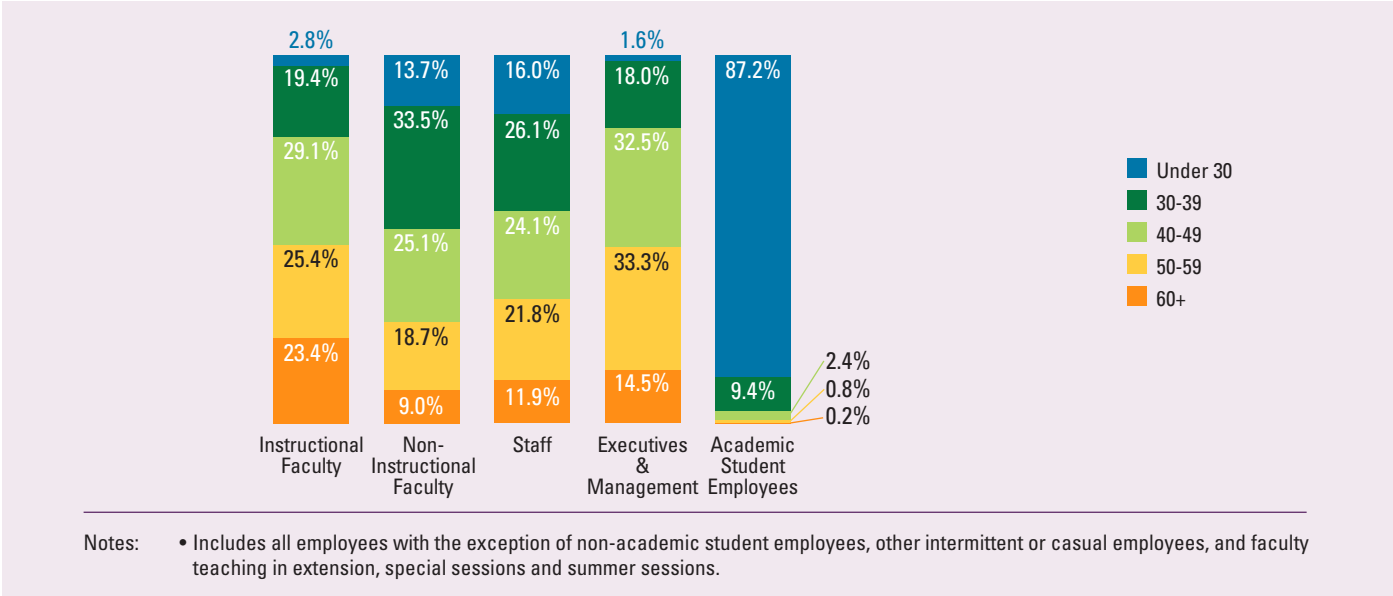
YEAR	EMPLOYEE GROUP	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
2024	Instructional Faculty	46	185	577	1,740	1,336	4,718	4,079	14,824	27,505
	Non-Instructional Faculty	17	*	74	94	140	116	275	695	1,414
	Staff	94	89	593	796	1,228	3,243	7,469	6,728	20,240
	Executives & Management	28	22	110	242	435	593	1,010	2,375	4,815
	Academic Student Employees	17	21	460	266	288	2,569	2,760	3,020	9,401
	<b>Total</b>	<b>202</b>	<b>320</b>	<b>1,814</b>	<b>3,138</b>	<b>3,427</b>	<b>11,239</b>	<b>15,593</b>	<b>27,642</b>	<b>63,375</b>
2019	Instructional Faculty	41	193	442	1,771	1,200	4,203	3,211	16,621	27,682
	Non-Instructional Faculty	*	6	43	96	112	108	201	749	1,319
	Staff	92	121	415	875	1,466	3,268	6,187	7,912	20,336
	Executives & Management	24	23	85	194	398	544	650	2,508	4,426
	Academic Student Employees				1,544	322	2,393	3,406	4,131	11,796
	<b>Total</b>	<b>161</b>	<b>343</b>	<b>985</b>	<b>4,480</b>	<b>3,498</b>	<b>10,516</b>	<b>13,655</b>	<b>31,921</b>	<b>65,559</b>

- Notes:
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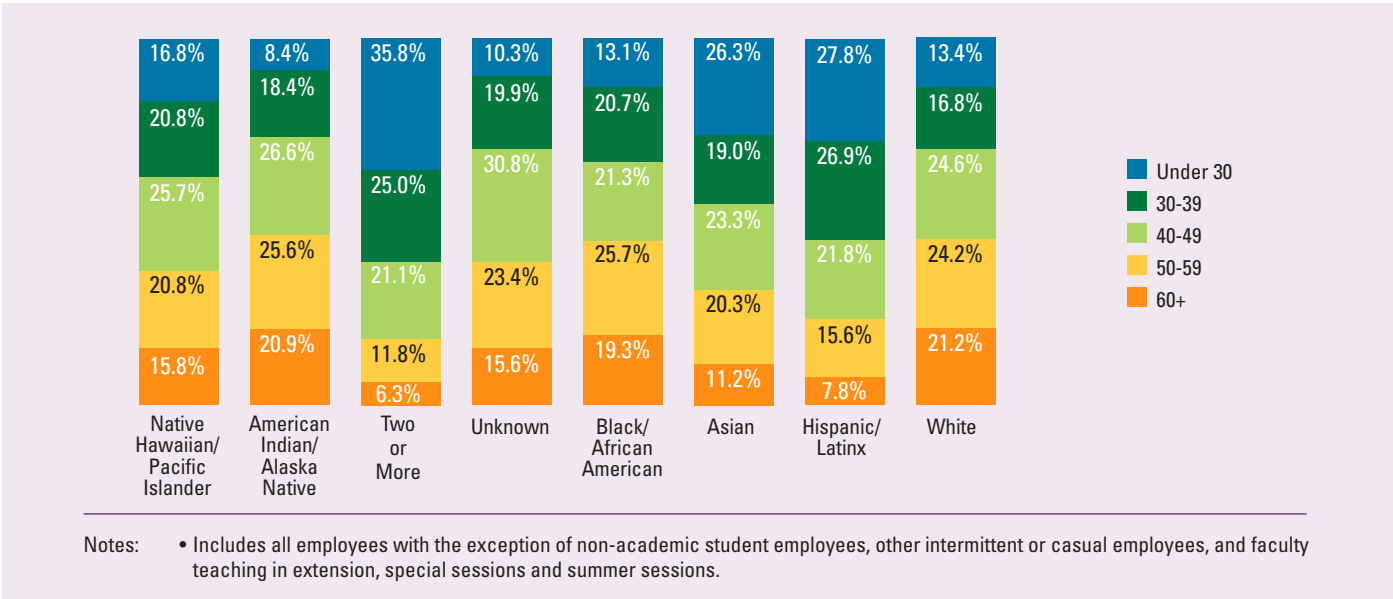


# AGE DISTRIBUTION OF CSU EMPLOYEES

## EMPLOYEE DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2024



## EMPLOYEE DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2024



## EMPLOYEE HEAD COUNT AND DISTRIBUTION BY EMPLOYEE GROUP AND AGE, FALL 2024

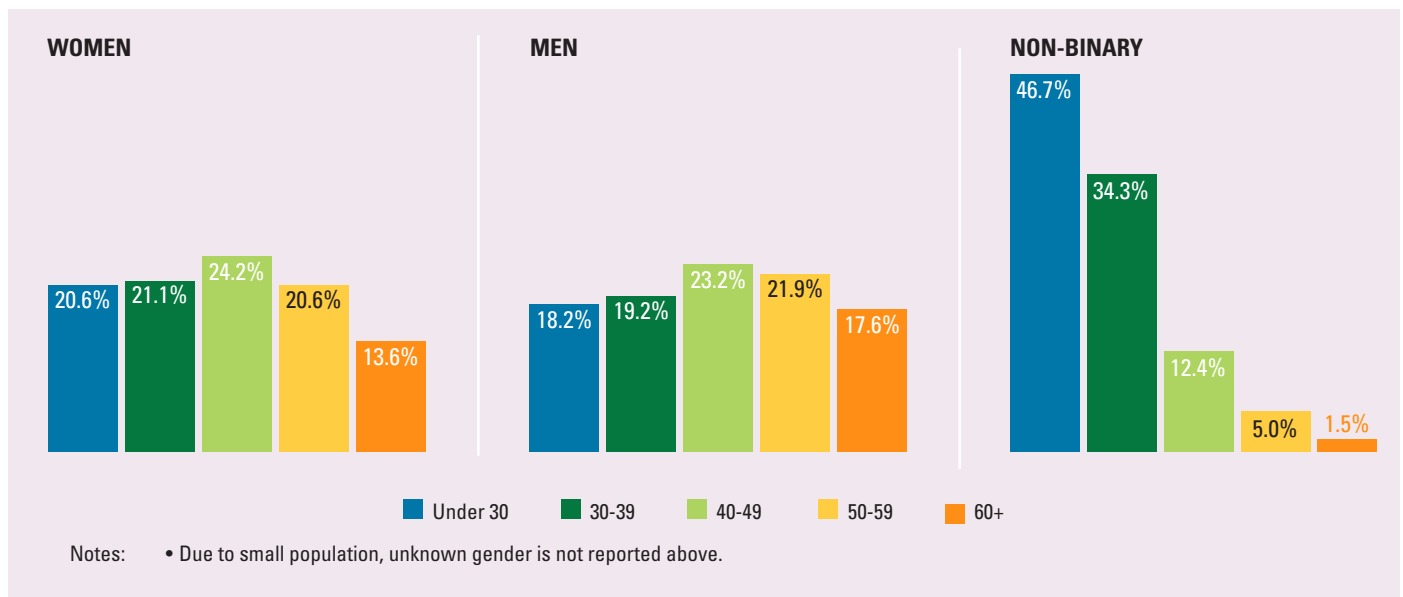
AGE GROUP	INSTRUCTIONAL FACULTY		NON-INSTRUCTIONAL FACULTY		STAFF		EXECUTIVES & MANAGEMENT		ACADEMIC STUDENT EMPLOYEES		TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	760	2.8%	194	13.7%	3,241	16.0%	79	1.6%	8,194	87.2%	12,468	19.7%
30-39	5,346	19.4%	474	33.5%	5,285	26.1%	868	18.0%	883	9.4%	12,856	20.3%
40-49	7,991	29.1%	355	25.1%	4,885	24.1%	1,566	32.5%	229	2.4%	15,026	23.7%
50-59	6,977	25.4%	264	18.7%	4,422	21.8%	1,603	33.3%	74	0.8%	13,340	21.0%
60+	6,431	23.4%	127	9.0%	2,407	11.9%	699	14.5%	21	0.2%	9,685	15.3%
Total	27,505	100.0%	1,414	100.0%	20,240	100.0%	4,815	100.0%	9,401	100.0%	63,375	100.0%



