

# University Profile - Part 4

Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category  
Fall Terms, Based on Human Resources Data (excludes Library Faculty)

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Compiled for the Academic Senate  
by Institutional Research, Planning, and Assessment  
Fall 2013 - Fall 2017

**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

Faculty Headcount by School, Fall Term Contracts	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5yr Trend	5yr Avg	% 5 yr Avg Total Faculty
<b>Total Faculty Headcount</b>								
School of Arts & Humanities	96	101	119	138	137		118	25%
School of Business & Public Administration	46	51	60	89	78		65	13%
School of Natural Sciences, Mathematics & Engineering	114	134	122	134	158		132	27%
School of Social Sciences & Education	143	144	162	183	200		166	35%
CSUB Total Faculty	399	430	463	544	573		482	100%
<b>Female Headcount</b>								
School of Arts & Humanities	58	58	70	76	77		68	14%
School of Business & Public Administration	16	16	21	34	27		23	5%
School of Natural Sciences, Mathematics & Engineering	55	59	56	61	76		61	13%
School of Social Sciences & Education	82	89	101	113	127		102	21%
CSUB Female Faculty	211	222	248	284	307		254	
<b>Male Headcount</b>								
School of Arts & Humanities	38	43	49	62	60		50	10%
School of Business & Public Administration	30	35	39	55	51		42	9%
School of Natural Sciences, Mathematics & Engineering	59	75	66	73	82		71	15%
School of Social Sciences & Education	61	55	61	70	73		64	13%
CSUB Male Faculty	188	208	215	260	266		227	100%
<b>URM Headcount *</b>								
School of Arts & Humanities	21	21	26	26	26		24	5%
School of Business & Public Administration	6	5	6	11	10		8	2%
School of Natural Sciences, Mathematics & Engineering	13	16	14	17	14		15	3%
School of Social Sciences & Education	25	24	40	41	35		33	7%
CSUB URM Faculty	65	66	86	95	85		79	
<b>Non-URM Headcount *</b>								
School of Arts & Humanities	75	80	93	112	111		94	20%
School of Business & Public Administration	40	46	54	78	68		57	12%
School of Natural Sciences, Mathematics & Engineering	101	118	108	117	144		118	24%
School of Social Sciences & Education	118	120	122	142	165		133	28%
CSUB Non-URM Faculty	334	364	377	449	488		402	100%

\* URM = Under-Represented Minorities and includes faculty who self-identify as African American or Black, Hispanic or Latino, Native American, and Pacific Islander or Hawaiian  
 Non-URM = All others, including Two or More Races and Unknown

**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

**Tenure Density by Gender (Based on Headcount)**  
 (Percent Tenure & Tenure-Track Faculty Based on Headcount)

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5yr Trend	5yr Avg
<b>Tenure Density of Total Faculty (Headcount)</b>							
School of Arts & Humanities	52%	49%	44%	41%	35%		44%
School of Business & Public Administration	52%	51%	42%	33%	31%		42%
School of Natural Sciences, Mathematics & Engineering	52%	44%	49%	44%	38%		45%
School of Social Sciences & Education	37%	38%	35%	33%	26%		33%
California State University, Bakersfield	47%	44%	42%	38%	32%		40%
<b>Tenure Density of Female Faculty (Headcount)</b>							
School of Arts & Humanities	45%	45%	36%	34%	27%		37%
School of Business & Public Administration	44%	50%	33%	21%	19%		33%
School of Natural Sciences, Mathematics & Engineering	36%	34%	39%	31%	29%		34%
School of Social Sciences & Education	28%	29%	28%	28%	24%		27%
California State University, Bakersfield	36%	36%	33%	30%	25%		32%
<b>Tenure Density of Male Faculty (Headcount)</b>							
School of Arts & Humanities	63%	53%	55%	48%	45%		53%
School of Business & Public Administration	57%	51%	46%	40%	37%		46%
School of Natural Sciences, Mathematics & Engineering	66%	52%	58%	55%	46%		55%
School of Social Sciences & Education	49%	51%	46%	40%	29%		43%
California State University, Bakersfield	59%	52%	52%	46%	39%		50%

**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

**Tenure Density by Ethnicity Category (Based on Headcount)**  
 (Percent Tenure & Tenure-Track Faculty Based on Headcount)

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5yr Trend	5yr Avg
<b>Tenure Density of Total Faculty (Headcount)</b>							
School of Arts & Humanities	52%	49%	44%	41%	35%		44%
School of Business & Public Administration	52%	51%	42%	33%	31%		42%
School of Natural Sciences, Mathematics & Engineering	52%	44%	49%	44%	38%		45%
School of Social Sciences & Education	37%	38%	35%	33%	26%		33%
California State University, Bakersfield	47%	44%	42%	38%	32%		40%
<b>Tenure Density of URM Faculty (Headcount) *</b>							
School of Arts & Humanities	57%	57%	50%	46%	38%		50%
School of Business & Public Administration	33%	40%	33%	18%	40%		33%
School of Natural Sciences, Mathematics & Engineering	46%	38%	43%	29%	36%		38%
School of Social Sciences & Education	52%	46%	28%	32%	31%		38%
California State University, Bakersfield	51%	47%	37%	34%	34%		41%
<b>Tenure Density of Non-URM Faculty (Headcount) *</b>							
School of Arts & Humanities	51%	46%	42%	39%	34%		42%
School of Business & Public Administration	55%	52%	43%	35%	29%		43%
School of Natural Sciences, Mathematics & Engineering	52%	45%	50%	46%	38%		46%
School of Social Sciences & Education	34%	36%	37%	33%	24%		33%
California State University, Bakersfield	46%	43%	43%	38%	31%		40%

