



The California State University
OFFICE OF THE CHANCELLOR

2022 FACULTY RECRUITMENT AND RETENTION REPORT

SYSTEMWIDE ACADEMIC & STAFF HUMAN RESOURCES

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INTRODUCTION

This is the 35th annual report on the recruitment and retention of instructional tenure-track faculty at the 23 campuses of the California State University (CSU). This report is based, in part, on survey information the Chancellor’s Office has collected from the campuses since 1988 to provide the CSU with a comprehensive overview of recruitment outcomes, new faculty demographics, starting salaries by discipline, historical trends and information on faculty turnover.

Systemwide Academic and Staff Human Resources, with assistance from Systemwide Data Analysis, at the Chancellor’s Office produces this report. We support campus administrators in serving CSU faculty and staff at every stage of employment. We provide systemwide expertise on best practices in Human Resources Management and higher education administration; develop and implement employment policies; conduct and publish research and analysis about CSU employees; and coordinate professional development opportunities for campus leaders and academic administrators.

Among other things, our office is responsible for:

- 1. Serving as systemwide experts on all aspects of faculty employment.
- 2. Supporting faculty recruitment and retention efforts across the 23 CSU campuses.
- 3. Facilitating systemwide and campus-based diversity and inclusion efforts.
- 4. Providing comprehensive and accessible data on all aspects of faculty careers.
- 5. Managing academic professional development programs for CSU administrators.

One of our most important goals is supporting campuses in the recruitment and retention of a diverse and highly qualified workforce. This report documents the CSU’s progress in recruiting a diverse faculty that meets the needs of the increasingly diverse and dynamic CSU student population.

“As a national leader in higher education, the CSU strives to attract, develop and retain a high-performing and inclusive workforce reflective of our student body and today’s global work environment. The diverse backgrounds and knowledge of our faculty and staff provide our students a transformative educational experience, providing essential skills for lifelong success in problem-solving, critical thinking and reasoning, communication and cultural competence.”

Leora Freedman, Vice Chancellor for Human Resources
CSU Employee Profile



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EXECUTIVE SUMMARY

Since the 1987-1988 academic year, when the Chancellor’s Office first began tracking faculty recruitment, the CSU initiated 27,527 full-time tenured or tenure-track faculty searches, leading to 20,660 new appointments. While faculty hiring declined during the 2020-2021 recruitment season as a result of the global COVID-19 pandemic, this proved an overall anomaly. The total number of searches, appointments, and overall search success rates have fully recovered. During the 2021-2022 recruitment season, the total number of faculty searches increased from 390 in 2021 to 889 in 2022. In addition, the total number of new

appointments increased from 327 to 763, and the faculty search success rate recovered from 84 percent to 86 percent. **The CSU successfully recruited more faculty in 2021-2022 than in any year since 2016** and the search success was the highest since 2014.

The overall tenure-track instructional faculty population slightly increased during the 2021-2022 academic year from 54.4 percent the prior year to 55.5 percent.

Faculty separations during the 2021-2022 academic year were similar to preceding years, with an increase in tenured and probationary faculty resignations of .04 percent.

Search committees made excellent progress in recruiting and hiring diverse tenure-track instructional faculty from underrepresented populations. **More than 54 percent of new faculty hires identified as female and the percentage of new hires who identified as black, indigenous or people of color (BIPOC) continued to increase, with more than 56 percent of new faculty identifying as BIPOC.**

Starting salaries for new faculty increased from prior years, with new assistant professors receiving an average of \$90,808. The average for all new appointments was \$92,525.*

For 2021-2022, tenure denials and non-reappointments were 0.5 percent of the probationary faculty population.

**54% OF NEW FACULTY
IDENTIFIED AS FEMALE.
56% OF NEW FACULTY
RECRUITS IDENTIFIED AS BIPOC.**

**86% OF
FACULTY SEARCHES
IN 2021-2022 WERE SUCCESSFUL.
763 NEW
APPOINTMENTS
WERE MADE.**

**STARTING SALARIES FOR
NEW ASSISTANT PROFESSORS
INCREASED TO AN AVERAGE OF
\$90,808
SYSTEMWIDE.**

*Faculty salary data within this report is inclusive of the 2022 fiscal year Generalized Salary Increase (GSI).



METHODOLOGY

This report examines the tenured and tenure-track faculty population across the 23 campuses of the CSU during the 2021-2022 academic year. We highlight campus recruitment processes, with an emphasis on new appointments that were scheduled to begin in fall 2022, as well as search success rates, faculty demographics and salary data. In order to provide an overview of broader changes within the faculty population, we also explore faculty resignations and tenure denials.

This data is gathered through an annual systemwide faculty survey. The recruitment season includes searches and outcomes conducted between August 1 and July 31. Faculty searches included in this report generally have start dates in the fall, though a minority of the searches may start in subsequent terms or academic years based on individual faculty needs. The current survey is a hybrid process of manual collection and centralized querying of campus HR databases. Data related to recruitment, resignations, and tenure denials is gathered from the Faculty Affairs teams on each campus. Using the PeopleSoft Employee ID at each campus, Systemwide HR then queries demographic and job history data for successful searches, including faculty rank, gender, race/ethnicity, citizenship status and visa status.

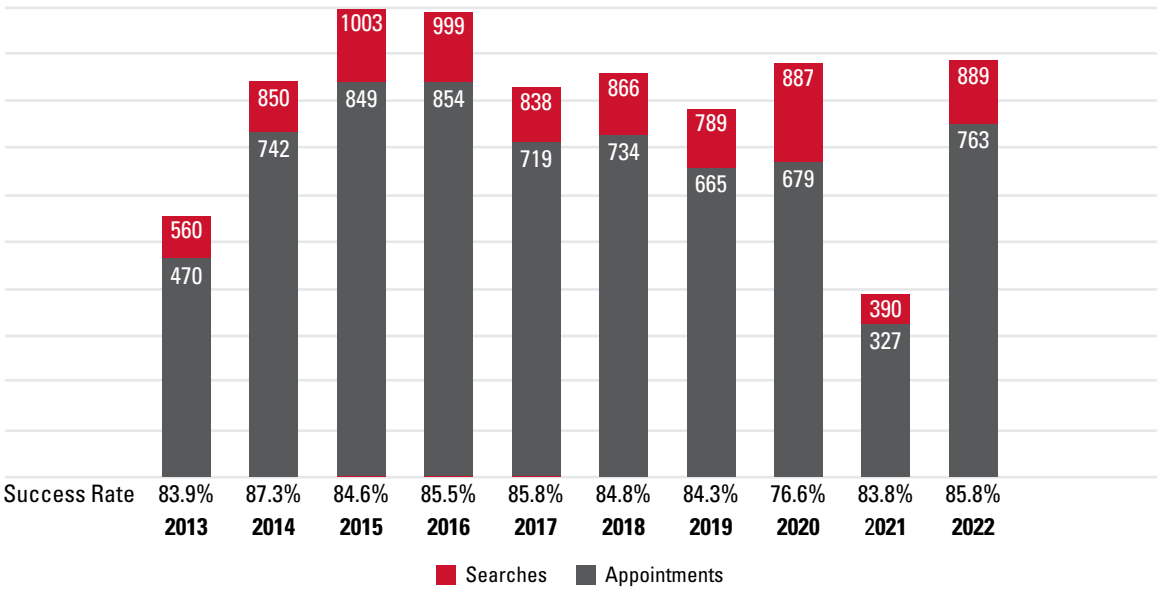




SEARCHES, APPOINTMENTS AND SUCCESS RATES

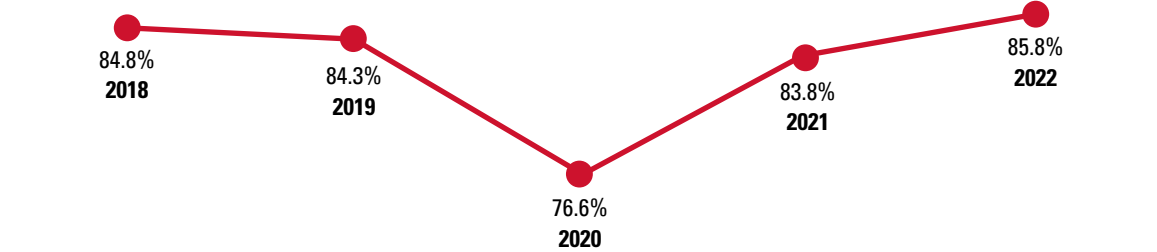
Despite economic uncertainty, rapid inflation, the high cost of living in California, and escalating home prices, 86 percent of all faculty searches within the CSU in 2021-2022 were successful. Overall, 889 searches were conducted and 763 new appointments were made.

10-YEAR SYSTEMWIDE TREND IN FACULTY SEARCHES AND APPOINTMENTS



Successfully completing searches depends on many factors. In addition to external, cultural, political and economic factors, discipline and industry specific trends, competition for faculty within those disciplines, availability of start-up funds, the quality of the search pool, salary allocations, trends in higher education, and the availability of spouse/partner employment within the job market may also influence search success rates.