## EMPLOYEE HEAD COUNT AND DISTRIBUTION BY RACE/ETHNICITY AND AGE, FALL 2024

AGE GROUP	NATIVE HAWAIIAN/ PACIFIC ISLANDER		AMERICAN INDIAN/ ALASKA NATIVE		TWO OR MORE		UNKNOWN		BLACK/ AFRICAN AMERICAN		ASIAN		HISPANIC/ LATINX		WHITE		TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	34	16.8%	27	8.4%	649	35.8%	322	10.3%	448	13.1%	2,955	26.3%	4,339	27.8%	3,694	13.4%	12,468	19.7%
30-39	42	20.8%	59	18.4%	454	25.0%	626	19.9%	708	20.7%	2,133	19.0%	4,202	26.9%	4,632	16.8%	12,856	20.3%
40-49	52	25.7%	85	26.6%	382	21.1%	967	30.8%	731	21.3%	2,614	23.3%	3,404	21.8%	6,791	24.6%	15,026	23.7%
50-59	42	20.8%	82	25.6%	214	11.8%	733	23.4%	880	25.7%	2,276	20.3%	2,436	15.6%	6,677	24.2%	13,340	21.0%
60+	32	15.8%	67	20.9%	115	6.3%	490	15.6%	660	19.3%	1,261	11.2%	1,212	7.8%	5,848	21.2%	9,685	15.3%
<b>Total</b>	<b>202</b>	<b>100.0%</b>	<b>320</b>	<b>100.0%</b>	<b>1,814</b>	<b>100.0%</b>	<b>3,138</b>	<b>100.0%</b>	<b>3,427</b>	<b>100.0%</b>	<b>11,239</b>	<b>100.0%</b>	<b>15,593</b>	<b>100.0%</b>	<b>27,642</b>	<b>100.0%</b>	<b>63,375</b>	<b>100.0%</b>

## EMPLOYEE DISTRIBUTION BY GENDER AND AGE, FALL 2024



## EMPLOYEE HEAD COUNT AND DISTRIBUTION BY GENDER AND AGE, FALL 2024

AGE GROUP	WOMEN		MEN		NON-BINARY		UNKNOWN		TOTAL	
	Head Count	%	Head Count	%	Head Count	%	Head Count	%	Head Count	%
Under 30	7,230	20.6%	5,077	18.2%	158	46.7%	*	60.0%	12,468	19.7%
30-39	7,392	21.1%	5,347	19.2%	116	34.3%	*	20.0%	12,856	20.3%
40-49	8,509	24.2%	6,475	23.2%	42	12.4%		0.0%	15,026	23.7%
50-59	7,221	20.6%	6,101	21.9%	17	5.0%	*	20.0%	13,340	21.0%
60+	4,764	13.6%	4,916	17.6%	*	1.5%		0.0%	9,685	15.3%
<b>Total</b>	<b>35,116</b>	<b>100.0%</b>	<b>27,916</b>	<b>100.0%</b>	<b>338</b>	<b>100.0%</b>	<b>*</b>	<b>100.0%</b>	<b>63,375</b>	<b>100.0%</b>

- Notes:
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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 INNOVATOR IN STUDENT SUCCESS**

##### **KIMBERLY STILLMAKER, PH.D.**

**ASSOCIATE PROFESSOR, CIVIL ENGINEERING  
DIRECTOR, LCOE FOUNDATIONS FOR SUCCESS  
CALIFORNIA STATE UNIVERSITY, FRESNO**

As an associate professor of civil engineering and the director of the Lyles College of Engineering's new Foundation for Success Program, Stillmaker works to ensure the students who typically are historically underrepresented in engineering professions have the tools to succeed both as college students and as engineers. Overseeing the experience of all first-year LCOE engineering students, she's developed and is implementing a new first year common ENGR 1 course that focuses on a variety of success strategies for incoming

students in historically difficult majors. Stillmaker also coordinates the Central California Engineering Design Competition, engaging first-year engineering students from Fresno State and students from Central California community colleges. To support her work she has secured external funding, which includes a systemwide CSU networking and mentoring program providing data-driven changes that foster diversity and equity among engineering faculty. Stillmaker has been published in multiple outlets, most with student co-authors, to expand understanding of the importance of diversity and belonging within the engineering field.



#### **OUTSTANDING FACULTY SCHOLARSHIP**

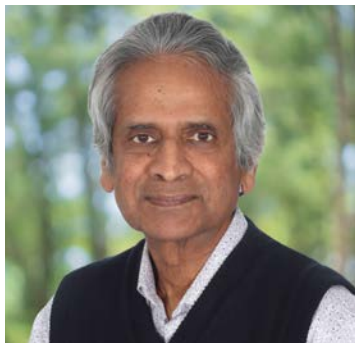
##### **GISELA BICHLER, PH.D.**

**PROFESSOR, CRIMINAL JUSTICE  
CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO**

Bichler is a prolific researcher and international leader in crime analysis, situational crime prevention and social network analysis. She serves as a mentor, motivator and source of inspiration to new faculty, and often includes them, along with past students, in her research work. Bichler was instrumental in elevating the Intelligence and Crime Analysis option into a new bachelor of science degree program, and serves on CSUSB's High Impact Practices Steering Committee and the Faculty Research Advisory Council. Bichler has also secured more than \$4.5 million in external funding, and she currently serves as principal investigator

on a four-year, nearly \$1 million grant from the National Science Foundation. Externally, she provides pro bono support to local and national police departments and public service agencies to help analyze patterns of criminal activity. Her extensive investigative works have been harnessed to prevent crime, disrupt unlawful markets and reduce community crime, particularly in the areas of gang violence, international and regional drug trafficking, and illicit small arms and light weapons.





**OUTSTANDING FACULTY TEACHING**  
**NANDA GANESAN, PH.D.**  
**PROFESSOR, INFORMATION SYSTEMS**  
**CALIFORNIA STATE UNIVERSITY, LOS ANGELES**

Dr. Nanda Ganesan is a distinguished professor who has served as chair of the department multiple times and was recently named Cal State LA's President's Distinguished Professor. Ganesan has consistently demonstrated outstanding leadership and a steadfast commitment to creative and innovative teaching practices, consistently revising and developing programs and the curriculum to align with industry advancements and student needs. In 2024, he spearheaded a comprehensive update that modernized the bachelor's degree program, introducing three critical specializations in cybersecurity, data analytics and software

development. He also established the Master of Science in Information Systems program and founded two computer labs for hands-on learning. Furthermore, he redesigned the university's CIS 3010 Management Information Systems course, which received the Quality Matters certification, one of the highest recognitions for online course quality. Ganesan serves the broader academic community through his advisory roles and has contributed to external institutions nationally and internationally and has been published extensively on effective teaching methodologies—focused primarily on online and hybrid learning models.

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**OUTSTANDING FACULTY SERVICE**  
**RASHIDA M. CRUTCHFIELD, ED.D.**  
**PROFESSOR, SCHOOL OF SOCIAL WORK**  
**EXECUTIVE DIRECTOR, THE CENTER FOR EQUITABLE HIGHER EDUCATION**  
**CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Crutchfield has been instrumental in establishing a national basic needs movement addressing how housing and food insecurity create barriers to students' success. She is a founding advisor of CSULB's Basic Needs Program, a resource for students to gain access to food, housing, grants and other essential needs. She also developed the first CSU basic needs conference, co-created the CSU Basic Needs Research Consortium, and helped develop the California Higher Education Basic Needs Alliance—uniting the three

segments of California public higher education to support progress in policy, practice and research. Crutchfield also founded the CSULB Center for Equitable Higher Education, and serves on the President's Equity and Change Commission, participated in the Dean's Black Health Equity Group, and led the College of Health and Human Services and Long Beach community task force to address homelessness. Her many recognitions include receiving the 2018 Faculty of the Year award from the Cal State Student Association and the 2024 Humanitarian of the Year Award from the California Conference for Equality and Justice.

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**OUTSTANDING STAFF PERFORMANCE**  
**FREDDIE SÁNCHEZ, PH.D.**  
**INTERIM ASSISTANT VICE PRESIDENT OF STUDENT AFFAIRS, EQUITY & INCLUSION**  
**CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

Sánchez is a passionate advocate for equitable access to higher education and a dynamic changemaker focused on the empowerment of historically underserved student populations. In his previous role at the university, he expanded capacity and resources for CSUN students through the Pride Center, Veterans Resource Center and the Undocumented Student Center. He also pioneered programs that engender belonging, such as the Women Inspired to Succeed and Discover Opportunities through Mentoring (WISDOM) program and the HEAL Project, which connects CSUN's at-risk students with tools and resources they need

to thrive in college and complete their degrees. Sánchez serves as co-chair of CSUN's Commission on Diversity and Inclusion and served as one of three campus leaders responsible for earning the Seal of *Excelencia* from *Excelencia* in Education. Sánchez has received national recognition from National Association of Student Personnel Administrators (NASPA), Student Affairs Administrators in Higher Education, and the Association for College Unions International for his work in spearheading policy change and faculty and staff retention efforts.





The California State University is consistently renowned for its academic excellence and contributions to the public good. Every year, the 23 CSU campuses are recognized for providing a high-quality education at an unequalled value, opening doors to educational opportunities for all Californians.

21 CSU universities designated as an  
**HISPANIC-SERVING INSTITUTION (HSI)**  
and 13 designated as an  
**ASIAN AMERICAN, NATIVE AMERICAN, PACIFIC  
ISLANDER-SERVING INSTITUTION (AANAPISI)**<sup>6</sup>

21 CSU universities named among

## **AMERICA'S TOP COLLEGES**

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



21 CSUs are  
designated by  
the Carnegie  
classification as  
category R1, R2  
and RCU  
**RESEARCH  
COLLEGES AND  
UNIVERSITIES**<sup>12</sup>

10 CSUs are recognized among the  
**NATION'S BEST FOR  
SOCIAL MOBILITY**  
OUT OF THE TOP 25 UNIVERSITIES<sup>7</sup>



15 CSU universities are ranked as a  
**BEST REGIONAL UNIVERSITY**  
IN THE WEST<sup>10</sup>

23 UNIVERSITIES ARE IN THE  
**TOP 100 FOR  
HISPANIC  
STUDENTS**<sup>9</sup>

15 CSU universities are among  
top performers for  
**SOCIAL MOBILITY  
AND BEST VALUE**

FOR AFFORDABILITY, GRADUATION  
RATES, LOW-INCOME STUDENTS  
& POSTGRAD SALARIES<sup>3</sup>



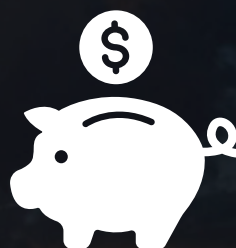
All 23 CSU universities rank among the  
**"BEST COLLEGES IN AMERICA"**

