# SSU's
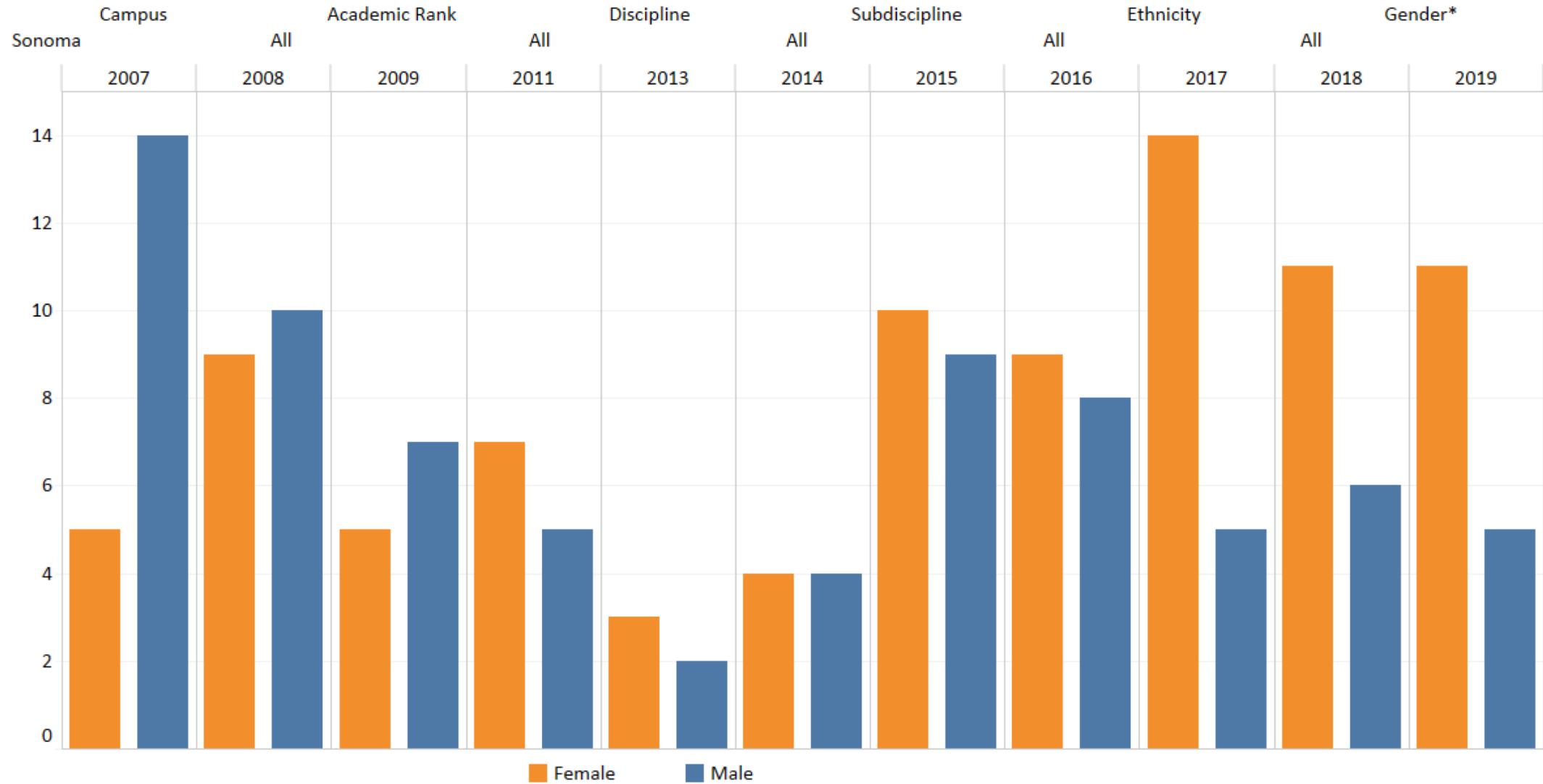# New_Faculty_Demographics

File created on: 7/30/2020 12:49:56 PM
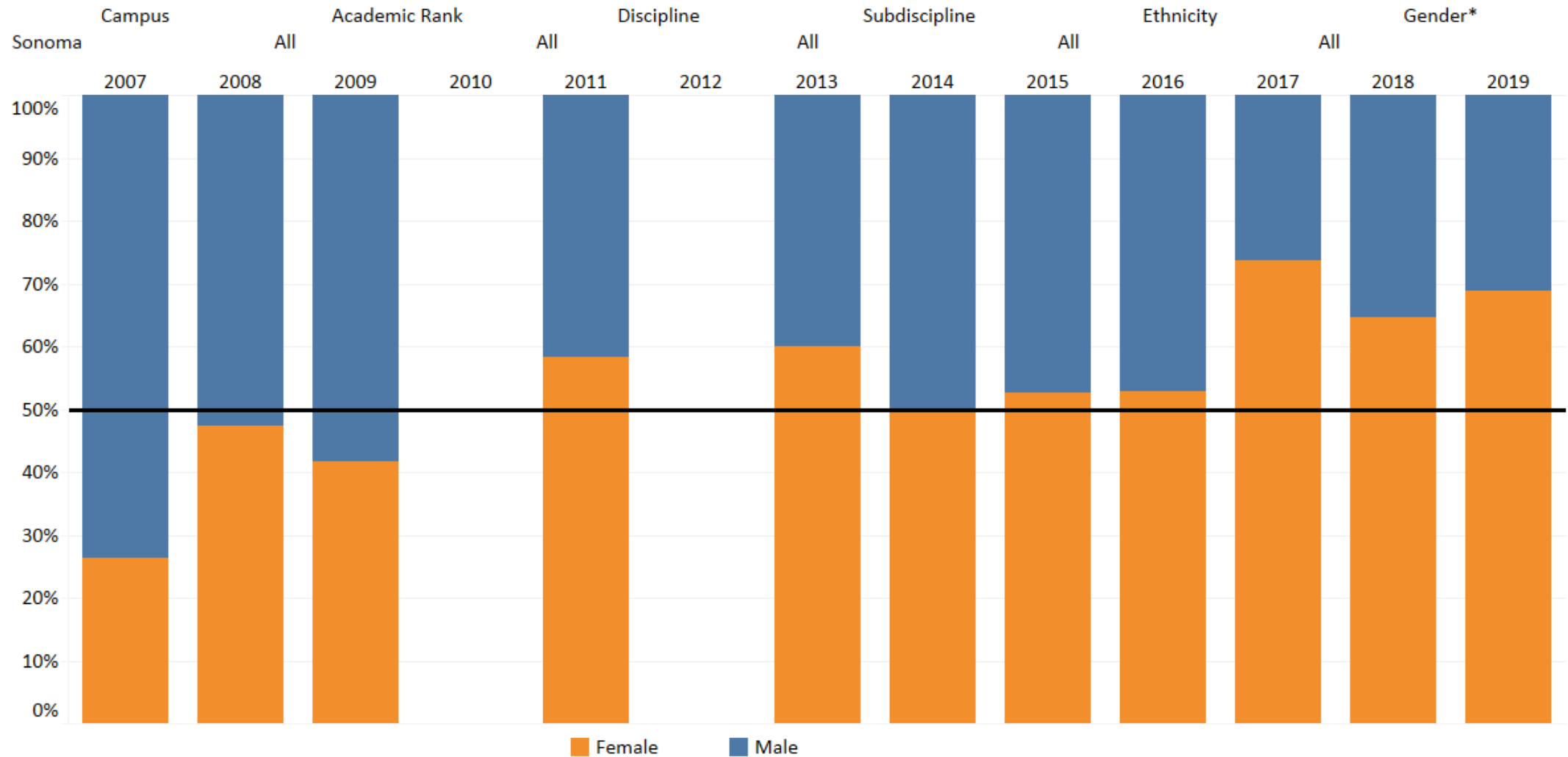
**Tenure-Track Appointments by Gender\* - Headcounts**

| | Campus | Academic Rank | Discipline | Subdiscipline | Ethnicity | Gender\* |
|---|---|---|---|---|---|---|
| | Sonoma | All | All | All | All | All |

| | 2007 | 2008 | 2009 | 2011 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Female | 5 | 9 | 5 | 7 | 3 | 4 | 10 | 9 | 14 | 11 | 11 |
| Male | 14 | 10 | 7 | 5 | 2 | 4 | 9 | 8 | 5 | 6 | 5 |
| Total | 19 | 19 | 12 | 12 | 5 | 8 | 19 | 17 | 19 | 17 | 16 |

\* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

# Tenure-Track Appointments by Gender* - Distribution

| | Campus | Academic Rank | | Discipline | | Subdiscipline | | | Ethnicity | | Gender* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sonoma | All | | All | | All | | | All | | All | |
| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |



| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Female | 26.3% | 47.4% | 41.7% | | 58.3% | 60.0% | 50.0% | 52.6% | 52.9% | 73.7% | 64.7% | 68.8% | |
| Male | 73.7% | 52.6% | 58.3% | | 41.7% | 40.0% | 50.0% | 47.4% | 47.1% | 26.3% | 35.3% | 31.3% | |
| Total | 100.0% | 100.0% | 100.0% | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.
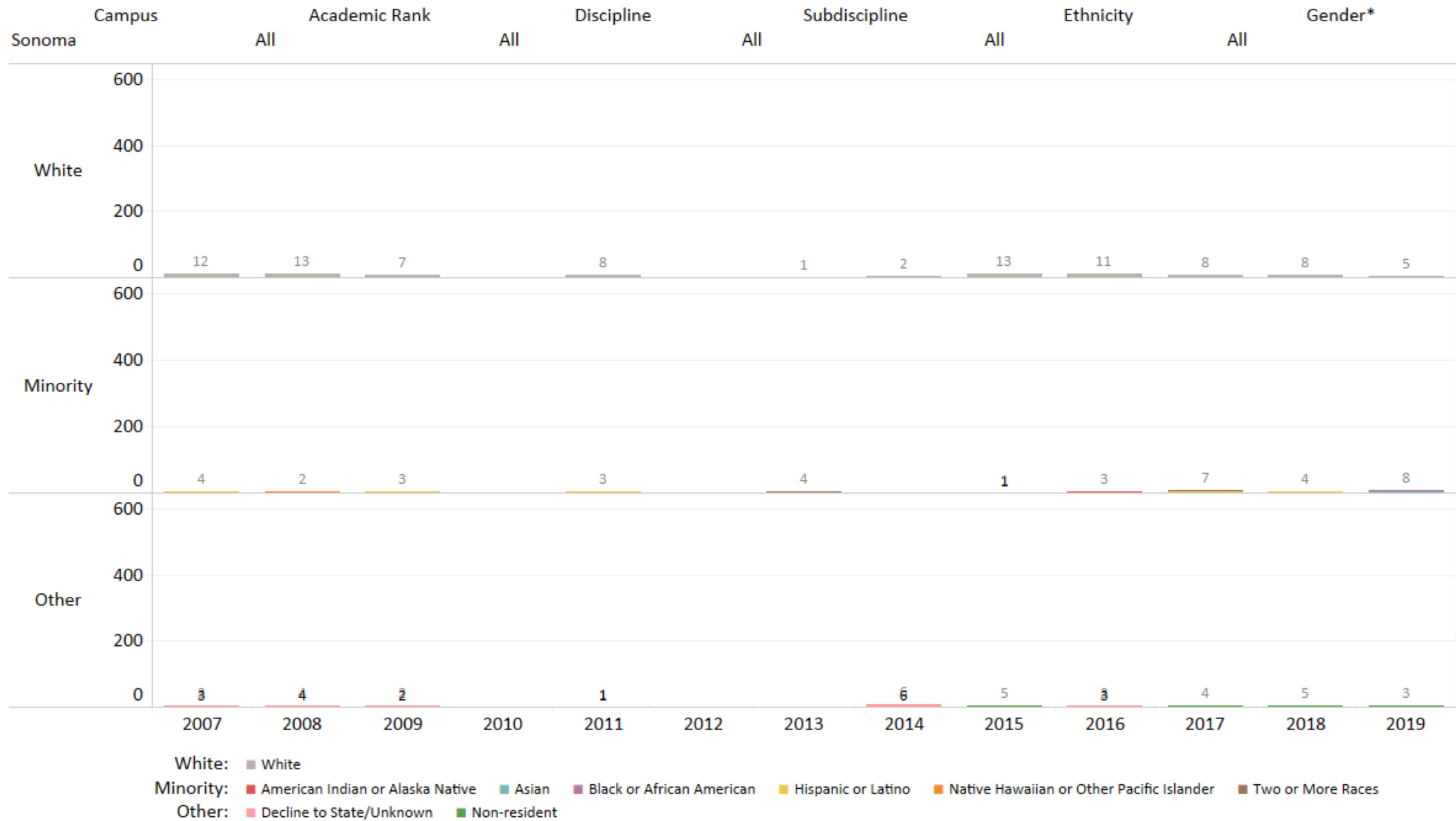
**Tenure-Track Appointments by Ethnicity - Headcounts**

| Campus | Academic Rank | Discipline | Subdiscipline | Ethnicity | Gender* |
|--------|---------------|------------|---------------|-----------|---------|
| Sonoma | All | All | All | All | All |