FIVE-YEAR SYSTEMWIDE SEARCH SUCCESS RATE



FROM 2018-2022,
**3,168 NEW FULL TIME TENURED
AND TENURE-TRACK FACULTY APPOINTMENTS**
WERE MADE SYSTEMWIDE.

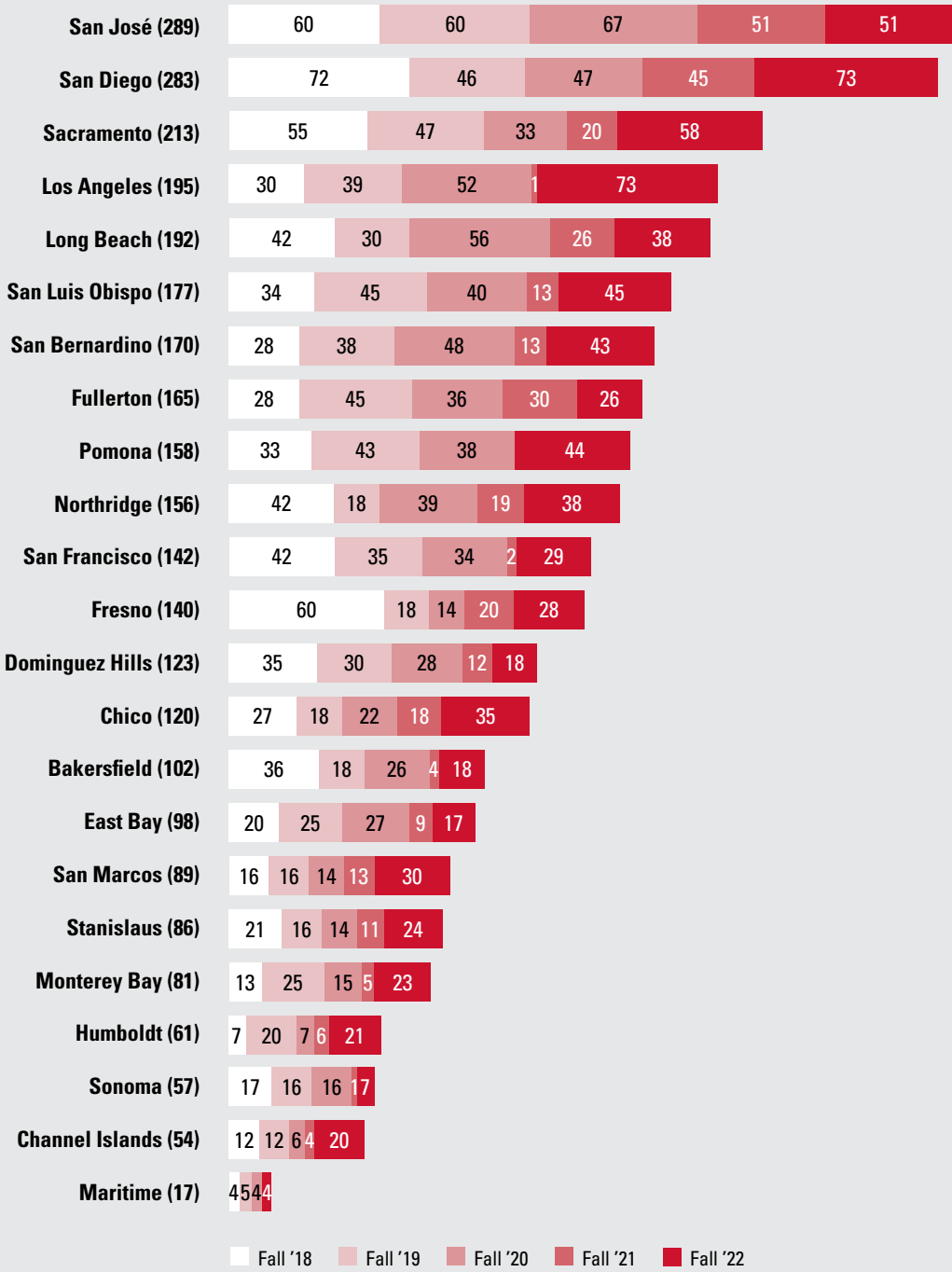
NEW INSTRUCTIONAL TENURED AND TENURE-TRACK FACULTY APPOINTMENTS BY CAMPUS, 2018-2022

Campus	Fall '18	Fall '19	Fall '20	Fall '21	Fall '22	Five-Year Total
Bakersfield	36	18	26	4	18	102
Channel Islands	12	12	6	4	20	54
Chico	27	18	22	18	35	120
Dominguez Hills	35	30	28	12	18	123
East Bay	20	25	27	9	17	98
Fresno	60	18	14	20	28	140
Fullerton	28	45	36	30	26	165
Humboldt	7	20	7	6	21	61
Long Beach	42	30	56	26	38	192
Los Angeles	30	39	52	1	73	195
Maritime	4	5	-	4	4	17
Monterey Bay	13	25	15	5	23	81
Northridge	42	18	39	19	38	156
Pomona	33	43	38	-	44	158
Sacramento	55	47	33	20	58	213
San Bernardino	28	38	48	13	43	170
San Diego	72	46	47	45	73	283
San Francisco	42	35	34	2	29	142
San José	60	60	67	51	51	289
San Luis Obispo	34	45	40	13	45	177
San Marcos	16	16	14	13	30	89
Sonoma	17	16	16	1	7	57
Stanislaus	21	16	14	11	24	86
Systemwide	734	665	679	327	763	3,168

From 2018 through 2022, the number of new appointments varied considerably from campus-to-campus and year-to-year, reflecting a variety of factors including campus size, student enrollments, budgetary constraints and local needs. Unsurprisingly, the greatest number of appointments **over a five-year period** were made at the larger urban campuses – San José (289), San Diego (283), Sacramento (213), Los Angeles (195) and Long Beach (192). The fewest number of appointments were made at the smaller schools – Maritime (17), Channel Islands (54), Sonoma (57) and Humboldt (61).



NEW INSTRUCTIONAL TENURED AND TENURE-TRACK FACULTY APPOINTMENTS BY CAMPUS, 2018-2022



In fall 2022, the campuses that appointed the most new tenured and tenure-track faculty were San Diego and Los Angeles (both 73) and Sacramento (58); the campuses that appointed the fewest new tenured and tenure-track faculty were Maritime (4), Sonoma (7) and East Bay (17).

FROM 2018-2022, 3,168 NEW APPOINTMENTS WERE MADE SYSTEMWIDE.

INSTRUCTIONAL TENURED AND TENURE-TRACK FACULTY SEARCHES,
APPOINTMENTS, AND APPLICATIONS BY CAMPUS, FALL 2022 COHORT

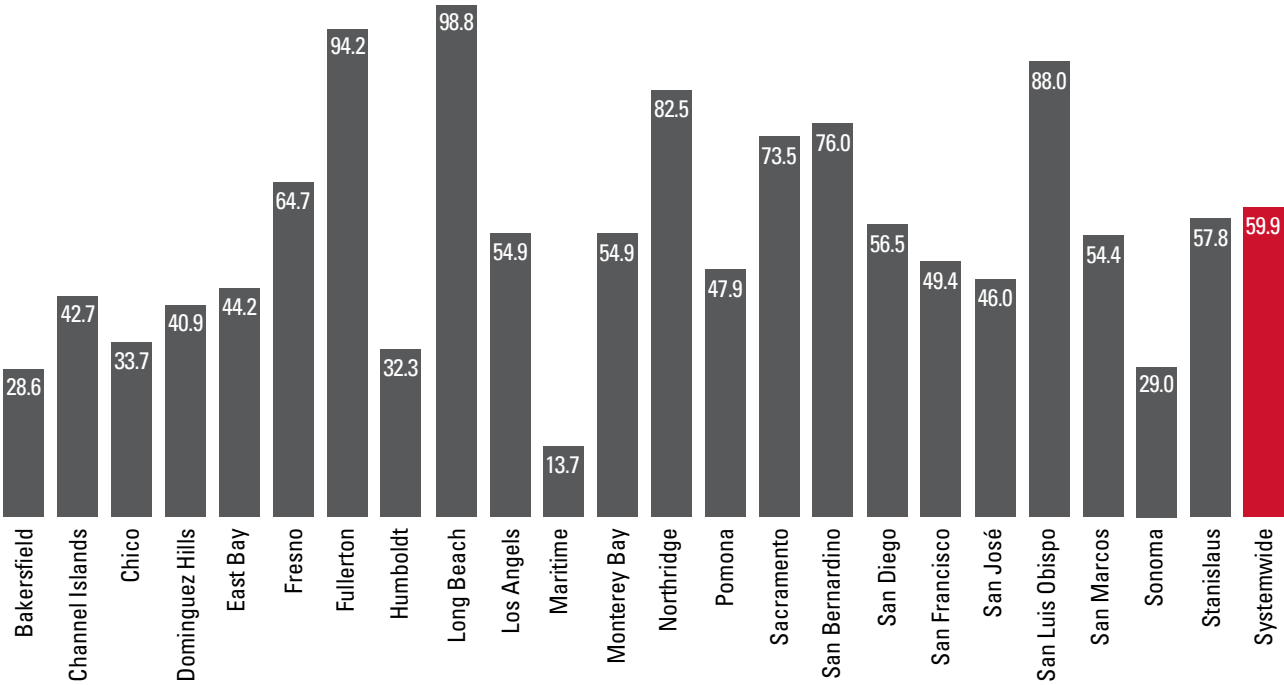
Campus	Searches	Appointments	Success Rate	Applications	Average Applications per Search
Bakersfield	21	18	86%	601	28.6
Channel Islands	20	20	100%	854	42.7
Chico	39	35	90%	1,314	33.7
Dominguez Hills	18	18	100%	736	40.9
East Bay	29	17	59%	1,283	44.2
Fresno	38	28	74%	2,459	64.7
Fullerton	34	26	76%	3,202	94.2
Humboldt	28	21	75%	905	32.3
Long Beach	41	38	93%	4,049	98.8
Los Angeles	87	73	84%	4,773	54.9
Maritime	6	4	67%	82	13.7
Monterey Bay	28	23	82%	1,537	54.9
Northridge	48	38	79%	3,962	82.5
Pomona	48	44	92%	2,297	47.9
Sacramento	60	58	97%	4,412	73.5
San Bernardino	46	43	93%	3,495	76.0
San Diego	85	73	86%	4,801	56.5
San Francisco	31	29	94%	1,532	49.4
San José	60	51	85%	2,757	46.0
San Luis Obispo	48	45	94%	4,222	88.0
San Marcos	33	30	91%	1,796	54.4
Sonoma	8	7	88%	232	29.0
Stanislaus	33	24	73%	1,908	57.8
Systemwide	889	763	86%	53,209	59.9