FOR QUALITY, AFFORDABILITY AND  
FUTURE CAREER EARNINGS<sup>2</sup>

All 23 universities are considered a

**"BEST BANG  
FOR THE BUCK"**

FOR SOCIAL MOBILITY, RESEARCH & PROMOTING PUBLIC SERVICE<sup>1</sup>



12 CSU universities  
earn the  
**SEAL OF  
EXCELENCIA  
CERTIFICATION**

RECOGNIZED FOR  
THEIR COMMITMENT  
TO SUPPORTING LATINX  
STUDENT SUCCESS AND  
DEMONSTRATING  
POSITIVE STUDENT  
OUTCOMES<sup>8</sup>



22 CSUs highlighted for the  
**TRANSFORMATIVE POWER**  
OF A CSU DEGREE TO IMPROVING STUDENTS' LIVES<sup>5</sup>

15 universities among the  
**TOP REGIONAL  
SCHOOLS**  
UNIVERSITIES IN THE WEST<sup>9</sup>

4 CSU universities recognized as  
**FULBRIGHT HSI LEADERS**  
FOR THEIR ROLE IN SUPPORTING  
INTERNATIONAL EXCHANGE<sup>11</sup>



15 universities rank as a  
**TOP MASTER'S INSTITUTION**  
BASED ON CONTRIBUTIONS TO THE PUBLIC GOOD IN SOCIAL MOBILITY,  
RESEARCH AND PROMOTING PUBLIC SERVICE<sup>1</sup>

<sup>1</sup> Washington Monthly's 2024 College Rankings/West (August 2024)

<sup>2</sup> Money's "Best Colleges In America" (May 2024)

<sup>3</sup> Wall Street Journal's "Top U.S. Colleges" (September 2024)

<sup>4</sup> Forbes' "2024-25 America's Top Colleges" (August 2024)

<sup>5</sup> Payscale CollegeNET's "2024 Social Mobility Index" (September 2024)

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

<sup>7</sup> Third Way's "Economic Mobility Index" (September 2024)

<sup>8</sup> Excelencia in Education's "Seal of Excelencia" (October 2024)

<sup>9</sup> Hispanic Outlook in Higher Education (October 2024)

<sup>10</sup> U.S. News & World Report's "2025 Best Regional Universities: West" (September 2024)

<sup>11</sup> The U.S. Department of State 2024 Fulbright HSI Leaders (November 2024)

<sup>12</sup> American Council on Education and Carnegie Foundation for the Advancement of Teaching (February 2025)



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# CENTER FOR CYBER AND AI



**MULTI-CAMPUS COLLABORATION**



Center for Cyber and AI (CyAI) is California's first school for cyber and decision sciences, which began in late 2023 with the goal of addressing the shortage of cybersecurity professionals. CyAI promotes cybersecurity education programs that nurture and develop an increased number of skilled cybersecurity workers for the future. A combination of research, apprenticeships, outreach, mentorships and new workforce pathways to careers in cybersecurity take place throughout California in all levels of education, from K-12 to community colleges and four-year universities.

The CSU's CyAI collaboration includes three universities who contribute unique academic strengths and expertise: Cal State San Bernardino/Business (CSUSB), Fresno State/Criminology (FS) and San José State/Computer Science (SJSU).

Acknowledged as a leader in cybersecurity education, this prestigious academic program has earned national attention from both government and industry. "The program continues to expand and has grown to over 600 students across disciplines and we're approaching 10 different cyber-related programs (social/behavioral sciences, social sciences, business and criminal justice)," says Tony Coulson, Executive Director for Cyber and AI. "Our expansion is directly attributed to our proactive approach to soliciting companies, constituents and the government for insights to what skill sets are needed in the cybersecurity field—and responding by expanding and aligning the program to meet those needs."

Since 2015, CSUSB has been designated as a Center of Academic Excellence in Cyber Defense Education (CAE-CDE), which indicates the program has met the rigorous requirements set forth by the joint sponsors of the program, the National Security Agency (NSA) and the Department of Homeland Security (DHS).

San José State became a CAE in 2014, and as Dr. Melody Moh shares, "It has come full circle for me to begin as an original member of the CAE team to now leading our campus team. We have built upon our strong engineering and science curricula, and are working with seven colleges within SJSU, as well as neighboring community colleges and industry partners to create successful pathways for a diverse workforce in cybersecurity and AI in the Silicon Valley and beyond."

In 2020, the Cybersecurity Center (CSC) was selected to serve as the Cybersecurity Community National Center. CSUSB provides numerous resources and services to the CAE in the Cybersecurity Community and is responsible for grant sponsored programs, leading collaboration among the designated institutions and providing administrative support to the program. From 2010-2024, the center raised over \$82M in grant sponsored programs from the NSA, National Initiative for Cybersecurity Education (NICE), National Cybersecurity Training and Education (NCyTE) Center, and the National Science Foundation (NSF). These funds support students to compete for scholarships, participate in national conferences and research emerging cybersecurity issues.

At Fresno State, Dr. Keith Clement chairs the Workforce Development/Education Subcommittee of the California Cybersecurity Task Force led by the California Governor's Office of Emergency Services and California Department of Technology. "I authored a key report to the 2023 California State Assembly calling for a statewide cybersecurity workforce development and education pipeline and pathway project on behalf of the California Cybersecurity Task Force," says Clement. "This statewide Cyber-AI workforce development and education pipeline/pathway from kindergarten through doctoral degrees has been an amazing part of the WITH-Cyber program here at Fresno State and a significant driver of my career within California and the CSU. We believe it is essential that we prepare the next generations to protect and defend the critical infrastructure of California's digital resources, as well as our state economy."



## LEADING CYBERSECURITY AND AI EDUCATION ACROSS THE CSU

- Serving as a national model, Cybercorps® is a CSUSB scholarship program focused on increasing the number of cyber professionals in government employment. From 2009 to 2018, over \$700K supported over a hundred scholarship recipients who joined the cyber workforce upon graduation.
- NICE Challenge Project is designed for industry, government and education and has over 450 registered educational institutions. Through real-world cybersecurity challenges within virtualized business environments, students gain realistic experiences and personalized feedback about their knowledge, skills and abilities.



- Between 2015 and 2019, almost 1,300 middle- and high-school girls attended GenCyber, a free, one-week immersive summer camp. It is funded by an NSA grant and sponsored by the National Science Foundation, U.S. Department of Homeland Security and over a dozen corporate sponsors.
- Information Security Research and Education (INSuRE) is a network of national Centers of Academic Excellence in Cybersecurity (CAE-C) institutions that cooperate to engage students in solving applied cybersecurity research problems. Since 2018, CSUSB student-led teams have worked with national laboratories and federal agencies such as Argonne National Laboratory (ANL), National Security Agency (NSA), MITRE, and MIT Lincoln Laboratory on topics ranging from but not limited to, vehicle security and policy to Bluetooth behavior analysis.
- Virtual Reality Security Operations Center (VR SOC) is a virtual creation of an operations center, using VR headset technology to allow users to view data and interact with systems and each other. It has boosted student club involvement and proved invaluable for education, outreach and early career development. The project prompted the US Army Command to visit the lab, and student participants have secured federal cybersecurity positions because of the interest in this project.
- Community College Cyber Pilot Program (C3P) extends scholarship opportunities nationally to community college students. This apprenticeship-like, cohort-based program develops proficiency in information security, computer science, intelligence, criminal justice and similar cybersecurity disciplines. They also receive professional development mentorship, boot camps and cyber research projects that prepare them for the federal workforce.



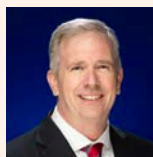
## OUTREACH, COMMUNITY AND CORPORATE ENGAGEMENT

The interest in their students and programs from government agencies, private sector, other universities and community colleges continues to grow. Through community events, grant activities, notable recognitions, corporate outreach and job sponsorship, visitors from other universities, community colleges, government agencies, and industry flock to CSUSB to see how they produce some of the nation's best talent.

The program's outreach and recruitment coordinator, Erinea House, is a student at CSUSB who contacts thousands of middle/high school students annually. "I attended a GenCyber camp while in high school and when I saw girls in STEM looked like me, I decided to join the Cyber AI program," says House. "This program has shown me how bright my future is, and that I can achieve a career providing me personal satisfaction as well as financial stability."

Another cyber student, Amy Hysell, earned her AA almost 30 years ago. After raising her children, she came to CSUSB to pursue a cyber degree. She works as the partnership manager, securing and coordinating strategic engagements on a state and national level. "The CSU provided me with an excellent opportunity as a non-traditional student to come back and complete my educational journey. I hope to have a positive impact and encourage other non-traditional students who are just starting or returning to campus later in life to go for that degree," says Hysell.

## MANAGEMENT/STAFF



**Dr. Tony Coulson, Ph.D.,**  
Executive Director for Cyber  
and AI (CSUSB)

## FACULTY

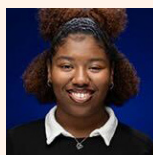


**Dr. Keith Clement,**  
Professor, Department of  
Criminology (FS)



**Dr. Melody Moh,**  
Professor, Department of  
Computer Science (SJSU)

## STUDENT EMPLOYEES



**Erinea House,** undergraduate in  
cybersecurity. Leads program  
outreach. (CSUSB)



**Amy Hysell,** undergraduate in  
cybersecurity. Leads program  
partner management. (CSUSB)

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# CSU FACULTY

FALL 2024





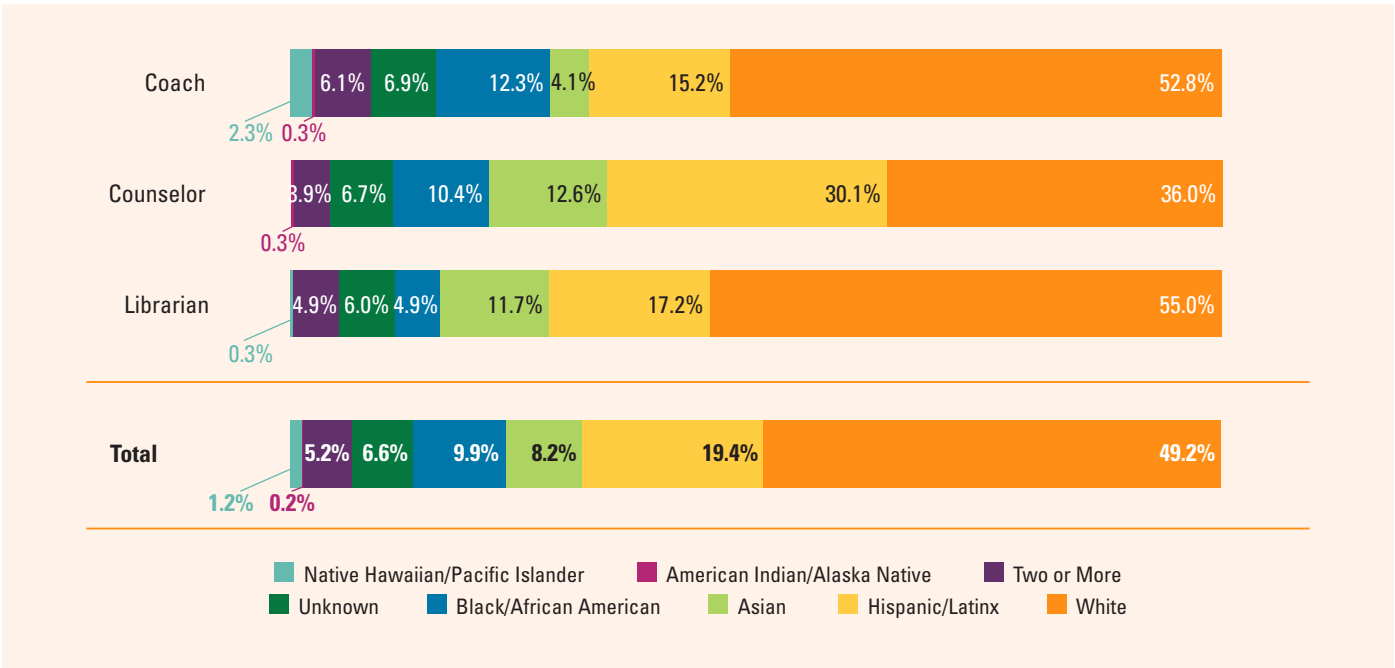
The CSU’s distinguished faculty members continue to play a critical role in equipping future leaders with the skills and knowledge to thrive in the workforce, drive California’s economy and give back to their communities.