White:  ▪ White
Minority:  ▪ American Indian or Alaska Native   ▪ Asian   ▪ Black or African American   ▪ Hispanic or Latino   ▪ Native Hawaiian or Other Pacific Islander   ▪ Two or More Races
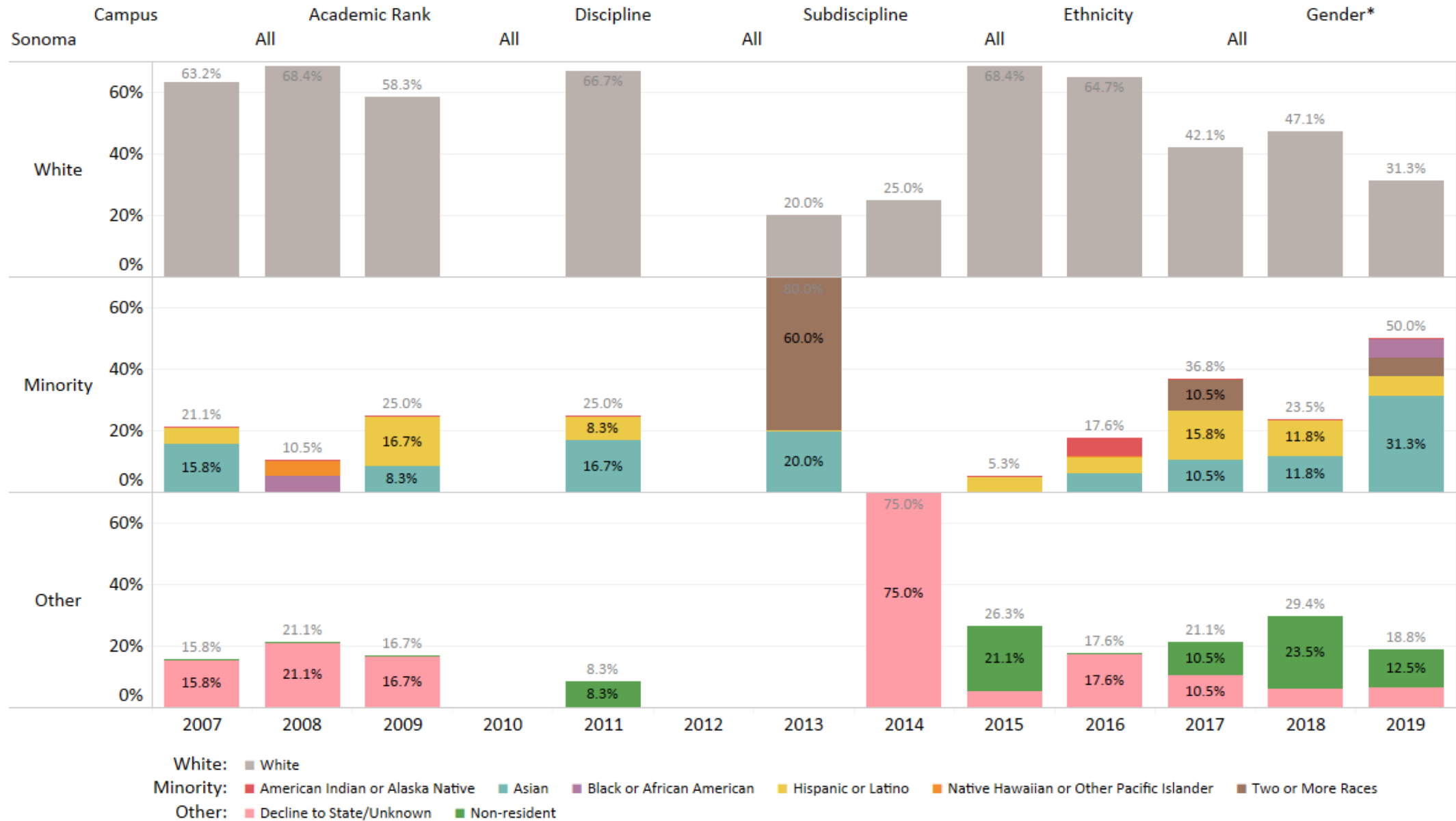Other:  ▪ Decline to State/Unknown   ▪ Non-resident

\* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

# Tenure-Track Appointments by Ethnicity - Distribution



The California State University — SYSTEMWIDE HUMAN RESOURCES

| Campus | Academic Rank | Discipline | Subdiscipline | Ethnicity | Gender* |
|---|---|---|---|---|---|
| Sonoma | All | All | All | All | |