The campuses with the highest search success rates were Channel Islands and Dominguez Hills (both 100 percent), Sacramento (97 percent) and San Luis Obispo (94 percent).

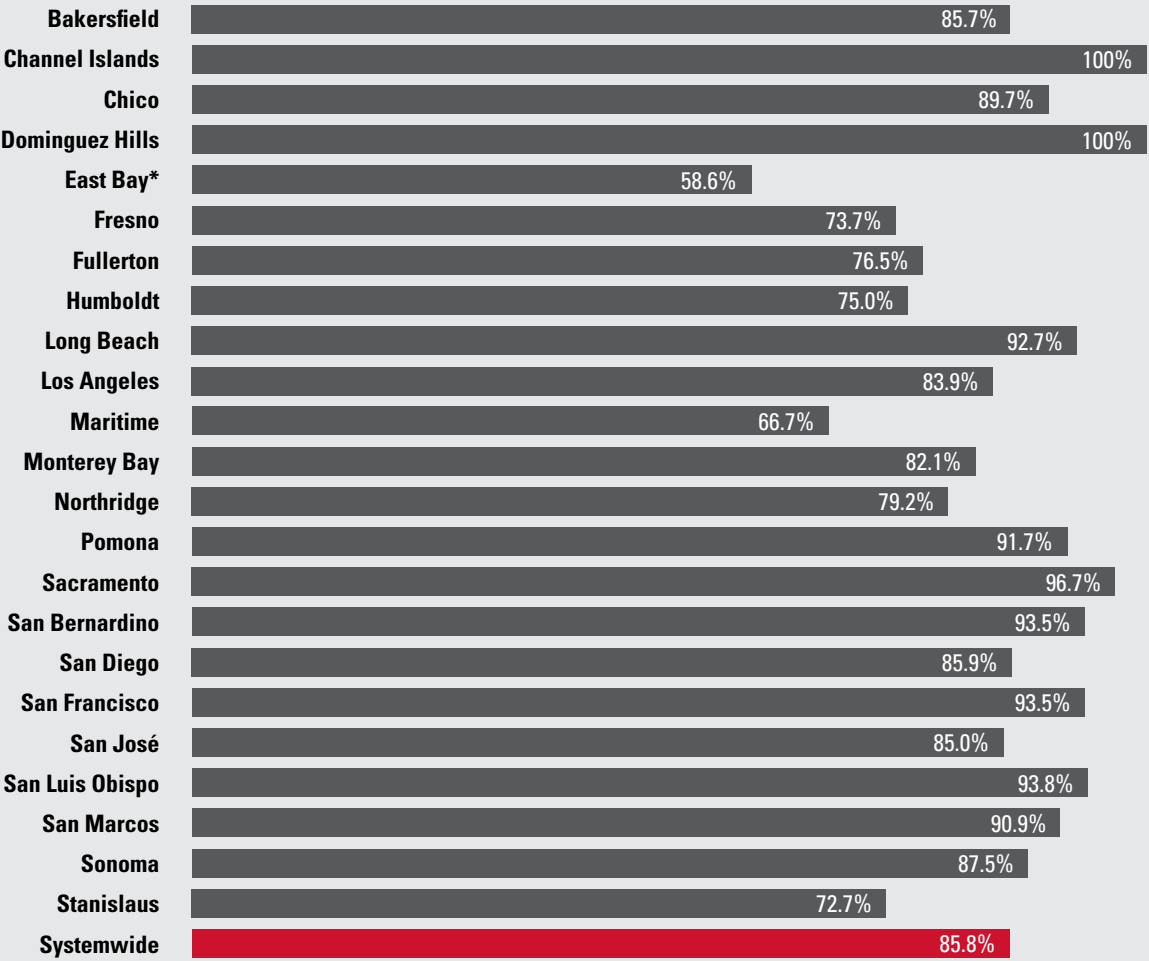
The campuses receiving the highest average number of applications per search were Long Beach (98.8), Fullerton (94.2) and San Luis Obispo (88). The number of applications received is impacted by many factors – including trends within the hiring discipline, specificity of the job description, extent the position was marketed and salary in comparison to cost of living.

ON AVERAGE, THE CSU RECEIVED
59.9 APPLICATIONS
PER SEARCH.