The CSU employs 27,505 instructional faculty members and 1,414 non-instructional faculty members, which represent the majority of CSU employees. Of the 13,648 full-time faculty, 77.2 percent are tenured or tenure-track. Of full-time faculty employed by the CSU, 4,638 are tenured full professors.

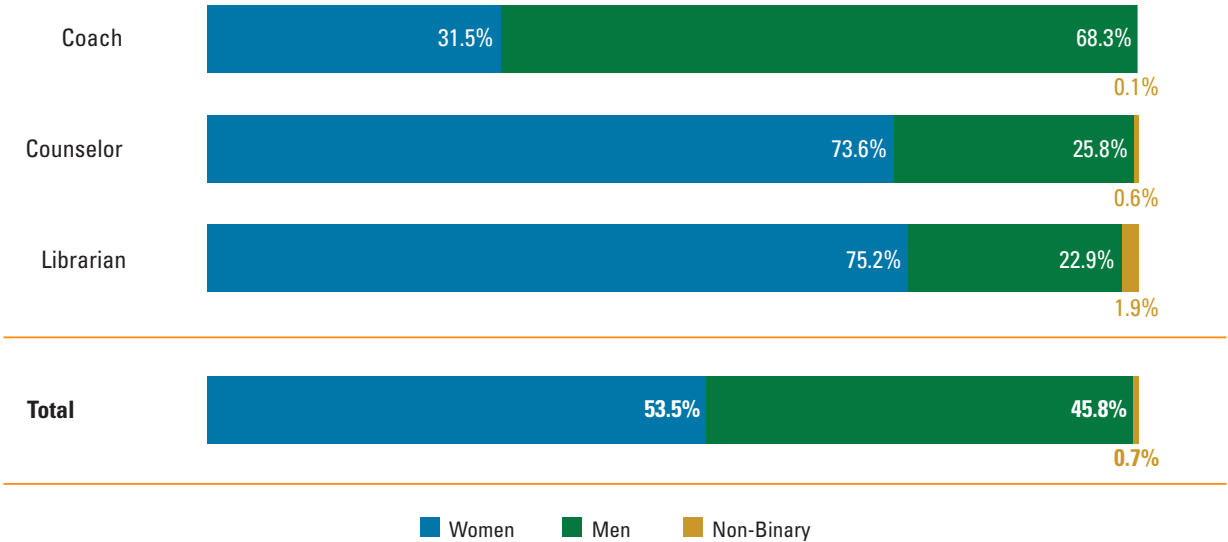
The CSU continues to make strides in diversifying the faculty population to better represent the composition of the student body and the California population. Together with comprehensive community partnerships, expanded programs, internships and workforce opportunities, the CSU’s faculty members ensure 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 2024



NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY GENDER, FALL 2024

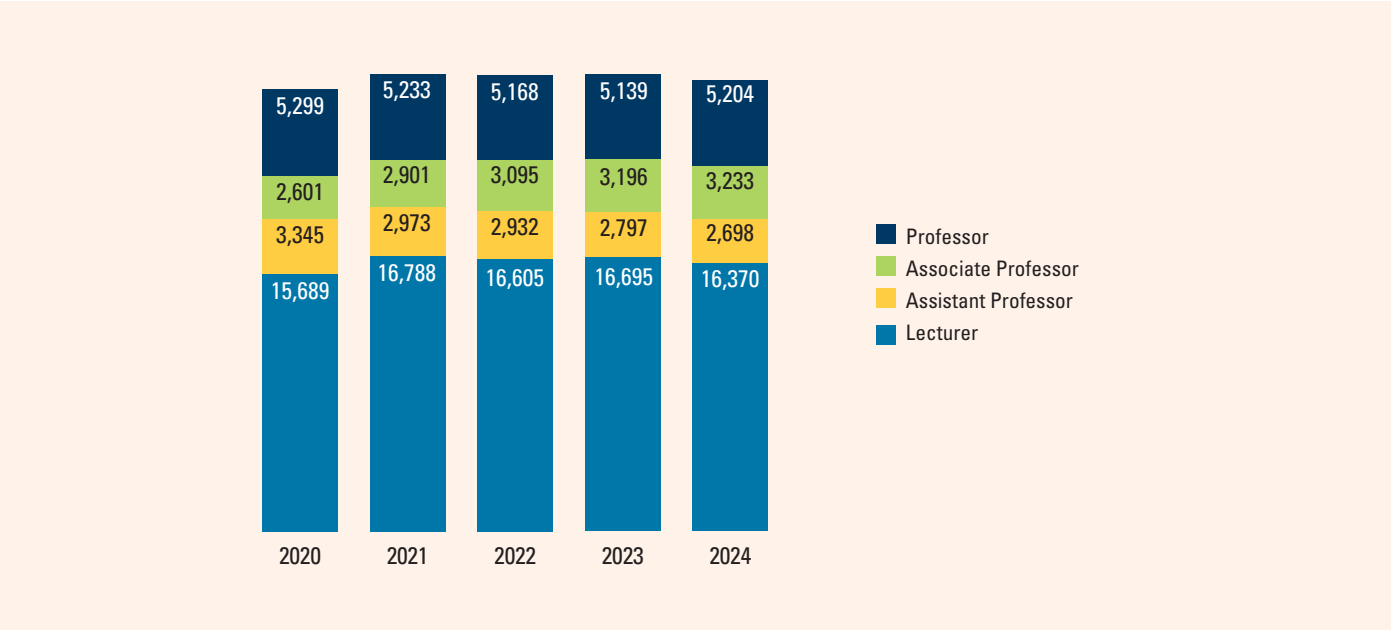


NON-INSTRUCTIONAL FACULTY DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2024

EMPLOYEE GROUP	RACE/ETHNICITY	WOMEN	MEN
Coach	Native Hawaiian/Pacific Islander	37.5%	62.5%
	American Indian/Alaska Native	50.0%	50.0%
	Two or More	33.3%	66.7%
	Unknown	22.9%	77.1%
	Black/African American	30.6%	69.4%
	Asian	57.1%	42.9%
	Hispanic/Latinx	36.2%	63.8%
	White	29.0%	70.7%
	Total	31.5%	68.3%
Counselor	American Indian/Alaska Native		100.0%
	Two or More	71.4%	28.6%
	Unknown	66.7%	33.3%
	Black/African American	73.0%	27.0%
	Asian/Pacific Islander	75.6%	22.2%
	Hispanic/Latinx	73.8%	26.2%
	White	75.0%	24.2%
	Total	73.6%	25.8%
Librarian	Native Hawaiian/Pacific Islander	100.0%	
	Two or More	83.3%	16.7%
	Unknown	72.7%	22.7%
	Black/African American	72.2%	16.7%
	Asian/Pacific Islander	86.0%	14.0%
	Hispanic/Latinx	79.4%	19.0%
	White	71.3%	27.2%
	Total	75.2%	22.9%

Notes: • Due to small population, nonbinary and unknown gender are not reported above, therefore totals may not amount to 100%.

INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2020 TO FALL 2024







#### INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND RACE/ETHNICITY, FALL 2024 AND FALL 2019

YEAR	FACULTY RANK	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
2024	Professor	6	25	36	204	158	1,098	480	3,197	5,204
	Associate Professor	*	28	66	234	162	716	357	1,668	3,233
	Assistant Professor	7	26	55	189	200	736	489	996	2,698
	<b>Tenure-Track Subtotal</b>	<b>15</b>	<b>79</b>	<b>157</b>	<b>627</b>	<b>520</b>	<b>2,550</b>	<b>1,326</b>	<b>5,861</b>	<b>11,135</b>
	Lecturer	31	106	420	1,113	816	2,168	2,753	8,963	16,370
	<b>Total</b>	<b>46</b>	<b>185</b>	<b>577</b>	<b>1,740</b>	<b>1,336</b>	<b>4,718</b>	<b>4,079</b>	<b>14,824</b>	<b>27,505</b>
2019	Professor	6	24	43	164	168	1,003	471	3,474	5,353
	Associate Professor	*	15	20	124	105	516	236	1,325	2,343
	Assistant Professor	*	36	73	275	180	749	388	1,734	3,436
	<b>Tenure-Track Subtotal</b>	<b>9</b>	<b>75</b>	<b>136</b>	<b>563</b>	<b>453</b>	<b>2,268</b>	<b>1,095</b>	<b>6,533</b>	<b>11,132</b>
	Lecturer	32	118	306	1,208	747	1,935	2,116	10,088	16,550
	<b>Total</b>	<b>41</b>	<b>193</b>	<b>442</b>	<b>1,771</b>	<b>1,200</b>	<b>4,203</b>	<b>3,211</b>	<b>16,621</b>	<b>27,682</b>

#### INSTRUCTIONAL FACULTY HEAD COUNT BY RANK AND GENDER, FALL 2024 AND FALL 2019

YEAR	FACULTY RANK	WOMEN	MEN	NON-BINARY	UNKNOWN	TOTAL
2024	Professor	2,324	2,880			5,204
	Associate Professor	1,711	1,519	*		3,233
	Assistant Professor	1,540	1,137	21		2,698
	<b>Tenure-Track Subtotal</b>	<b>5,575</b>	<b>5,536</b>	<b>24</b>		<b>11,135</b>
	Lecturer	9,042	7,253	75		16,370
	<b>Total</b>	<b>14,617</b>	<b>12,789</b>	<b>99</b>		<b>27,505</b>
2019	Professor	2,264	3,089			5,353
	Associate Professor	1,195	1,148			2,343
	Assistant Professor	1,858	1,574	*	*	3,436
	<b>Tenure-Track Subtotal</b>	<b>5,317</b>	<b>5,811</b>	<b>*</b>	<b>*</b>	<b>11,132</b>
	Lecturer	9,011	7,516	16	7	16,550
	<b>Total</b>	<b>14,328</b>	<b>13,327</b>	<b>19</b>	<b>8</b>	<b>27,682</b>