**White**
- 2007: 63.2%
- 2008: 68.4%
- 2009: 58.3%
- 2011: 66.7%
- 2013: 20.0%
- 2014: 25.0%
- 2015: 68.4%
- 2016: 64.7%
- 2017: 42.1%
- 2018: 47.1%
- 2019: 31.3%

**Minority**
- 2007: 21.1% (Asian 15.8%)
- 2008: 10.5%
- 2009: 25.0% (Hispanic or Latino 16.7%, Asian 8.3%)
- 2011: 25.0% (Hispanic or Latino 8.3%, Asian 16.7%)
- 2013: 80.0% / 60.0% (Two or More Races), Asian 20.0%
- 2015: 5.3%
- 2016: 17.6%
- 2017: 36.8% (Two or More Races 10.5%, Hispanic or Latino 15.8%, Asian 10.5%)
- 2018: 23.5% (Hispanic or Latino 11.8%, Asian 11.8%)
- 2019: 50.0% (Asian 31.3%)

**Other**
- 2007: 15.8% (Decline to State 15.8%)
- 2008: 21.1% (Decline to State 21.1%)
- 2009: 16.7% (Decline to State 16.7%)
- 2011: 8.3% (Non-resident 8.3%)
- 2014: 75.0% / 75.0% (Decline to State)
- 2015: 26.3% (Non-resident 21.1%)
- 2016: 17.6% (Decline to State 17.6%)
- 2017: 21.1% (Non-resident 10.5%, Decline to State 10.5%)
- 2018: 29.4% (Non-resident 23.5%)
- 2019: 18.8% (Non-resident 12.5%)

Years: 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019

**White:** ▨ White

**Minority:** ■ American Indian or Alaska Native ■ Asian ■ Black or African American ■ Hispanic or Latino ■ Native Hawaiian or Other Pacific Islander ■ Two or More Races

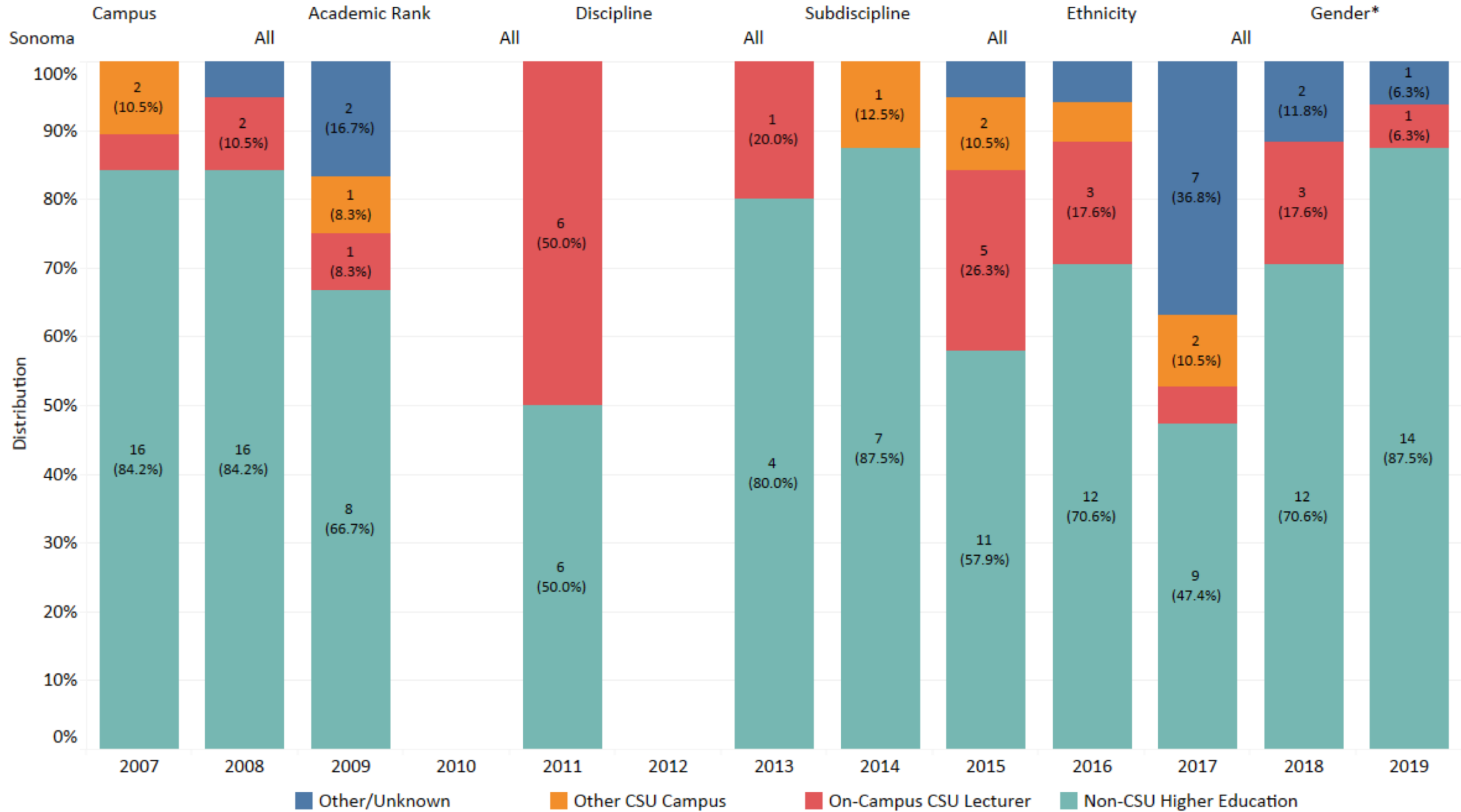**Other:** ■ Decline to State/Unknown ■ Non-resident

\* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

# Tenure-Track Appointments by Ethnicity - Data Table

| Campus | Academic Rank | | Discipline | | Subdiscipline | | Gender* | | Ethnicity |
|---|---|---|---|---|---|---|---|---|---|
| Sonoma | All | | All | | All | | All | | All |

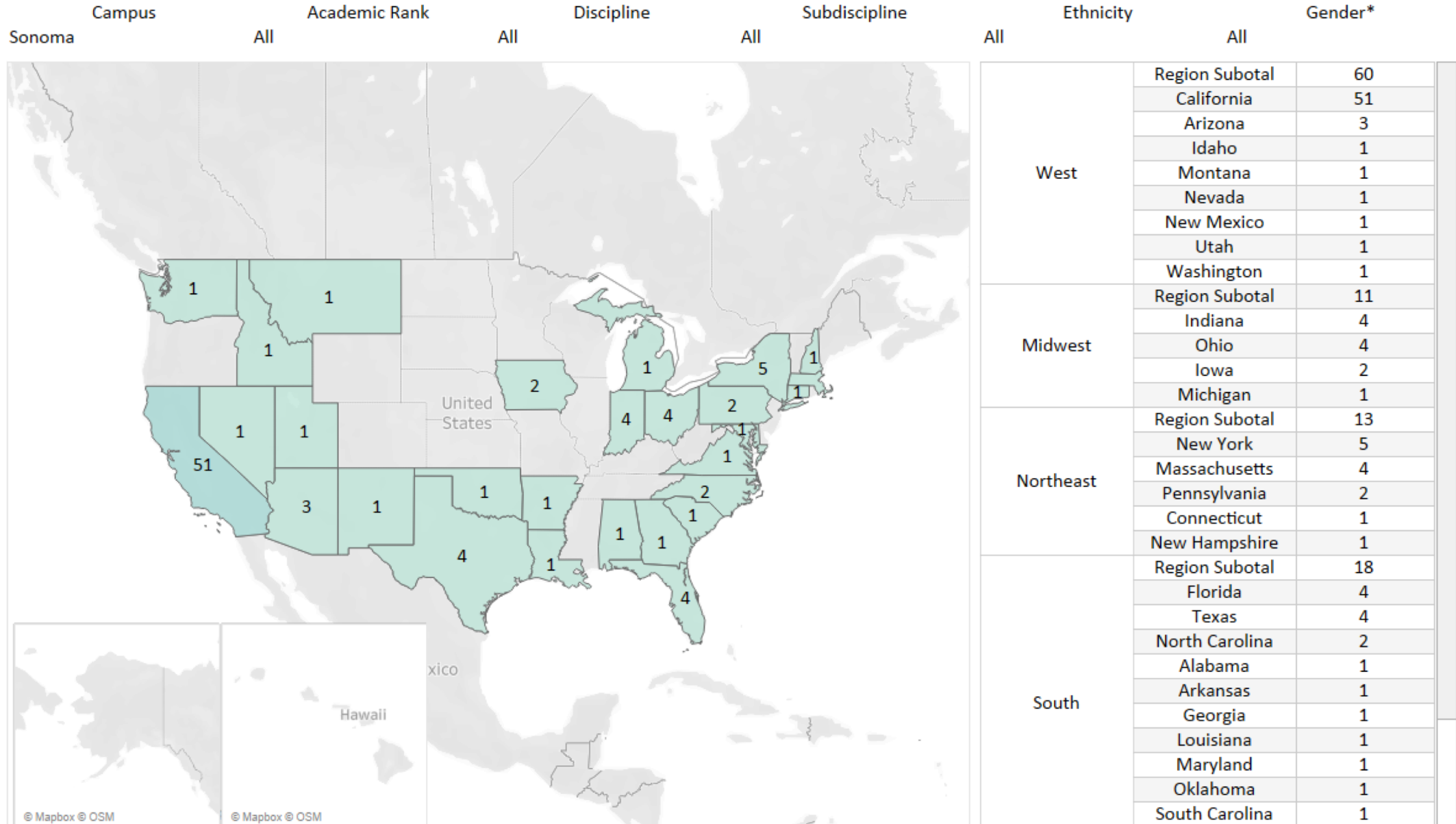| Ethnicity | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| American Indian or Alaska Native | Count | | | | | | | | | | 1 | | | |
| | Percentage | | | | | | | | | | 5.9% | | | |
| Asian | Count | 3 | | 1 | | 2 | | 1 | | | 1 | 2 | 2 | 5 |
| | Percentage | 15.8% | | 8.3% | | 16.7% | | 20.0% | | | 5.9% | 10.5% | 11.8% | 31.3% |
| Black or African American | Count | | 1 | | | | | | | | | | | 1 |
| | Percentage | | 5.3% | | | | | | | | | | | 6.3% |
| Decline to State/Unknown | Count | 3 | 4 | 2 | | | | | 6 | 1 | 3 | 2 | 1 | 1 |
| | Percentage | 15.8% | 21.1% | 16.7% | | | | | 75.0% | 5.3% | 17.6% | 10.5% | 5.9% | 6.3% |
| Hispanic or Latino | Count | 1 | | 2 | | 1 | | | | 1 | 1 | 3 | 2 | 1 |
| | Percentage | 5.3% | | 16.7% | | 8.3% | | | | 5.3% | 5.9% | 15.8% | 11.8% | 6.3% |
| Native Hawaiian or Other Pacific Islander | Count | | 1 | | | | | | | | | | | |
| | Percentage | | 5.3% | | | | | | | | | | | |
| Non-resident | Count | | | | | 1 | | | | 4 | | 2 | 4 | 2 |
| | Percentage | | | | | 8.3% | | | | 21.1% | | 10.5% | 23.5% | 12.5% |