AVERAGE APPLICATIONS PER SEARCH, 2021-2022 RECRUITMENT SEASON

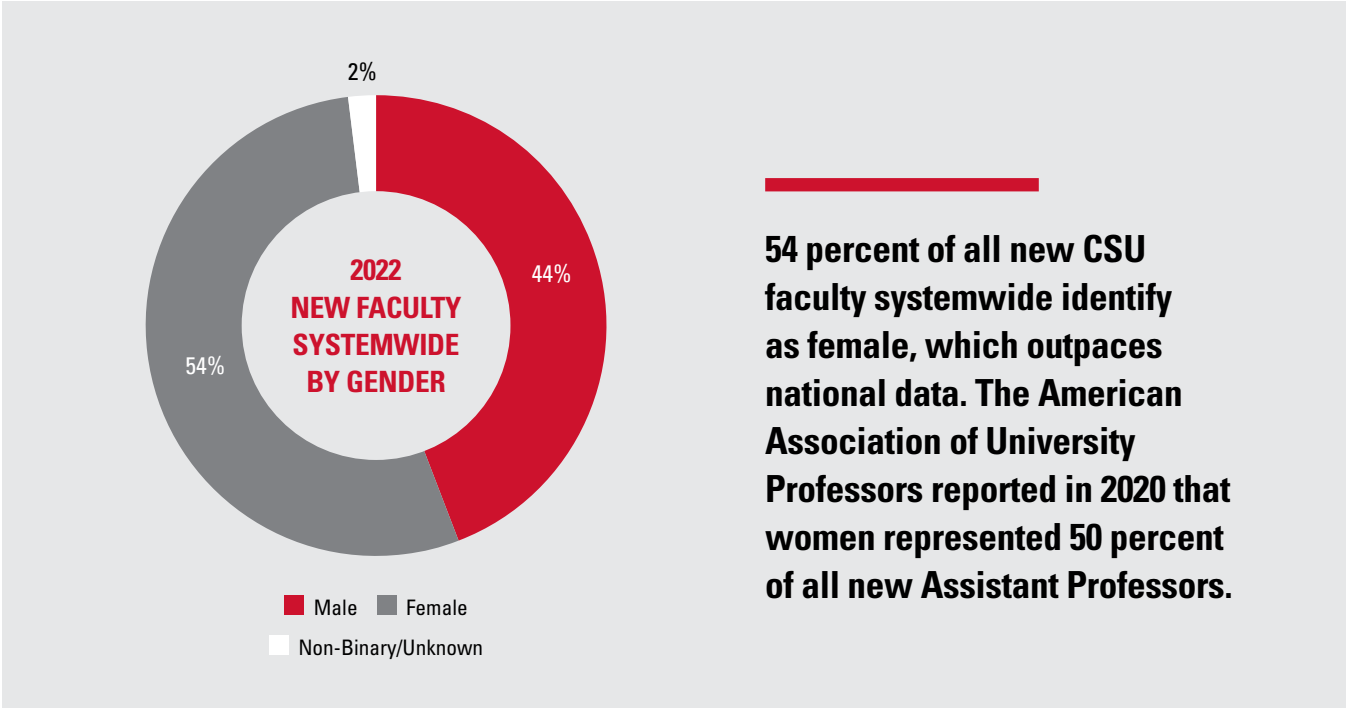


2022 AVERAGE SEARCH SUCCESS RATE BY CAMPUS



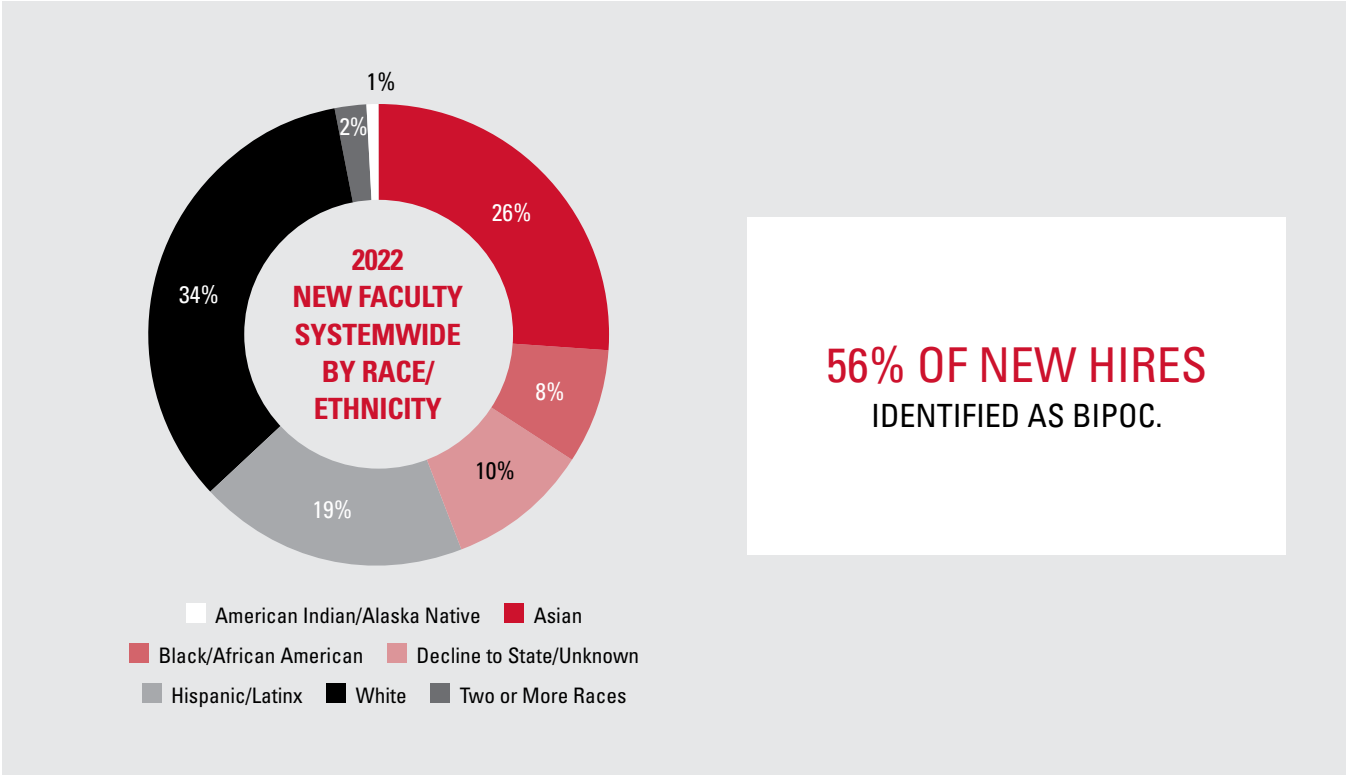


FACULTY DEMOGRAPHICS

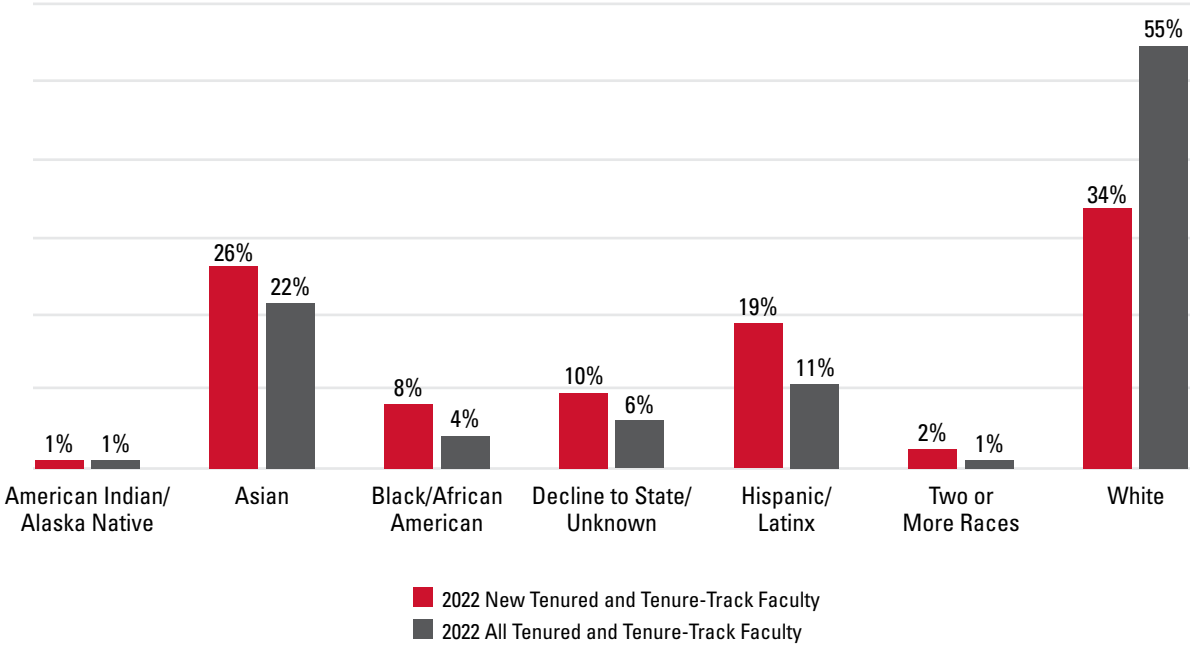


NOTES ON TERMINOLOGY

Throughout this document, the terms race and ethnicity are often adjoining. While these identities are not synonymous, current surveying data at the CSU does not distinguish between identity with the culture or history of a particular group of people and identity based on shared outward physical characteristics. As such, these terms are simultaneously referenced. BIPOC is used to reference black, indigenous and people of color.



2022 NEW TENURED AND TENURE-TRACK FACULTY VS ALL FACULTY BY RACE/ETHNICITY VS ALL TENURE AND TENURE TRACK FACULTY BY RACE/ETHNICITY



The percentage of new tenured and tenure-track faculty identifying as white (34 percent) was considerably lower than the overall existing faculty (55 percent). Meanwhile, the percentages of Asian, Black/African American, and Hispanic/Latinx faculty represented in the 2022 cohort were higher in each area than within the existing faculty. These results may reflect increased efforts at the campus level to recruit in diverse venues, use inclusive language and adopt more equitable hiring practices that reduce implicit bias, as well as shifts within the demographics of the state of California.

DETAILED RACE AND ETHNICITY OF TENURED AND TENURE TRACK FACULTY, FALL 2018-2022 COHORTS

Race/Ethnicity	Fall '18		Fall '19		Fall '20		Fall '21		Fall '22	
	Count	%	Count	%	Count	%	Count	%	Count	%
American Indian or Alaska Native	12	2%	8	1%	9	1%	4	1%	9	1%
Asian	168	23%	159	24%	147	22%	78	24%	199	26%
Black or African American	40	6%	35	5%	41	6%	42	13%	58	8%
Decline to State/Unknown	62	9%	58	9%	105	16%	27	8%	73	10%
Latinx	89	12%	89	14%	100	15%	48	15%	144	19%
Native Hawaiian or Other Pacific Islander	-	-	1	-	4	1%	-	-	1	13%
Two or More Races	-	-	-	-	-	-	8	2%	19	2%
White	356	49%	306	47%	249	38%	118	36%	260	34%
TOTAL	727	100%	656	100%	655	100%	325	100%	763	100%

RACIAL DEMOGRAPHICS OF THE FALL 2022 TENURED AND TENURE-TRACK FACULTY COHORT

Among the campuses with 5 or more hires, 16 reported hiring cohorts of 50 percent or more faculty who identified as BIPOC. The four campuses with the most diverse new faculty cohorts were Bakersfield (72 percent), San Francisco (72 percent), Dominguez Hills (78 percent) and Channel Islands (80 percent).