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND RACE/ETHNICITY, FALL 2024 AND FALL 2019

YEAR	TENURE STATUS	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL	% OF TOTAL
2024	Tenured	8	51	100	423	315	1,768	824	4,808	8,297	30.2%
	Probationary	7	28	57	204	205	782	502	1,053	2,838	10.3%
	Tenure-Track Subtotal	15	79	157	627	520	2,550	1,326	5,861	11,135	40.5%
	Temporary	31	106	420	1,113	816	2,168	2,753	8,963	16,370	59.5%
	Total	46	185	577	1,740	1,336	4,718	4,079	14,824	27,505	100.0%
2019	Tenured	8	38	62	279	262	1,466	693	4,714	7,522	27.2%
	Probationary	*	37	74	284	191	802	402	1,819	3,610	13.0%
	Tenure-Track Subtotal	9	75	136	563	453	2,268	1,095	6,533	11,132	40.2%
	Temporary	32	118	306	1,208	747	1,935	2,116	10,088	16,550	59.8%
	Total	41	193	442	1,771	1,200	4,203	3,211	16,621	27,682	100.0%

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.





INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2024 AND FALL 2019

YEAR	TENURE STATUS	WOMEN	MEN	NON-BINARY	UNKNOWN	TOTAL	% OF TOTAL
2024	Tenured	3,961	4,335	*		8,297	30.2%
	Probationary	1,614	1,201	23		2,838	10.3%
	Tenure-Track Subtotal	5,575	5,536	24		11,135	40.5%
	Temporary	9,042	7,253	75		16,370	59.5%
	Total	14,617	12,789	99		27,505	100.0%
2019	Tenured	3,380	4,142			7,522	27.2%
	Probationary	1,937	1,669	*	*	3,610	13.0%
	Tenure-Track Subtotal	5,317	5,811	*	*	11,132	40.2%
	Temporary	9,011	7,516	16	7	16,550	59.8%
	Total	14,328	13,327	19	8	27,682	100.0%

INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2024

TENURE STATUS	GENDER	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
Tenured	Women	*	32	58	198	160	885	380	2,246	3,961
	Men	6	19	42	225	155	883	444	2,561	4,335
	Non-Binary								*	*
	Unknown									
	Total	8	51	100	423	315	1,768	824	4,808	8,297
Probationary	Women	*	17	35	110	115	440	268	627	1,614
	Men	*	11	20	93	88	337	233	414	1,201
	Non-Binary			*	*	*	*	*	12	23
	Unknown					*				*
	Total	7	28	57	204	205	782	502	1,053	2,838
Tenure-Track Subtotal	Women	*	49	93	308	275	1,325	648	2,873	5,575
	Men	11	30	62	318	243	1,220	677	2,975	5,536
	Non-Binary			*	*	*	*	*	13	24
	Unknown					*				*
	Total	15	79	157	627	520	2,550	1,326	5,861	11,135
Temporary	Women	18	52	243	562	493	1,166	1,528	4,980	9,042
	Men	13	53	173	543	319	993	1,211	3,948	7,253
	Non-Binary		*	*	8	*	9	14	35	75
	Unknown				*	*		*	*	7
	Total	31	106	420	1,113	816	2,168	2,753	8,963	16,370
Grand Total	Women	22	101	336	870	768	2,491	2,176	7,853	14,617
	Men	24	83	235	861	562	2,213	1,888	6,923	12,789
	Non-Binary		*	6	9	6	14	15	48	99
	Unknown				*	*		*	*	8
	Grand Total	46	185	577	1,740	1,336	4,718	4,079	14,824	27,505

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.

INSTRUCTIONAL FACULTY DISTRIBUTION BY EMPLOYEE GROUP, GENDER AND RACE/ETHNICITY, FALL 2024

EMPLOYEE GROUP	RACE/ETHNICITY	WOMEN	MEN
Professor	Native Hawaiian/Pacific Islander		100.0%
	American Indian/Alaska Native	48.0%	52.0%
	Two or More	50.0%	50.0%
	Unknown	38.7%	61.3%
	Black/African American	50.0%	50.0%
	Asian	47.0%	53.0%
	Hispanic/Latinx	44.8%	55.2%
	White	43.9%	56.1%
	<b>Total</b>	<b>44.7%</b>	<b>55.3%</b>
Associate Professor	Native Hawaiian/Pacific Islander	100.0%	
	American Indian/Alaska Native	75.0%	25.0%
	Two or More	63.6%	36.4%
	Unknown	53.4%	46.6%
	Black/African American	51.9%	48.1%
	Asian/Pacific Islander	54.7%	45.1%
	Hispanic/Latinx	48.5%	51.5%
	White	52.3%	47.6%
	<b>Total</b>	<b>52.9%</b>	<b>47.0%</b>
Assistant Professor	Native Hawaiian/Pacific Islander	28.6%	71.4%
	American Indian/Alaska Native	61.5%	38.5%
	Two or More	60.0%	36.4%
	Unknown	55.0%	44.4%
	Black/African American	56.0%	43.0%
	Asian/Pacific Islander	56.7%	42.8%
	Hispanic/Latinx	53.2%	46.6%
	White	59.8%	39.1%
	<b>Total</b>	<b>57.1%</b>	<b>42.1%</b>
Lecturer	Native Hawaiian/Pacific Islander	58.1%	41.9%
	American Indian/Alaska Native	49.1%	50.0%
	Two or More	57.9%	41.2%
	Unknown	50.5%	48.8%
	Black/African American	60.4%	39.1%
	Asian/Pacific Islander	53.8%	45.8%
	Hispanic/Latinx	55.5%	44.0%
	White	55.6%	44.0%
	<b>Total</b>	<b>55.2%</b>	<b>44.3%</b>

Notes: • Due to small population, nonbinary and unknown gender are not reported above, therefore totals may not amount to 100%





# TENURE STATUS

## TENURE-TRACK INSTRUCTIONAL FACULTY HEAD COUNT BY RANK, FALL 2024

FACULTY RANK	ALL FACULTY	TENURED HEAD COUNT	% TENURED IN RANK
Professor	5,204	5,183	99.6%
Associate Professor	3,233	3,092	95.6%
Assistant Professor	2,698	22	0.8%
Total	11,135	8,297	74.5%

## INSTRUCTIONAL FACULTY WITH DOCTORATE HEAD COUNT BY RANK, FALL 2024

FACULTY RANK	ALL FACULTY	DOCTORATE HEAD COUNT	% DOCTORATE IN RANK
Professor	5,204	4,769	91.6%
Associate Professor	3,233	2,948	91.2%
Assistant Professor	2,698	2,325	86.2%
Tenure-Track Subtotal	11,135	10,042	90.2%
Lecturer	16,370	4,575	27.9%
Total	27,505	14,617	53.1%

## INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS, GENDER AND RACE/ETHNICITY, FALL 2024 AND FALL 2019

YEAR	TENURE STATUS	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
2024	Tenured	8	51	100	423	315	1,768	824	4,808	8,297
	Probationary	7	28	57	204	205	782	502	1,053	2,838
	Temporary	31	106	420	1,113	816	2,168	2,753	8,963	16,370
	Total	46	185	577	1,740	1,336	4,718	4,079	14,824	27,505
2019	Tenured	8	38	62	279	262	1,466	693	4,714	7,522
	Probationary	*	37	74	284	191	802	402	1,819	3,610
	Temporary	32	118	306	1,208	747	1,935	2,116	10,088	16,550
	Total	41	193	442	1,771	1,200	4,203	3,211	16,621	27,682

## INSTRUCTIONAL FACULTY HEAD COUNT BY TENURE STATUS AND GENDER, FALL 2024 AND FALL 2019

YEAR	TENURE STATUS	WOMEN	MEN	NON-BINARY	UNKNOWN	TOTAL
2024	Tenured	3,961	4,335	*		8,297
	Probationary	1,614	1,201	23		2,838
	Temporary	9,042	7,253	75		16,370
	Total	14,617	12,789	99		27,505
2019	Tenured	3,380	4,142			7,522
	Probationary	1,937	1,669	*	*	3,610
	Temporary	9,011	7,516	16	7	16,550
	Total	14,328	13,327	19	8	27,682

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.

## NEW FACULTY

### NEW TENURE-TRACK INSTRUCTIONAL FACULTY, FALL 2020 TO FALL 2024

	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024
Searches	887	390	889	778	672
Appointments	679	328	763	632	539
Success Rate	76.6%	84.1%	85.8%	81.2%	80.2%

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 AND TENURE

### TENURE-TRACK INSTRUCTIONAL FACULTY PROMOTIONS, FALL 2020 TO FALL 2024

RANK	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024
Full Professor	263	214	293	335	386
Associate Professor	560	538	557	542	501
<b>Total</b>	<b>823</b>	<b>752</b>	<b>850</b>	<b>877</b>	<b>887</b>

Note: • Includes all tenure-track instructional faculty promotions as of 10/31/24.

### TENURE-TRACK INSTRUCTIONAL FACULTY GRANTED TENURE, FALL 2020 TO FALL 2024

TENURE	FALL 2020	FALL 2021	FALL 2022	FALL 2023	FALL 2024
<b>Total</b>	<b>584</b>	<b>619</b>	<b>584</b>	<b>555</b>	<b>489</b>

Note: • Includes all tenure-track instructional faculty promotions as of 10/31/24.