| Two or More Races | Count | | | | | | | 3 | | | | 2 | | 1 |
| | Percentage | | | | | | | 60.0% | | | | 10.5% | | 6.3% |
| White | Count | 12 | 13 | 7 | | 8 | | 1 | 2 | 13 | 11 | 8 | 8 | 5 |
| | Percentage | 63.2% | 68.4% | 58.3% | | 66.7% | | 20.0% | 25.0% | 68.4% | 64.7% | 42.1% | 47.1% | 31.3% |
| Grand Total | Count | 19 | 19 | 12 | | 12 | | 5 | 8 | 19 | 17 | 19 | 17 | 16 |
| | Percentage | 100.0% | 100.0% | 100.0% | | 100.0% | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

Tenure-Track Appointments by Source (Prior Employment)

Campus: Sonoma
Academic Rank: All
Discipline: All
Subdiscipline: All
Ethnicity: All
Gender*: All

**2007**
- Other CSU Campus: 2 (10.5%)
- Non-CSU Higher Education: 16 (84.2%)

**2008**
- On-Campus CSU Lecturer: 2 (10.5%)
- Non-CSU Higher Education: 16 (84.2%)

**2009**
- Other/Unknown: 2 (16.7%)
- Other CSU Campus: 1 (8.3%)
- On-Campus CSU Lecturer: 1 (8.3%)
- Non-CSU Higher Education: 8 (66.7%)

**2011**
- On-Campus CSU Lecturer: 6 (50.0%)
- Non-CSU Higher Education: 6 (50.0%)

**2013**
- On-Campus CSU Lecturer: 1 (20.0%)
- Non-CSU Higher Education: 4 (80.0%)

**2014**
- Other CSU Campus: 1 (12.5%)
- Non-CSU Higher Education: 7 (87.5%)

**2015**
- Other/Unknown: (blue)
- Other CSU Campus: 2 (10.5%)
- On-Campus CSU Lecturer: 5 (26.3%)
- Non-CSU Higher Education: 11 (57.9%)