RACE/ETHNICITY, NEW TENURED AND TENURE-TRACK FACULTY BY CAMPUS, FALL 2022 COHORT

Campus*	Appoint-ments	American Indian or Alaskan Native	Asian	Black or African American	Decline to State/Unknown	Latinx	Native Hawaiian or Other Pacific Islander	Two or More Races	White	BIPOC
	Overall	Count %	Count %	Count %	Count %	Count %	Count %	Count %	Count %	
Bakersfield	18	-	5 28%	1 6%	1 6%	5 28%	-	2 11%	4 22%	13 72%
Channel Islands	20	1 5%	5 25%	4 20%	1 5%	5 25%	-	1 5%	3 15%	16 80%
Chico	35	2 6%	12 34%	3 9%	4 11%	4 11%	-	-	10 29%	21 60%
Dominguez Hills	18	-	6 33%	3 17%	1 6%	5 28%	-	-	3 17%	14 78%
East Bay	17	-	6 35%	-	1 6%	5 29%	-	1 6%	4 24%	12 71%
Fresno	28	-	11 39%	-	2 7%	7 25%	-	-	8 29%	18 64%
Fullerton	26	-	9 35%	-	-	6 23%	-	1 4%	10 38%	16 62%
Humboldt	21	1 5%	2 10%	2 10%	4 19%	2 10%	-	1 5%	9 43%	8 38%
Long Beach	38	1 3%	11 29%	5 13%	2 5%	9 24%	-	-	10 26%	26 68%
Los Angeles	73	-	13 18%	9 12%	8 11%	14 19%	-	3 4%	26 36%	39 53%
Maritime	4	-	-	-	1 25%	-	-	-	3 75%	-
Monterey Bay	23	-	5 22%	2 9%	3 13%	-	-	2 9%	11 48%	9 39%
Northridge	38	-	8 21%	1 3%	3 8%	2 5%	-	2 5%	22 58%	13 34%
Pomona	44	-	12 27%	10 23%	5 11%	7 16%	-	-	10 23%	29 66%
Sacramento	58	2 3%	20 34%	2 3%	4 7%	9 16%	-	1 2%	20 34%	35 59%
San Bernardino	43	-	5 12%	4 9%	12 28%	9 21%	-	-	13 30%	18 42%
San Diego	73	-	24 33%	2 3%	4 5%	15 21%	-	1 1%	27 37%	42 58%
San Francisco	29	2 7%	11 38%	3 10%	-	5 17%	-	-	8 28%	21 72%
San José	51	-	13 25%	1 2%	6 12%	16 31%	-	-	15 29%	30 59%
San Luis Obispo	45	-	8 18%	2 4%	2 4%	7 16%	-	1 2%	25 56%	18 40%
San Marcos	30	-	6 20%	2 7%	2 7%	4 13%	1 3%	3 10%	12 40%	16 53%
Sonoma	7	-	1 14%	-	3 43%	2 29%	-	-	1 14%	3 43%
Stanislaus	24	-	6 25%	2 8%	4 17%	6 25%	-	-	6 25%	14 58%

For the 2022 hiring cohort, people who identified as Black or African American were most represented in Letters/Humanities and Social Sciences; people who identified as Asian were most represented in Business/Management, Natural Sciences and Social Sciences; people who identified as Latinx were most represented in the Social Sciences and Education.

RACE AND ETHNICITY OF NEW TENURED AND TENURE-TRACK FACULTY BY DISCIPLINE, FALL 2022 COHORT

Discipline	Appoint-ments	American Indian or Alaska Native	Asian	Black or African American	Decline to State/ Unknown	Latinx	Native Hawaiian or Other Pacific Islander	Two or More Races	White
Agriculture	4	-	1%	-	-	-	-	-	1%
Architecture	3	-	-	3%	-	1%	-	-	-
Business/ Management	101	-	21%	5%	21%	3%	-	11%	12%
Communications	33	-	6%	3%	5%	6%	-	-	3%
Education	80	11%	10%	9%	10%	19%	-	5%	7%
Engineering	50	11%	9%	2%	10%	3%	-	-	7%
Family/ Consumer Sciences	6	-	1%	-	-	1%	-	-	1%
Fine Arts	67	-	6%	5%	8%	10%	-	11%	13%
Health Sciences	66	11%	9%	5%	4%	5%	-	16%	12%
Letters	38	-	4%	14%	3%	8%	-	5%	3%
Math/ Computer Science	46	-	10%	-	4%	3%	-	-	8%
Natural Sciences	91	11%	11%	7%	14%	9%	-	21%	15%
Public Affairs	32	0%	5%	10%	1%	3%	-	-	4%
Social Sciences	146	56%	11%	36%	21%	31%	100%	5%	13%
ALL DISCIPLINES	763	100%	100%	100%	100%	100%	100%	100%	100%



GENDER OF NEW TENURED AND TENURE-TRACK FACULTY BY CAMPUS, FALL 2022 COHORT

Campus	Appointments	Male	Female	Non-Binary/ Unknown
Bakersfield	18	56%	44%	-
Channel Islands	20	55%	40%	5%
Chico	35	49%	51%	-
Dominguez Hills	18	39%	61%	-
East Bay	17	41%	59%	-
Fresno	28	54%	43%	4%
Fullerton	26	54%	38%	8%
Humboldt	21	52%	43%	5%
Long Beach	38	53%	45%	3%
Los Angeles	73	37%	60%	3%
Maritime	4	75%	25%	-
Monterey Bay	23	52%	43%	4%
Northridge	38	55%	45%	-
Pomona	44	34%	66%	-
Sacramento	58	33%	67%	-
San Bernardino	43	40%	58%	2%
San Diego	73	40%	60%	-
San Francisco	29	38%	55%	7%
San José	51	49%	49%	2%
San Luis Obispo	45	53%	47%	-
San Marcos	30	43%	57%	-
Sonoma	7	43%	57%	-
Stanislaus	24	21%	79%	-
ALL CAMPUSES	763	44%	54%	2%

Among the Fall 2022 new faculty cohort, 44 percent identify as men, 54 percent identify as women, and 2 percent identify as non-binary or unknown. The two campuses with the largest portion of the new cohort identifying as non-binary and unknown are also two of the largest campuses – Fullerton and San Francisco. Non-binary identifying faculty have only been tracked for two years. As such, historical trends are not yet available, and we expect this population to grow as new faculty are hired and awareness increases.



The disciplines with the highest number of new faculty identifying as women in the 2022 cohort are Family/Consumer Sciences (83 percent), Agriculture (75 percent) and Education (71 percent).

NEW TENURED AND TENURE-TRACK FACULTY IDENTIFYING AS WOMEN BY DISCIPLINE, FALL 2022 COHORT

Discipline	Total Appointments	Appointments Identifying as Women	Percentage Identifying as Women
Agriculture	4	3	75%
Architecture	3	2	67%
Business/Management	101	42	42%
Communications	33	18	55%
Education	80	57	71%
Engineering	50	18	36%
Family/Consumer Sciences	6	5	83%
Fine Arts	67	38	57%
Health Sciences	66	40	61%
Letters/Humanities	38	25	66%
Math/Computer Science	46	14	30%
Natural Sciences	91	45	49%
Public Affairs	32	20	63%
Social Sciences	146	87	60%
ALL DISCIPLINES	763	414	54%



GENDER AND ETHNICITY OF NEW TENURED AND TENURE-TRACK FACULTY BY CAMPUS, FALL 2022 COHORT

Campus	All Appoint-ments	Male				Female				Other
		Overall %	BIPOC %	White %	Decline to State/ Unknown %	Overall %	BIPOC %	White %	Decline to State/ Unknown %	Overall %
Bakersfield	18	56%	70%	20%	10%	44%	75%	25%	-	-
Channel Islands	20	55%	73%	18%	9%	40%	88%	13%	-	5%
Chico	35	49%	47%	29%	24%	51%	72%	28%	-	-
Dominguez Hills	18	39%	86%	14%	-	61%	73%	18%	9%	-
East Bay	17	41%	71%	14%	14%	59%	70%	30%	-	-
Fresno	28	54%	60%	33%	7%	43%	75%	25%	-	4%
Fullerton	26	54%	57%	43%	-	38%	60%	40%	-	8%
Humboldt	21	52%	55%	18%	27%	43%	22%	78%	-	5%
Long Beach	38	53%	65%	25%	10%	45%	76%	24%	-	-
Los Angeles	73	37%	48%	41%	11%	60%	59%	34%	7%	3%
Maritime	4	75%	-	67%	33%	25%	-	100%	-	-
Monterey Bay*	23	52%	33%	50%	17%	43%	50%	40%	10%	4%
Northridge	38	55%	38%	62%	-	45%	29%	53%	18%	-
Pomona	44	34%	67%	27%	7%	66%	66%	21%	14%	-
Sacramento	58	33%	58%	32%	11%	67%	59%	36%	5%	-
San Bernardino	43	40%	35%	29%	35%	58%	44%	32%	24%	2%
San Diego	73	40%	66%	34%	-	60%	52%	39%	9%	-
San Francisco	29	38%	45%	55%	-	55%	88%	13%	-	7%
San José	51	49%	60%	28%	12%	49%	60%	28%	12%	2%
San Luis Obispo	45	53%	46%	50%	4%	47%	33%	62%	5%	-
San Marcos	30	43%	62%	31%	8%	57%	47%	47%	6%	-
Sonoma	7	43%	100%	-	-	57%	-	25%	75%	-
Stanislaus	24	21%	100%	-	-	79%	47%	32%	21%	-
ALL CAMPUSES	763	44%	56%	34%	10%	54%	57%	34%	9%	2%

*Data does not total 100% due to rounding.