## SEPARATIONS

### SEPARATIONS AMONG FULL-TIME TENURE-TRACK INSTRUCTIONAL FACULTY BY CAUSE AND APPOINTMENT STATUS, FALL 2020 TO FALL 2024

TERM	TENURE STATUS	FULL-TIME HEAD COUNT	DEATH		NOT REHIRED		RESIGNATION		RETIREMENT		TOTAL SEPARATIONS	
			COUNT	%	COUNT	%	COUNT	%	COUNT	%	COUNT	%
Fall 2024	Tenured	7,622	8	0.1%	*	0.0%	90	1.2%	253	3.3%	354	4.6%
	Probationary	2,879	*	0.1%	8	0.3%	124	4.3%	*	0.2%	139	4.8%
	<b>Total</b>	<b>10,501</b>	<b>10</b>	<b>0.1%</b>	<b>11</b>	<b>0.1%</b>	<b>214</b>	<b>2.0%</b>	<b>258</b>	<b>2.5%</b>	<b>493</b>	<b>4.7%</b>
Fall 2023	Tenured	7,476	10	0.1%	*	0.0%	77	1.0%	335	4.5%	424	5.7%
	Probationary	3,027		0.0%	*	0.2%	167	5.5%	9	0.3%	181	6.0%
	<b>Total</b>	<b>10,503</b>	<b>10</b>	<b>0.1%</b>	<b>7</b>	<b>0.1%</b>	<b>244</b>	<b>2.3%</b>	<b>344</b>	<b>3.3%</b>	<b>605</b>	<b>5.8%</b>
Fall 2022	Tenured	7,299	11	0.2%		0.0%	74	1.0%	288	3.9%	373	5.1%
	Probationary	3,074	*	0.0%	9	0.3%	153	5.0%	*	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%	*	0.0%	50	0.7%	305	4.3%	365	5.1%
	Probationary	3,467	*	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%	*	0.0%	44	0.6%	358	5.2%	412	5.9%
	Probationary	3,584		0.0%	9	0.3%	111	3.1%	*	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>

Note:

- Includes separations for full-time tenure-track instructional faculty positions as of 10/31/24. Retiring faculty who enter FERP are included, but FERP faculty who exit the program are not included.
- An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.



## SALARY

### INSTRUCTIONAL FACULTY HEAD COUNT AND AVERAGE SALARY BY RANK AND APPOINTMENT TYPE, FALL 2024

TIME BASE	FACULTY RANK	ACADEMIC YEAR HEAD COUNT	ACADEMIC YEAR AVERAGE SALARY	12-MONTH HEAD COUNT	12-MONTH AVERAGE SALARY
Full-Time	Professor	4,116	\$135,190	565	\$167,537
	Associate Professor	3,063	\$116,355	105	\$142,548
	Assistant Professor	2,671	\$100,047	20	\$112,811
	Lecturer	2,960	\$82,467	148	\$107,370
	<b>Total</b>	<b>12,810</b>	<b>\$111,176</b>	<b>838</b>	<b>\$152,474</b>
Part-Time	Professor	522	\$139,411	*	\$170,892
	Associate Professor	65	\$116,531		
	Assistant Professor	7	\$93,513		
	Lecturer	13,234	\$74,164	28	\$105,612
	<b>Total</b>	<b>13,828</b>	<b>\$76,836</b>	<b>29</b>	<b>\$107,863</b>
<b>All Time Bases</b>		<b>26,638</b>	<b>\$93,350</b>	<b>867</b>	<b>\$150,982</b>

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.





## CAMPUS

### INSTRUCTIONAL FACULTY HEAD COUNT BY CAMPUS AND RANK, FALL 2024

CAMPUS	TENURE-TRACK				LECTURER	ALL INSTRUCTIONAL FACULTY
	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	OVERALL		
Bakersfield	88	88	70	246	400	646
Channel Islands	72	56	41	169	243	412
Chico	194	137	81	412	436	848
Dominguez Hills	131	94	99	324	578	902
East Bay	145	113	77	335	366	701
Fresno	262	208	128	598	848	1,446
Fullerton	409	251	145	805	1,355	2,160
Humboldt	110	78	46	234	276	510
Long Beach	418	232	199	849	1,629	2,478
Los Angeles	259	151	152	562	961	1,523
Maritime Academy	16	15	12	43	33	76
Monterey Bay	67	65	42	174	256	430
Northridge	444	192	144	780	1,294	2,074
Pomona	285	158	165	608	844	1,452
Sacramento	325	199	207	731	1,016	1,747
San Bernardino	217	99	135	451	638	1,089
San Diego	354	263	218	835	1,283	2,118
San Francisco	343	188	137	668	754	1,422
San José	296	210	217	723	1,250	1,973
San Luis Obispo	370	192	197	759	674	1,433
San Marcos	123	97	90	310	612	922
Sonoma	117	61	29	207	243	450
Stanislaus	159	86	67	312	381	693
<b>Systemwide</b>	<b>5,204</b>	<b>3,233</b>	<b>2,698</b>	<b>11,135</b>	<b>16,370</b>	<b>27,505</b>



# MOSS LANDING MARINE LABORATORIES





In 1966, this teaching and research institute began serving faculty and students who traveled from their home CSU campus. Today, it is a fully integrated institution with a thriving research community, full-time faculty and staff, and a successful graduate program that is considered one of the best in the nation. Moss Landing Marine Laboratories (MLML) students, faculty and researchers have taught or conducted field work throughout the world's oceans, including Antarctica. It also supports and contributes to the local community through open houses, tours and outreach to K-12 schools.

From 1987 to 2015, MLML operated the National Science Foundation's (NSF) 135-foot *R/V Point Sur*. In this time, they conducted over one thousand cruises for an estimated 10,000 students and researchers throughout the Northeast Pacific and to the Aleutian Islands, Bering Sea and Antarctica. In 2014, NSF retired the *R/V Point Sur* to the University of Southern Mississippi, which compromised MLML's ability to take classes to sea and sample the coastal environment.

However, this did not keep MLML from expanding their capabilities. No longer just a research station, it is now a full-fledged powerhouse of marine science that has continued to pursue their educational mission to produce broadly trained marine scientists with strong research skills. "At Moss Landing Marine Laboratories, we provide CSU students with unparalleled access to the incredible local marine environment through our boating and diving programs. Students are mentored by faculty with nationally recognized research programs and have access to research facilities," says Petra Dekens, Executive Director at MLML. "The hands-on experience provides students the skills and training they need to succeed in academia, governmental agencies, conservation and management to serve societal needs involving marine issues."

MLML is part of San José State University, which funds the faculty and staff positions and the operating costs of the facilities, and partners closely with CSU Monterey Bay in the newly formed Advisory Council. Located in an excellent location for the study of the marine world, there is a main lab situated on the hill in Moss Landing which houses the faculty research labs, classrooms, conference rooms, and offices. They also have an outfitted marine operations

department, active research diving program, and other properties that are used by affiliated research groups and community organizations. The state-of-the-art equipment and facilities allow for cutting edge research in a wide variety of disciplines including marine ecology; the biology of marine plants, invertebrates, fishes, turtles, birds and mammals; oceanography and marine geology; chemistry and biogeochemistry. "We provide the tools and training for people to be safe and successful," says John Douglas, who was a student at MLML before transitioning to a staff position. He has also been recognized by the Scientific Safety Boating Association with the Henry C Fastenau award for Instructional Safety. "It's always engaging to work with new students who bring new ideas and challenges that stretch our comfort zones."

MLML is known for its hands-on, field-oriented approach which places students, faculty, researchers and staff at the frontiers of marine science worldwide where discoveries are being made. It provides the skills and training to empower students to become successful scientists, teachers and resource managers serving societal needs involving marine issues. MLML students and researchers have participated in studies, investigations and discoveries of climate change factors, global warming, fisheries, ocean acidification, monitoring environmental health by measuring trace metals and methylmercury on the surface of CA waterways, sustainable and responsible aquaculture, assessing coastal erosion issues due to sea level rise and studying biodiversity throughout CA waters and the western Pacific.

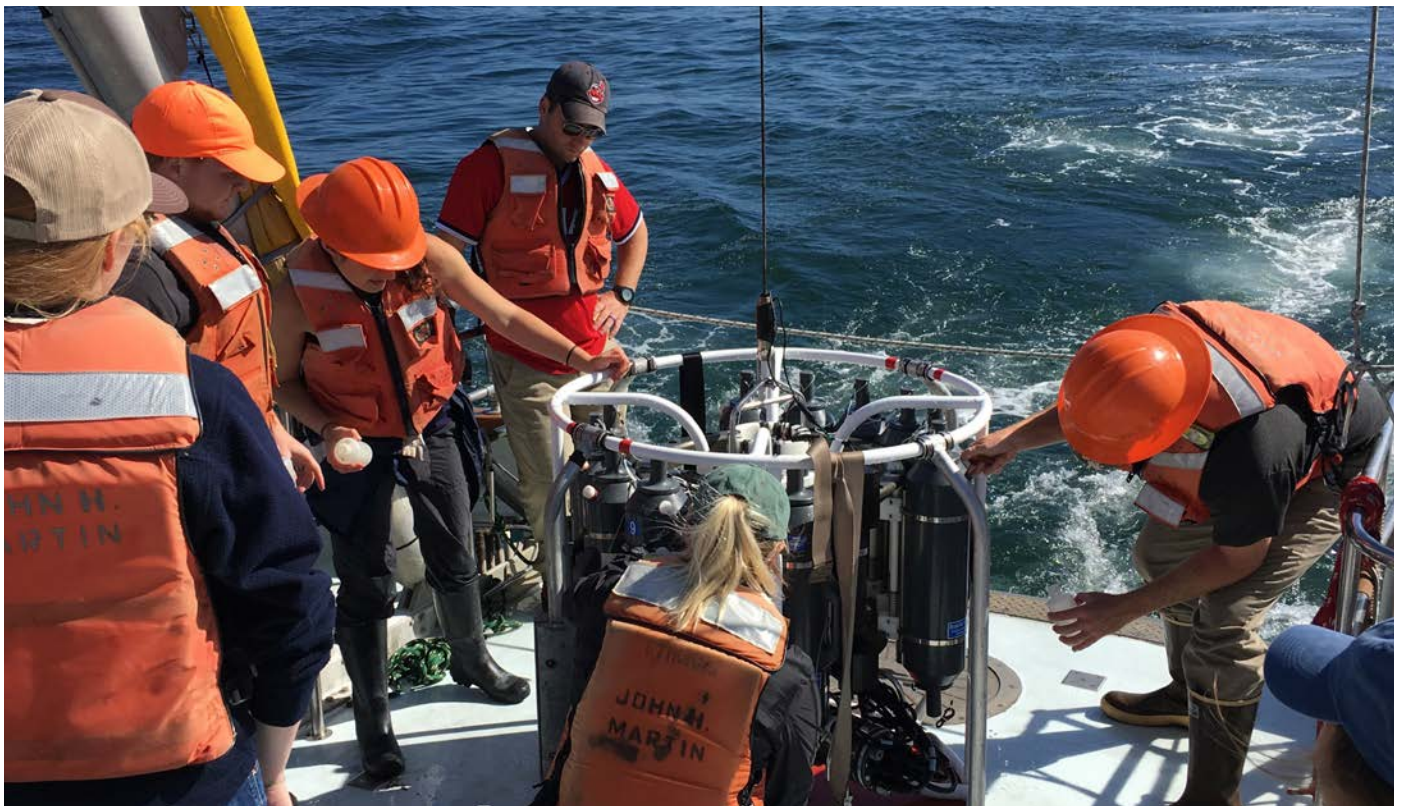
Dr. Mike Wood is a computational oceanographer involved in topics that use satellite observations, numerical ocean models, and ocean measurements to further our understanding of the ocean and its role in climate change. His current work is focused on ice-ocean biology interactions and sea level rise from the Greenland ice sheet, and he recently completed an NSF funded Artic Research Scientist Training course that will support him in leading future expeditions to the Artic as the chief scientist. "Students bring their interests, projects and enthusiasm to the classroom, which I then infuse with the lesson," says Wood. "I learn so much from students about topics I would otherwise not have come across."