**2016**
- Other/Unknown: (blue)
- Other CSU Campus: 3 (17.6%)
- Non-CSU Higher Education: 12 (70.6%)

**2017**
- Other/Unknown: 7 (36.8%)
- Other CSU Campus: 2 (10.5%)
- On-Campus CSU Lecturer: (red)
- Non-CSU Higher Education: 9 (47.4%)

**2018**
- Other/Unknown: 2 (11.8%)
- On-Campus CSU Lecturer: 3 (17.6%)
- Non-CSU Higher Education: 12 (70.6%)

**2019**
- Other/Unknown: 1 (6.3%)
- On-Campus CSU Lecturer: 1 (6.3%)
- Non-CSU Higher Education: 14 (87.5%)

Legend: Other/Unknown | Other CSU Campus | On-Campus CSU Lecturer | Non-CSU Higher Education

* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

## Tenure-Track Appointments by Prior State, 2010-2019

| Campus | Academic Rank | Discipline | Subdiscipline | Ethnicity | Gender* |
|---|---|---|---|---|---|
| Sonoma | All | All | All | All | All |



| | | |
|---|---|---|
| **West** | Region Subotal | 60 |
| | California | 51 |
| | Arizona | 3 |
| | Idaho | 1 |
| | Montana | 1 |
| | Nevada | 1 |
| | New Mexico | 1 |
| | Utah | 1 |
| | Washington | 1 |
| **Midwest** | Region Subotal | 11 |
| | Indiana | 4 |
| | Ohio | 4 |
| | Iowa | 2 |
| | Michigan | 1 |
| **Northeast** | Region Subotal | 13 |
| | New York | 5 |
| | Massachusetts | 4 |
| | Pennsylvania | 2 |
| | Connecticut | 1 |
| | New Hampshire | 1 |
| **South** | Region Subotal | 18 |
| | Florida | 4 |
| | Texas | 4 |
| | North Carolina | 2 |
| | Alabama | 1 |
| | Arkansas | 1 |
| | Georgia | 1 |
| | Louisiana | 1 |
| | Maryland | 1 |
| | Oklahoma | 1 |
| | South Carolina | 1 |

* PIMS was modified to accept Non-Binary identification for gender effective January 2019; see notes for additional details.

# Methodology

The broad term "faculty" in the California State University includes all members of bargaining unit 3 (R03), who are exclusively represented by the California Faculty Association (CFA). This bargaining unit encompasses multiple groups, including two groups of instructional faculty – the tenured and probationary (tenure-track) faculty and temporary faculty, or lecturers. Other groups include coaches, counselors (in the Student Services Professional-Academic Related [SSP-AR] series, who typically perform psychological counseling), and librarians. These dashboards present data only on tenure-track instructional faculty, and include data up to recruitments conducted during the 2018/19 academic year for faculty lines starting in the 2019/20 academic year (or later).

The data source for these dashboards is the annual CSU Faculty Recruitment and Retention Survey. Since 1988, the CSU Office of the Chancellor has collected information from campuses to provide a comprehensive view of tenure-track recruitment outcomes, new faculty demographics, starting salaries by discipline, historical trends, and information on faculty turnover. At most campuses, the survey is completed by the Faculty Affairs/Academic Personnel office.

In a significant number of cases, campuses either advertised the availability of multiple positions within a single search or took advantage of strong pools to make multiple hires. This phenomenon is not well-captured in our questionnaire, and in most cases each appointment has been reported as if it arose from an independent search. As a result, the number of total applications received and average applications per search may be overstated.

In accordance with Senate Bill 179 which enacted the Gender Recognition Act, the list of gender options was expanded to include female, male and nonbinary effective January 1, 2019. As a result, the SCO modified PIMS Data Element Item 440 – Sex to accept the value "N" for nonbinary identification. See Technical Letter HR/EHDB 2019-01 for additional implementation details.
https://csyou.calstate.edu/Policies/HRPolicies/TL-EHDB2019-01.pdf

Race and ethnicity data is reported using IPEDS conventions. There are 9 categories for reporting. Hispanic or Latino is reported regardless of race. For people who don't identify as Hispanic or Latino the following categories apply: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Two or More Races, and White. If a person is neither a citizen or a permanent resident they are reported as Non-resident, and their race and ethnicity information is not reported. Finally, if the person declines to state or if data is missing, they are reported as Decline to State/Unknown.

Systemwide Human Resources
CSU Office of the Chancellor, 7/16/20