The campuses with the highest percentages of BIPOC/ women in the 2022 cohort were Channel Islands and San Francisco (both 88 percent), Long Beach (76 percent), and Bakersfield and Fresno (both 75 percent). The campuses with the highest percentages of BIPOC/men in the 2022 cohort were Sonoma and Stanislaus (both 100 percent), Dominguez Hills (86 percent) and Channel Islands (73 percent).

57 percent of new faculty who identified as female and 56 percent of new faculty who identified as male also identified as BIPOC.

The disciplines with the largest share of people who identified as BIPOC and women were found in Architecture (100 percent) and Public Affairs (75 percent). The disciplines with the largest share of people who identified as BIPOC and male were Architecture and Family/Consumer Sciences (100 percent each) and Letters/Humanities (85 percent).

GENDER AND ETHNICITY OF NEW TENURED AND TENURE-TRACK FACULTY BY DISCIPLINE, FALL 2022 COHORT

Discipline	All Appoint-ments	Male				Female				Other¹
		Overall %	BIPOC %	White %	Decline to State/Unknown %	Overall %	BIPOC %	White %	Decline to State/Unknown %	
Agriculture	4	25%	-	100%	-	75%	33%	67%	-	-
Architecture	3	33%	100%	-	-	67%	100%	-	-	-
Business/Management	101	56%	53%	37%	11%	42%	52%	31%	17%	2%
Communications	33	39%	69%	15%	15%	55%	61%	33%	6%	6%
Education	80	25%	60%	30%	10%	71%	72%	19%	9%	4%
Engineering	50	64%	44%	44%	13%	36%	56%	28%	17%	-
Family/Consumer Sciences	6	17%	100%	-	-	83%	40%	60%	-	-
Fine Arts	67	40%	44%	44%	11%	57%	42%	50%	8%	3%
Health Sciences	66	38%	56%	36%	8%	61%	43%	55%	3%	-
Letters	38	34%	85%	8%	8%	66%	64%	32%	4%	-
Math/Computer Science	46	70%	50%	44%	6%	30%	50%	43%	7%	-
Natural Sciences	91	48%	45%	48%	7%	49%	51%	38%	11%	2%
Public Affairs	32	38%	50%	42%	8%	63%	75%	25%	-	-
Social Sciences	146	40%	72%	16%	12%	60%	61%	30%	9%	1%
ALL DISCIPLINES	763	44%	56%	34%	10%	54%	57%	35%	8%	2%

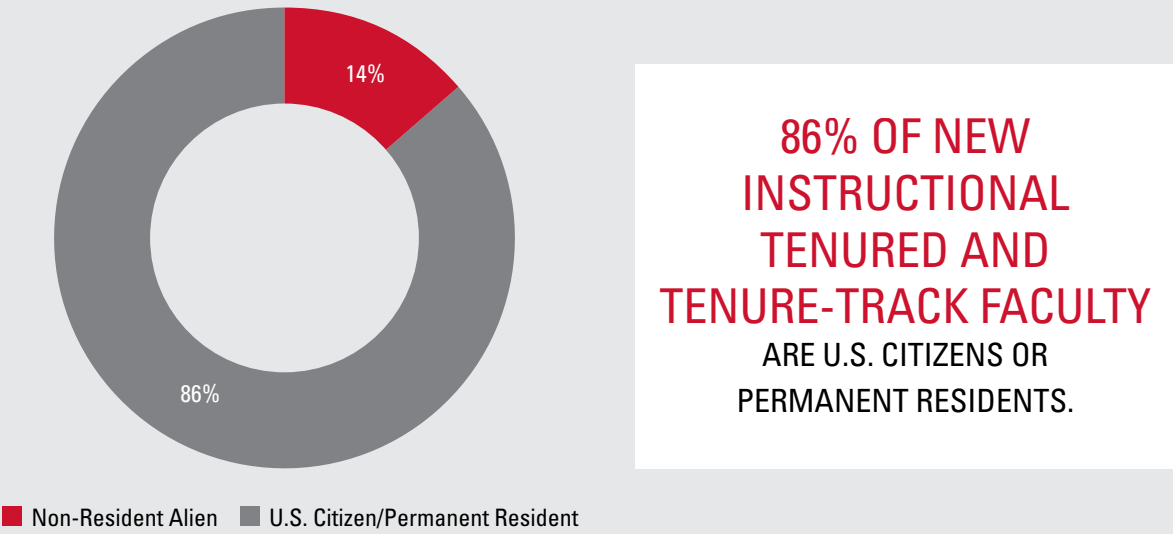
¹ Refers to individuals who identified as non-binary or did not state a gender.

As of publication, 87 percent of appointments at the CSU were completed for U.S. citizens or permanent residents, with approximately 14 percent for temporary visa holders.

CITIZENSHIP STATUS OF NEW INSTRUCTIONAL TENURED AND TENURE-TRACK FACULTY, FALL 2022 COHORT

Citizenship Status	Appointments	% of Total
Non-Resident Alien	104	13.6%
U.S. Citizen/Permanent Resident	659	86.4%
TOTAL	763	100.0%

CITIZENSHIP STATUS OF NEW INSTRUCTIONAL TENURED AND TENURE-TRACK FACULTY, FALL 2022 COHORT



CITIZENSHIP STATUS OF NEW TENURED AND TENURE-TRACK FACULTY BY DISCIPLINE, FALL 2022 COHORT

Discipline	Appointments	Non-Resident Alien	U.S. Citizen/Permanent Resident
Agriculture	4	-	100%
Architecture	3	-	100%
Business/Management	101	31%	69%
Communications	33	18%	82%
Education	80	8%	93%
Engineering	50	28%	72%
Family/Consumer Sciences	6	17%	83%
Fine Arts	67	7%	93%
Health Sciences	66	9%	91%
Letters	38	13%	87%
Math/Computer Science	46	20%	80%
Natural Sciences	91	12%	88%
Public Affairs	32	13%	88%
Social Sciences	146	4%	96%
ALL DISCIPLINES	763	14%	86%

The disciplines with the largest percentages of non-resident aliens are Business/Management (31 percent), Engineering (28 percent) and Math/Computer Science (20 percent). Disciplines with the highest percentages of U.S. citizens/permanent residences are Agriculture and Architecture (100 percent each) and Social Sciences (96 percent).



FACULTY SALARIES

AVERAGE SALARIES OF NEW TENURED AND TENURE-TRACK FACULTY BY CAMPUS, FALL 2022 COHORT

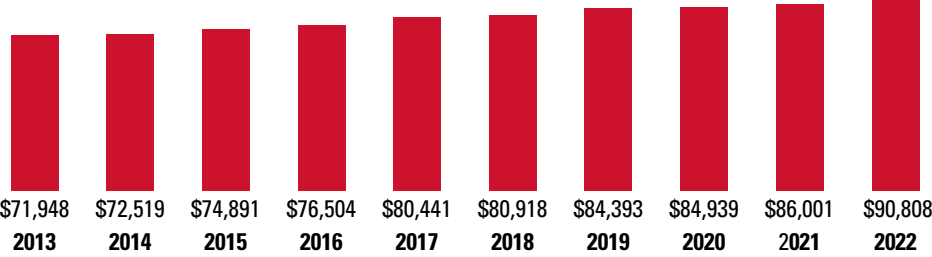
Campus	Average Salary for New Assistant Professors	Average Salary for All New Professors
Bakersfield	\$82,907	\$82,565
Channel Islands	\$91,162	\$94,715
Chico	\$81,680	\$89,059
Dominguez Hills	\$88,124	\$93,991
East Bay	\$83,637	\$83,637
Fresno	\$83,257	\$83,257
Fullerton	\$103,174	\$103,563
Humboldt	\$80,481	\$81,596
Long Beach	\$92,915	\$95,356
Los Angeles	\$92,033	\$91,968
Maritime	\$94,696	\$94,696
Monterey Bay	\$93,776	\$93,776
Northridge	\$93,448	\$95,919
Pomona	\$91,070	\$91,242
Sacramento	\$84,694	\$84,748
San Bernardino	\$86,675	\$92,433
San Diego	\$98,770	\$101,233
San Francisco	\$91,483	\$91,791
San José	\$95,157	\$95,594
San Luis Obispo	\$95,736	\$98,369
San Marcos	\$91,425	\$91,691
Sonoma	\$87,474	\$89,831
Stanislaus	\$85,643	\$87,173
ALL CAMPUSES	\$90,808	\$92,525