Students choose MLML because it is an internationally recognized program that provides a first-hand, field-oriented approach that places them, faculty, staff and researchers at the frontiers of marine science—where discoveries are being made worldwide. Jessica Franks is a master's student and works as an assistant diving safety officer who felt a strong connection to studying seaweed and kelp forests and fell in love with scientific diving and kelp forest ecology. "I began working for our dive program, became a divemaster, then instructor—now I help teach the classes and support the program," says Franks. "Gaining such valuable field experience in the diving and boating science and safety has profoundly changed my career outlook. Through field science I have gained confidence, curiosity and collaboration skills I will continue into graduate school."

Bruno Mattioli is a graduate student and works at MLML's Marine Operations as a graduate student assistant who chose the program for its rigorous and hands-on approach to marine research, as well as the opportunity to interact with high-level science across multiple disciplines." Working at Marine Ops has been an excellent source of experience, where I learn how to maintain, repair and pilot a wide range of boats, trailers and scientific instruments. Being involved

in so many different at-sea projects really exemplifies the collaborative aspect of MLML and our Marine Operations, where we get to host researchers and organizations from all over the US and provide a safe, working platform to perform their research together with Jess and the Diving Safety Program," says Mattioli. "Our vessels and facilities support remote-operated-vehicle launches by the Monterey Bay Aquarium Research Institute (MBARI), a collaborative sea otter tagging survey effort by researchers at UC Santa Cruz, USGS and others, plus everything else in between. I hope that the combination of academic, research, and technical skills I gain through my graduate program and student employee position will allow me the flexibility to support marine and fisheries conservation in many different capacities."

"MLML has a long and proud history as a dynamic and welcoming community of faculty, researchers, staff and students," says Dekens. "As a marine research station we strive to be at the center of coastal and marine research and education in California and are passionate about diversifying the marine science workforce."



## MULTI-CAMPUS COLLABORATION



## MANAGEMENT/STAFF



**Dr. Petra Dekens**, Executive Director of Moss Landing Marine Laboratories (SJS)



**John (JD) Douglas**, Small Boats Coordinator, Marine Operations Program & Captain for John H Martin (SJS)

## FACULTY

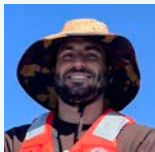


**Dr. Mike Wood**, Assistant Professor, Computational Oceanography & Department of Computer Science (SJS)

## STUDENT EMPLOYEES



**Jessica Jill Franks**, master's student and assistant diving safety officer (SJS)



**Bruno Mattioli**, graduate student assistant (SJS)



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# CSU STUDENT EMPLOYEES

FALL 2024





Academic student employees are represented by UAW (United Auto Workers) and make up 14.8% of the CSU's workforce. Academic student employees were not reported in the Employee Profile until 2019.

The CSU also employs more than 22,000 non-academic student employees, which include various types of hourly student assistants. Due to the intermittent nature of non-academic student worker appointments, they're not reported elsewhere in the profile.

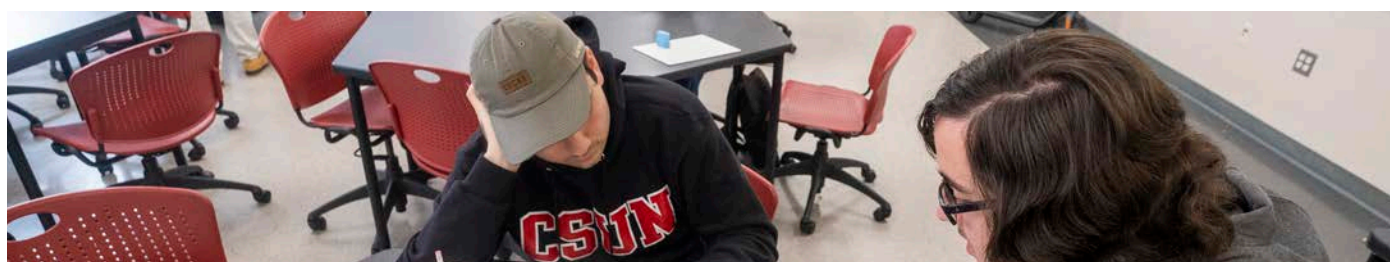
The pages that follow provide a campus-level summary of the populations of these student employees, including breakdowns by race/ethnicity and gender.

## ACADEMIC STUDENT EMPLOYEES

### ACADEMIC STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2024

CAMPUS	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
Bakersfield			*	*	*	9	53	25	100
Channel Islands			*	*	*	15	42	30	96
Chico		*	12	15	7	48	89	169	341
Dominguez Hills			*	*	8	28	39	6	84
East Bay	*		8	7	13	80	44	50	203
Fresno	*		7	14	13	128	223	100	486
Fullerton		*	24	10	11	201	196	136	581
Humboldt		*	13	*	6	9	48	125	207
Long Beach		*	52	15	20	283	255	221	848
Los Angeles		*	*	7	13	76	156	54	311
Maritime Academy			*	*		*	*	18	30
Monterey Bay			11	*	*	17	36	45	112
Northridge	*		28	26	41	147	222	214	679
Pomona	*		28	9	15	124	170	82	429
Sacramento		*	27	12	21	119	86	123	389
San Bernardino		*	9	10	10	54	151	31	266
San Diego	*	*	89	22	44	310	400	551	1,421
San Francisco	*	*	26	22	21	170	120	116	481
San José		*	20	21	18	463	87	139	749
San Luis Obispo	6	*	65	36	7	215	152	553	1,036
San Marcos		*	9		7	39	74	86	216
Sonoma	*		8	10	*	13	39	104	178
Stanislaus	*		9	10	*	17	77	42	158
<b>Systemwide</b>	<b>17</b>	<b>21</b>	<b>460</b>	<b>266</b>	<b>288</b>	<b>2,569</b>	<b>2,760</b>	<b>3,020</b>	<b>9,401</b>

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.



## ACADEMIC STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2024

CAMPUS	WOMEN	MEN	NON-BINARY	TOTAL
Bakersfield	48	52		100
Channel Islands	61	32	*	96
Chico	195	142	*	341
Dominguez Hills	46	38		84
East Bay	125	77	*	203
Fresno	308	175	*	486
Fullerton	286	286	9	581
Humboldt	106	83	18	207
Long Beach	442	391	15	848
Los Angeles	162	147	*	311
Maritime	8	22		30
Monterey Bay	72	38	*	112
Northridge	355	313	11	679
Pomona	231	196	*	429
Sacramento	228	159	*	389
San Bernardino	150	114	*	266
San Diego	855	542	24	1,421
San Francisco	253	221	7	481
San José	370	379		749
San Luis Obispo	559	477		1,036
San Marcos	138	78		216
Sonoma	112	66		178
Stanislaus	86	68	*	158
<b>Systemwide</b>	<b>5,196</b>	<b>4,096</b>	<b>109</b>	<b>9,401</b>

## NON-ACADEMIC STUDENT EMPLOYEES

### NON-ACADEMIC STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND RACE/ETHNICITY, FALL 2024

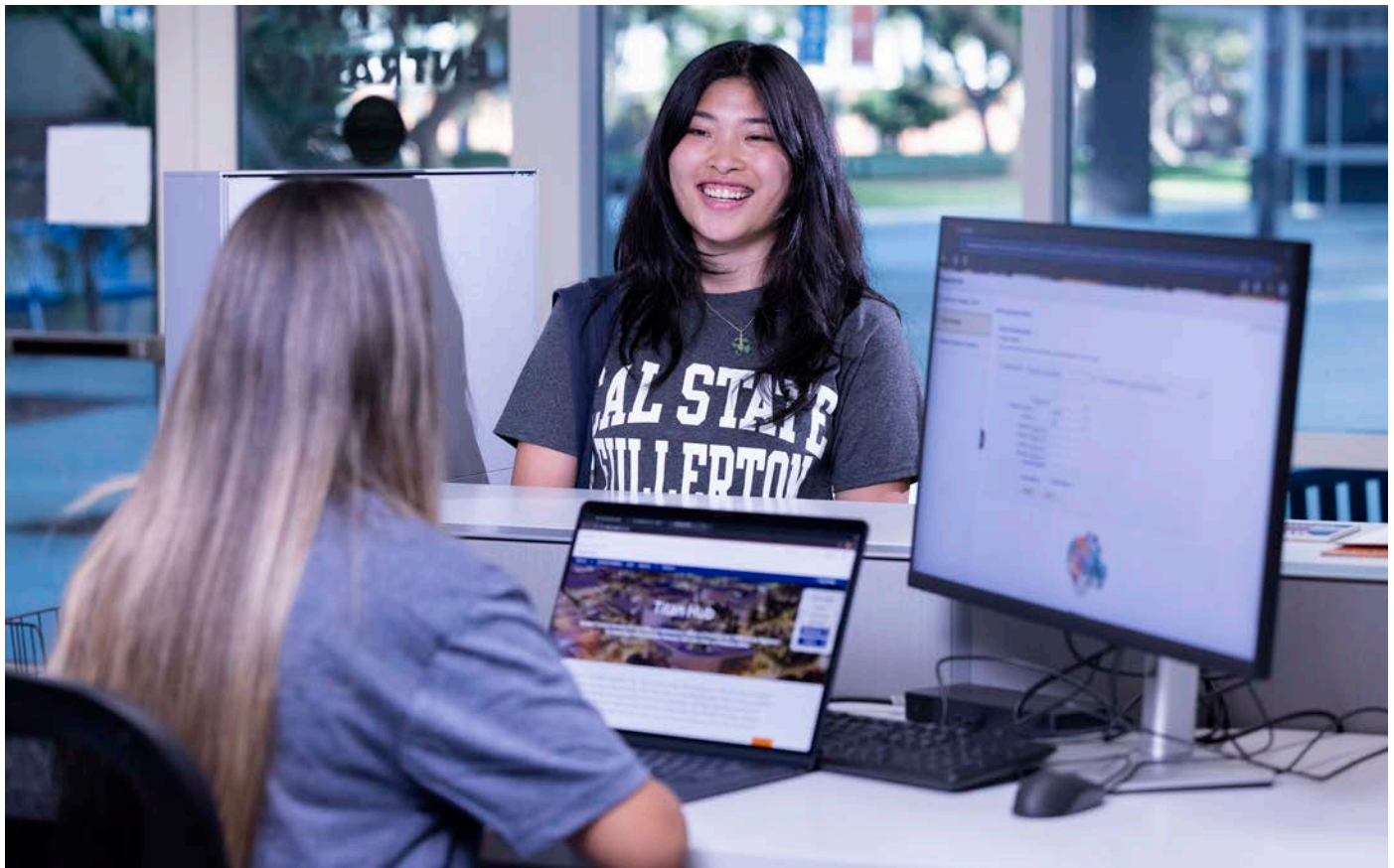
CAMPUS	NATIVE HAWAIIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALASKA NATIVE	TWO OR MORE	UNKNOWN	BLACK/ AFRICAN AMERICAN	ASIAN	HISPANIC/ LATINX	WHITE	TOTAL
Bakersfield	*	*	10	17	42	53	317	87	528
Chancellor's Office			*	*	*	9	6	*	25
Channel Islands	*	*	*	78	18	38	154	104	398
Chico	*	14	42	21	52	94	384	382	992
Dominguez Hills			13	21	103	58	263	20	478
East Bay	*	*	23	19	49	204	185	97	584
Fresno	*	*	20	18	30	178	564	173	990
Fullerton	*	*	61	13	55	294	539	155	1,125
Humboldt		17	63	39	38	39	265	515	976
Long Beach	7	*	71	59	134	480	791	316	1,863
Los Angeles	*	*	10	18	47	103	388	41	613
Maritime	*	*	16	13	6	21	39	83	181
Monterey Bay	*	*	20	6	19	30	195	117	389
Northridge		*	45	38	130	278	638	254	1,386
Pomona	*	*	40	27	62	218	470	136	961
Sacramento	15	7	73	39	129	311	445	311	1,330
San Bernardino	*	6	14	49	59	54	433	88	704
San Diego	7	11	124	43	144	421	672	606	2,028
San Francisco	*	*	40	56	101	396	342	158	1,099
San José	*	*	64	49	88	669	322	211	1,413
San Luis Obispo	*	7	156	71	32	425	514	1,077	2,285
San Marcos	*	*	27	13	40	57	272	115	529
Sonoma	*	*	34	32	38	41	258	305	716
Stanislaus	*		22	15	15	37	272	87	452
<b>Systemwide</b>	<b>73</b>	<b>112</b>	<b>993</b>	<b>755</b>	<b>1,436</b>	<b>4,508</b>	<b>8,728</b>	<b>5,440</b>	<b>22,045</b>



## NON-ACADEMIC STUDENT EMPLOYEE HEAD COUNT BY CAMPUS AND GENDER, FALL 2024

CAMPUS	WOMEN	MEN	NON-BINARY	UNKNOWN	TOTAL
Bakersfield	313	213	*		528
Chancellor's Office	14	10		*	25
Channel Islands	269	128	*		398
Chico	632	353	7		992
Dominguez Hills	282	195	*		478
East Bay	369	209	6		584
Fresno	625	358	*	*	990
Fullerton	681	418	26		1,125
Humboldt	597	336	43		976
Long Beach	1,174	673	15	*	1,863
Los Angeles	340	267	6		613
Maritime	56	124	*		181
Monterey Bay	271	112	6		389
Northridge	868	498	20		1,386
Pomona	516	442	*		961
Sacramento	888	437	*		1,330
San Bernardino	442	258	*		704
San Diego	1,386	621	21		2,028
San Francisco	666	415	18		1,099
San José	854	550	9		1,413
San Luis Obispo	1,402	879	*		2,285
San Marcos	340	188	*		529
Sonoma	461	250	*		716
Stanislaus	281	159	12		452
<b>Systemwide</b>	<b>13,727</b>	<b>8,093</b>	<b>219</b>	<b>6</b>	<b>22,045</b>

Notes: • An asterisk (\*) denotes that a group or subgroup contained five or fewer employees.



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# TECHNICAL NOTES AND GLOSSARY

FALL 2024





## TECHNICAL NOTES

This reference booklet contains fall 2024 snapshot information on employees at all 23 universities and the Chancellor's Office.

- 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.
- Beginning in 2023, we report all classifications/job codes within United Auto Workers (UAW) for the Academic Student Employees regardless of Integrated Postsecondary Education Data System (IPEDS) reporting guidelines. As a result, data for these groups cannot be directly compared to previous Employee Profiles.
- All tables and charts in the Employee Profile exclude non-academic student employees (unless otherwise noted), other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions.
- Terminology and classifications represented throughout the document are consistent with those utilized by the Integrated Postsecondary Data System Reports (IPEDS).
- Percentages referenced throughout this report may not add up to 100 because of rounding.

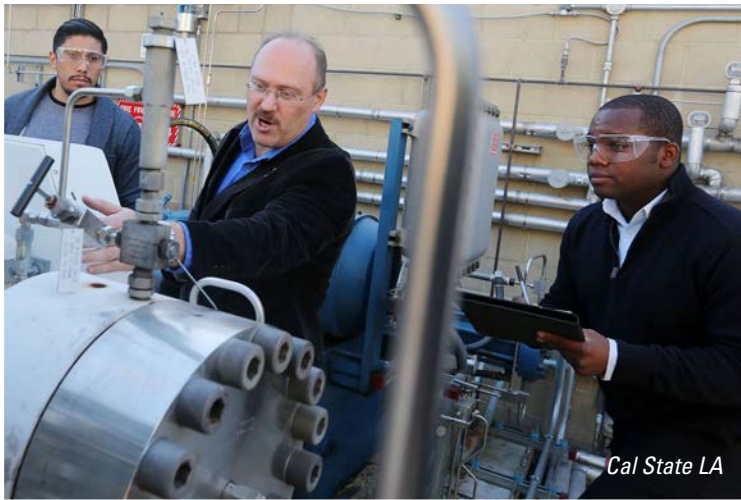
## GLOSSARY

- **Executives & Management**  
Chancellor's Office executives, campus presidents and all Management Personnel Plan (MPP) employees.
- **Full-Time**  
Individuals employed "100% time"; includes full-time employees on leave with pay.
- **Instructional Faculty**  
All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches and counselors. Also excludes extension or summer session faculty.
- **Lecturer**  
Includes all instructional faculty with temporary appointments (nontenure track).
- **Non-Instructional Faculty**  
Librarians, coaches and counselors.
- **Non-Academic Student Employees**  
Part-time, temporary student assistants who do not perform academic work.
- **Part-Time**  
Includes employees whose assignments at a given campus are less than 100% time.  
Individuals employed simultaneously at two universities are counted as two employees.
- **Probationary Faculty**  
Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a "terminal" year.
- **Academic Student Employees**  
Student employees performing academic work. Includes Teaching Associates, Graduate Assistants and Instructional Support Assistants.
- **Staff**  
Employees with a primary appointment other than faculty or student employee. Excludes executives and management.
- **Tenured Faculty**  
Tenure-track faculty employees who have been awarded tenure.





Cal State East Bay



Cal State LA



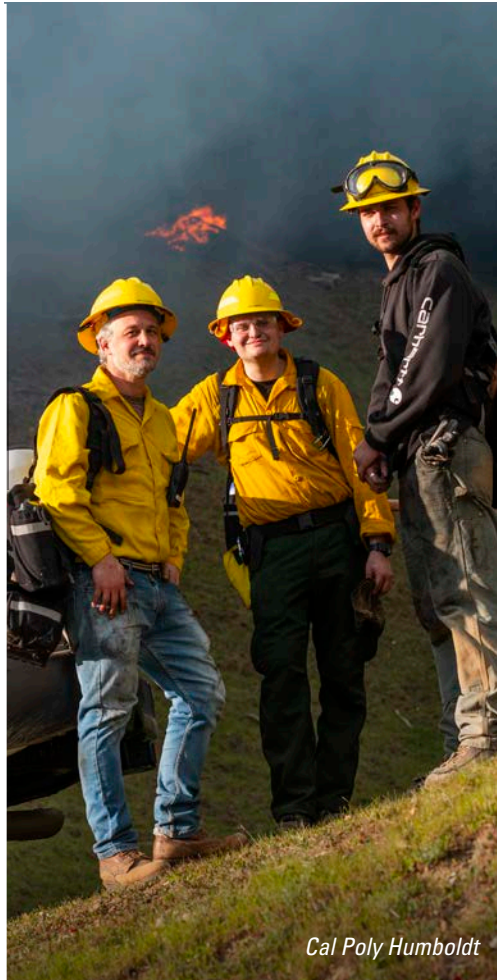
CSU Channel Islands



Cal Poly San Luis Obispo



Chancellor's Office



Cal Poly Humboldt



# ACKNOWLEDGMENTS

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

**CAL POLY HUMBOLDT** | COVER, PAGE 34, 56  
**CAL POLY POMONA** | COVER, PAGE 21, 37  
**CAL POLY SAN LUIS OBISPO** | COVER, PAGE 38, 56  
**CAL STATE EAST BAY** | PAGE 56  
**CAL STATE FULLERTON** | COVER, PAGE 10, 53, 57  
**CAL STATE LA** | COVER, PAGE 56  
**CAL STATE LONG BEACH** | PAGE 18, 45  
**CAL STATE MONTEREY BAY** | COVER, PAGE 40, 54  
**CAL STATE SAN BERNARDINO** | PAGE 12  
**CHANCELLOR'S OFFICE** | PAGE 56  
**CHICO STATE** | PAGE 19, 50  
**CSU CHANNEL ISLANDS** | PAGE 23, 56  
**CSU DOMINGUEZ HILLS** | PAGE 15, 42  
**CSUN** | PAGE 51  
**FRESNO STATE** | PAGE 28-29  
**SACRAMENTO STATE** | PAGE 4, 16, 43  
**SAN DIEGO STATE** | PAGE 44  
**SAN FRANCISCO STATE** | PAGE 2-3  
**STANISLAUS STATE** | PAGE 14

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## LAND ACKNOWLEDGMENT

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 ACKNOWLEDGMENT

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.

**NATION'S LARGEST**

4-YEAR PUBLIC UNIVERSITY SYSTEM

THE CALIFORNIA STATE UNIVERSITY

**SACRAMENTO**

**800 MILES**

FROM HUMBOLDT

TO SAN DIEGO

**LOS ANGELES**

SAN LUIS OBISPO

**EAST**

**BAY**

SAN

MARCOS

**23**

**SAN FRANCISCO**

SONOMA SAN JOSÉ

OVER 63,000 FACULTY & STAFF

**MORE THAN 450,000 STUDENTS**

BAKERSFIELD CHANNEL ISLANDS MONTEREY BAY

**OVER 4 MILLION ALUMNI**

DOMINGUEZ HILLS

LONG  
BEACH

NEARLY 125,000 DEGREES  
CONFERRED ANNUALLY

**FULLERTON**

**POMONA**

**NORTHRIDGE**

**CHICO**

CAMPUSES AND 7 OFF-CAMPUS CENTERS

**SAN BERNARDINO**

**1 IN 10**

CA EMPLOYEES

IS A CSU GRADUATE

STANISLAUS MARITIME



401 Golden Shore, Long Beach, CA 90802-4210  
calstate.edu

May 2025 | Prepared By Systemwide Human Resources