AVERAGE SALARIES FOR NEW TENURED AND TENURE-TRACK ASSISTANT PROFESSORS BY CAMPUS, 2022



10- YEAR AVERAGE SALARY FOR NEW TENURED AND TENURE-TRACK ASSISTANT PROFESSORS, 2013- 2022



AVERAGE SALARIES OF NEW TENURE-TRACK FACULTY BY DISCIPLINE, FALL 2022 COHORT

Discipline	Average Salary for New Assistant Professors	Average Salary for All New Hires
Agriculture	\$96,207	\$96,207
Architecture	\$86,210	\$86,210
Business/Management	\$118,207	\$119,841
Communications	\$84,033	\$84,683
Education	\$84,258	\$85,410
Engineering	\$98,491	\$102,005
Family/Consumer Sciences	\$85,982	\$85,982
Fine Arts	\$81,492	\$83,439
Health Sciences	\$89,686	\$93,085
Letters	\$80,957	\$81,483
Math/Computer Science	\$93,485	\$94,004
Natural Sciences	\$89,799	\$92,129
Public Affairs	\$86,932	\$91,401
Social Sciences	\$82,211	\$83,168
ALL DISCIPLINES	\$90,808	\$92,525





RECRUITMENT PROCESS

96% OF CSU FACULTY
RECEIVE START-UP FUNDS.

The CSU provides additional incentives to new faculty, including service credit towards tenure eligibility, appointments with tenure, moving expenses, start-up funding, and workload reductions. One hundred and fifty three (153) individuals received service credit (two years is the maximum permitted by the current CFA collective bargaining agreement) and 12 faculty were hired with tenure. Most new faculty (96 percent) received start-up funding. Campuses were instructed to report support from all funding sources, including state funds, as well as grants and contracts, endowment income, and other resources. Start-up funds may be used for a variety of purposes,

including professional travel, equipment purchases (e.g., computers and laboratory equipment), research supplies, to hire student assistants, to purchase books and journals, or for other items that may be negotiated. The average amount of start-up funding was \$42,989, with the highest average start-up funds allocated in the natural sciences, engineering, and health sciences. Start-up funding varies by campus with San Diego, Humboldt and Long Beach awarding the highest average start-up funds for this hiring cohort. The table lists the average start-up funds by campus for all appointments (inclusive of those who did not receive start-up funds). Most campuses offer support for moving and relocation expenses to new faculty (subject to CSU policies).

START-UP FUNDING, NEW TENURED AND TENURE TRACK FACULTY, CAMPUS, FALL 2022 COHORT

Campus	Average Proposed Start-Up Funds, All New Hires	Average Start-Up Funds, Granted to New Hires
Bakersfield	\$13,923	\$13,923
Channel Islands	\$13,211	\$13,211
Chico	\$8,157	\$8,157
Dominguez Hills	\$16,625	\$16,625
East Bay	\$32,619	\$32,619
Fresno	\$25,133	\$26,714
Fullerton	\$49,399	\$49,399
Humboldt	\$49,095	\$49,095
Long Beach	\$34,398	\$34,398
Los Angeles	\$28,445	\$28,445
Maritime	-	-
Monterey Bay	\$28,841	\$28,841
Northridge	\$31,883	\$31,883
Pomona	\$25,671	\$25,671
Sacramento	\$16,541	\$16,541
San Bernardino	\$28,471	\$28,759
San Diego	\$170,498	\$170,498
San Francisco	\$40,537	\$40,537
San José	\$37,304	\$42,703
San Luis Obispo	\$20,224	\$20,450
San Marcos	\$28,807	\$28,896
Sonoma	\$11,429	\$11,429
Stanislaus	\$6,091	\$6,091
ALL CAMPUSES	\$42,384	\$42,898



START-UP FUNDING PROVIDED TO NEW TENURED AND TENURE-TRACK FACULTY BY DISCIPLINE, FALL 2022 COHORT

Discipline	Average Start-Up Funds for All New Hires	Average Start-Up Funds for All New Hires with Funding
Agriculture	\$13,750	\$13,750
Architecture	\$8,333	\$8,333
Business/Management	\$29,753	\$30,193
Communications	\$15,093	\$15,396
Education	\$17,999	\$17,999
Engineering	\$75,357	\$75,357
Family/Consumer Sciences	\$37,720	\$46,400
Fine Arts	\$11,847	\$11,927
Health Sciences	\$65,952	\$65,952
Letters	\$11,652	\$11,156
Math/Computer Science	\$40,284	\$40,284
Natural Sciences	\$118,659	\$118,659
Public Affairs	\$19,279	\$19,279
Social Sciences	\$24,929	\$24,929
ALL DISCIPLINES	\$42,384	\$42,989

AVERAGE
START-UP FUNDS
ACROSS ALL DISCIPLINES FOR
THE 2021-2022 COHORT WAS
\$42,989.

MOVING EXPENSES PROVIDED TO NEW TENURED AND TENURE-TRACK FACULTY BY CAMPUS, FALL 2022 COHORT

Campus	Average Moving Expenses for All New Hires	Average Moving Expenses for All New Hires Who Received Start-up Funds
Bakersfield	\$5,500	\$5,750
Channel Islands	\$5,633	\$5,633
Chico	\$9,352	\$9,294
Dominguez Hills	\$6,409	\$6,409
East Bay	\$4,125	\$4,125
Fresno	\$3,731	\$4,333
Fullerton	\$5,105	\$5,105
Humboldt	\$10,000	\$10,000
Long Beach	\$5,960	\$5,960
Los Angeles	\$5,635	\$5,635
Maritime	-	-
Monterey Bay	\$3,174	\$3,300
Northridge	\$5,592	\$5,933
Pomona	\$5,167	\$5,167
Sacramento	\$6,470	\$6,470
San Bernardino	\$5,516	\$5,464
San Diego	\$7,531	\$7,488
San Francisco	\$3,685	\$3,685
San José	\$4,900	\$5,500
San Luis Obispo	\$7,205	\$6,915
San Marcos	\$6,200	\$5,500
Sonoma	\$5,667	\$5,667
Stanislaus	\$5,075	\$4,889
ALL CAMPUSES	\$6,005	\$6,058

In 2022, the combined value of start-up funding offered to new appointees systemwide was just under \$30 million, while support for moving/relocation expenses was nearly \$3 million. Approximately one-third (36 percent) of all new faculty received support for moving/relocation expenses. The average amount of moving/relocation expenses provided \$6,058.

AVERAGE
MOVING/RELOCATION
EXPENSES
SYSTEMWIDE FOR THE
FALL 2022 COHORT WAS
\$6,058.



RECRUITMENT OUTCOMES

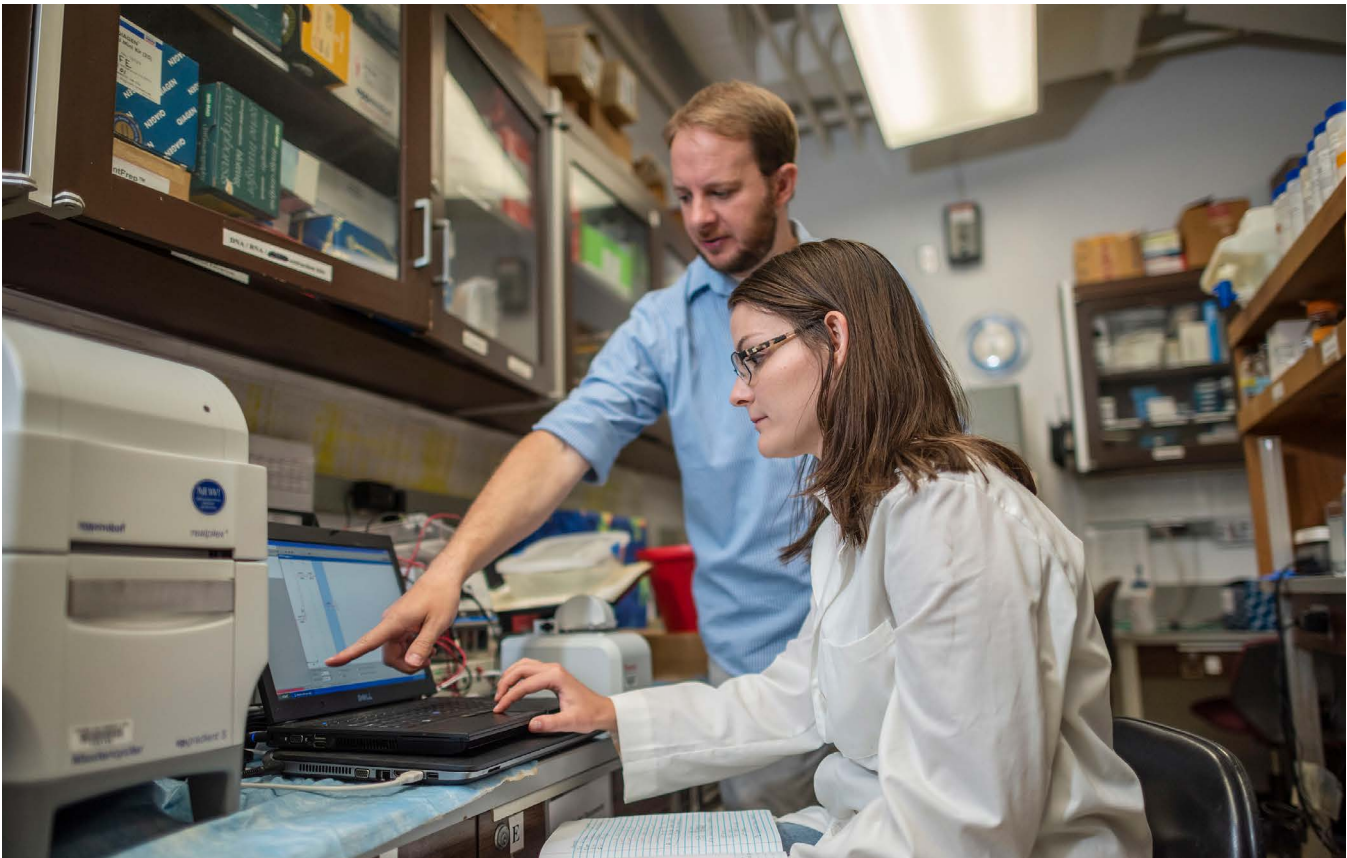
To better understand why some searches are unsuccessful, campuses report the reasons searches were not completed and top candidates declined offers of employment. A successful search is defined as one in which the position was ultimately filled, whether or not the top choice accepted the appointment.

“All offers declined” and “inadequate candidate pool” were the most cited reasons for unsuccessful searches for this cohort.

In terms of overall unsuccessful searches, the 2018-2022 average was 125. The 97 unsuccessful searches in 2022 represented 16 percent of all searches initiated. .

UNSUCCESSFUL TENURE-TRACK SEARCHES, 2018-2022

Reason for Unsuccessful Search	2018	2019	2020	2021	2022
COVID-19 Related	-	-	82	2	-
Inadequate Candidate Pool	59	47	29	11	41
All Offers Declined	37	42	29	18	43
Change in Staffing Priorities	3	3		1	2
Budget	-	1	48	19	-
Process Irregularities	10	4	5	3	3
Other / Unknown	23	27	15	9	7
Search Still in Process	-	-	-	-	1
Total	132	124	208	63	97





FACULTY SEPARATIONS

The CSU also collects information on tenure denials and non-reappointments of probationary faculty. Less than .5 percent of all probationary faculty were denied reappointment or tenure in 2021-2022.

TENURE DENIALS AND NON-REAPPOINTMENTS, 2012-2013 TO 2021-2022

Year	Tenure Denials and Non-Reappointments	All Probationary Tenure-Track Faculty	Tenure Denials and Non-Reappointments of Probationary Tenure-Track Faculty (%)
2021-2022	15	3,042	0.49%
2020-2021	19	3,555	0.50%
2019-2020	29	3,650	0.80%
2018-2019	23	3,646	0.60%
2017-2018	24	3,390	0.70%
2016-2017	14	3,161	0.40%
2015-2016	11	2,649	0.40%
2014-2015	19	2,200	0.90%
2013-2014	26	2,011	1.30%
2012-2013	39	2,120	1.80%

TENURE DENIALS AND NON-REAPPOINTMENTS BY CAMPUS, 2021-2022

Campus	Count
Chico	1
Dominguez Hills	1
East Bay	1
Long Beach	1
Los Angeles	2
Northridge	2
Sacramento	1
San José	2
San Marcos	2
San Luis Obispo	1
Sonoma	1
ALL CAMPUSES	15



TENURE DENIALS AND NON-REAPPOINTMENTS BY DISCIPLINE, 2021-2022

Discipline	Count
Agriculture: Agriculture	1
Business/Management	6
Engineering	2
Fine Arts	2
Health Sciences	1
Natural Sciences	2
Public Affairs	1
ALL DISCIPLINES	15

RESIGNATIONS OF TENURED AND PROBATIONARY FACULTY, 2012-2013 TO 2021-2022

Academic Year	Total Tenured Faculty	Tenured Resignations (Count)	Tenured Resignations (%)	Total Probationary Faculty	Probationary Resignations (Count)	Probationary Resignations (%)	Total Tenure-Track Faculty	Total Tenure-Track Resignations (Count)	Total Tenure-Track Resignations (%)
2021-2022	8,153	60	0.74%	3,042	123	4.04%	11,195	183	1.63%
2020-2021	7,679	50	0.70%	3,555	107	3.00%	11,234	157	1.40%
2019-2020	7,476	46	0.60%	3,650	121	3.30%	11,126	167	1.50%
2018-2019	7,356	46	0.60%	3,646	128	3.50%	11,002	174	1.60%
2017-2018	7,449	50	0.70%	3,390	144	4.20%	10,839	194	1.80%
2016-2017	7,492	55	0.70%	3,161	97	3.10%	10,653	152	1.40%
2015-2016	7,665	64	0.80%	2,649	105	4.00%	10,314	169	1.60%
2014-2015	7,902	52	0.70%	2,200	96	4.40%	10,102	148	1.50%
2013-2014	7,950	52	0.70%	2,011	98	4.90%	9,961	150	1.50%
2012-2013	7,861	57	0.70%	2,120	97	4.60%	9,981	154	1.50%
AVERAGES	7,698	52	0.69%	2,942	112	3.90%	10,641	165	1.54%

Total resignations in 2021-2022 were on par with preceding years, part of a downward trend since the 2017-2018 academic year. Over the last 10 years, resignations have averaged 1.54 percent of the total tenure-track faculty. The highest percentage of resignations consistently occur among probationary faculty, though resignations in this area have also continued to decline since 2017-2018. Over a ten-year period, resignations among probationary faculty have averaged 3.9 percent.

RESIGNATIONS OF TENURED AND PROBATIONARY FACULTY BY CAMPUS, 2021-2022

Campus	Tenured Resignations	Tenured Overall	Probationary Resignations	Probationary Overall	All Resignations	All Tenure-Track Faculty	% Overall
Bakersfield	4	154	7	161	11	241	4.6%
Channel Islands	-	108	-	108	-	168	0.0%
Chico	4	335	8	343	12	454	2.6%
Dominguez Hills	1	211	4	215	5	313	1.6%
East Bay	4	245	6	251	10	354	2.8%
Fresno	5	437	9	446	14	591	2.4%
Fullerton	3	652	1	653	4	832	0.5%
Humboldt	3	178	-	178	3	240	1.3%
Long Beach	1	633	11	644	12	840	1.4%
Los Angeles	1	400	3	403	4	584	0.7%
Maritime	0	41	2	43	2	51	3.9%
Monterey Bay	1	129	6	135	7	190	3.7%
Northridge	2	643	2	645	4	801	0.5%
Pomona	2	410	3	413	5	569	0.9%
Sacramento	2	498	8	506	10	709	1.4%
San Bernardino	1	323	5	328	6	454	1.3%
San Diego	4	600	13	613	17	824	2.1%
San Francisco	1	538	5	543	6	698	0.9%
San José	5	482	8	490	13	742	1.8%
San Luis Obispo	7	520	4	524	11	708	1.6%
San Marcos	8	210	10	220	18	299	6.0%
Sonoma	1	179	7	186	8	224	3.6%
Stanislaus	-	227	2	229	2	309	0.6%
ALL CAMPUSES	60	8,153	124	8,277	184	11,195	1.6%



Among resignations in the 2021-2022 year, the most commonly cited reason was to accept another job.

REASONS PROVIDED FOR RESIGNATIONS OF TENURE-TRACK FACULTY, 2017-2018 TO 2021-2022

Reason	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Five-Year Total
	Count %	Count %	Count %	Count %	Count %	Count %
Desire to Relocate	10 5%	20 11%	12 7%	6 4%	5 3%	53 6
Dissatisfied With Job	4 2%	5 3%	2 1%	2 1%	6 3%	19 2%
Family and/or Child Care	11 6%	14 8%	8 5%	9 6%	8 4%	50 6%
Health	2 1%	-	1 1%	-	4 2%	7 1%
Other	21 11%	13 7%	15 9%	20 13%	22 12%	91 10%
Retirement	-	-	-	-	3 2%	3
Self-Employment	-	-	-	-	1 1%	1
Spouse/Partner Job	10 5%	6 3%	3 2%	5 3%	5 3%	29 3%
To Accept Other Job	109 56%	89 51%	89 53%	64 41%	80 42%	431 51%
To Look For Another Job	-	-	-	-	2 1%	2
Unknown	27 14%	27 16%	37 22%	51 32%	48 26%	190 18%
ALL RESIGNATIONS	194 100%	174 100%	167 100%	157 100%	184 100%	876 100%



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