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**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

Weighted Teaching Units (WTU) by School, Fall Term Contracts	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	5yr Trend	5yr Avg	% Avg Total Faculty WTU
<b>Total Faculty WTU</b>								
School of Arts & Humanities	1277.0	1283.8	1472.0	1524.8	1406.0		1392.7	27%
School of Business & Public Administration	492.5	540.5	600.0	683.8	623.0		588.0	11%
School of Natural Sciences, Mathematics & Engineering	1456.5	1609.5	1565.0	1617.0	1798.0		1609.2	31%
School of Social Sciences & Education	1423.2	1463.7	1536.2	1694.5	1751.0		1573.7	30%
CSUB Total Faculty WTU	4649.2	4897.5	5173.2	5520.1	5578.0		5163.6	100%
<b>Female WTU</b>								
School of Arts & Humanities	789.5	743.8	835.5	872.5	793.0		806.9	16%
School of Business & Public Administration	147.5	157.5	179.0	213.5	168.0		173.1	3%
School of Natural Sciences, Mathematics & Engineering	678.5	692.0	694.0	699.9	822.0		717.3	14%
School of Social Sciences & Education	802.0	848.7	897.2	996.5	1115.0		931.9	18%
CSUB Female WTU	2417.5	2442.0	2605.7	2782.4	2923.0		2634.1	
<b>Male WTU</b>								
School of Arts & Humanities	487.5	540.0	636.5	652.3	612.0		585.7	11%
School of Business & Public Administration	345.0	383.0	421.0	470.3	455.0		414.9	8%
School of Natural Sciences, Mathematics & Engineering	778.0	917.5	871.0	917.1	976.0		891.9	17%
School of Social Sciences & Education	621.2	615.0	639.0	698.0	636.0		641.8	12%
CSUB Male WTU	2231.7	2455.5	2567.5	2737.7	2678.0		2534.1	100%
<b>URM WTU *</b>								
School of Arts & Humanities	283.0	283.0	323.0	302.3	280.0		294.3	6%
School of Business & Public Administration	55.5	53.0	58.0	69.0	93.0		65.7	1%
School of Natural Sciences, Mathematics & Engineering	135.0	151.5	158.5	153.4	145.0		148.7	3%
School of Social Sciences & Education	273.3	273.0	353.5	362.5	316.0		315.6	6%
CSUB URM WTU	746.8	760.5	893.0	887.1	838.0		825.1	
<b>Non-URM WTU *</b>								
School of Arts & Humanities	994.0	1000.8	1149.0	1222.6	1127.0		1098.7	21%
School of Business & Public Administration	437.0	487.5	542.0	614.8	530.0		522.3	10%
School of Natural Sciences, Mathematics & Engineering	1321.5	1458.0	1406.5	1463.6	1652.0		1460.3	28%
School of Social Sciences & Education	1150.0	1190.7	1182.7	1332.0	1435.0		1258.1	24%
CSUB Non-URM WTU	3902.5	4137.0	4280.2	4633.0	4764.0		4343.3	100%

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**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

<b>Percent of Tenured &amp; Tenure-Track Faculty (based on WTU)</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>5yr Trend</b>	<b>5yr Avg</b>
<b>Percent of Total Faculty WTU</b>							
School of Arts & Humanities	57%	56%	51%	52%	47%		53%
School of Business & Public Administration	72%	66%	58%	60%	52%		62%
School of Natural Sciences, Mathematics & Engineering	60%	40%	44%	47%	43%		47%
School of Social Sciences & Education	52%	44%	43%	47%	40%		45%
California State University, Bakersfield	58%	48%	47%	50%	44%		49%
<b>Percent of Female WTU</b>							
School of Arts & Humanities	48%	51%	43%	44%	37%		45%
School of Business & Public Administration	71%	76%	59%	46%	39%		58%
School of Natural Sciences, Mathematics & Engineering	44%	43%	48%	41%	40%		43%
School of Social Sciences & Education	42%	45%	45%	47%	40%		44%
California State University, Bakersfield	46%	48%	46%	44%	39%		45%
<b>Percent of Male WTU</b>							
School of Arts & Humanities	70%	62%	62%	63%	61%		63%
School of Business & Public Administration	73%	68%	62%	67%	61%		66%
School of Natural Sciences, Mathematics & Engineering	74%	62%	64%	65%	58%		65%
School of Social Sciences & Education	65%	64%	65%	59%	50%		61%
California State University, Bakersfield	71%	64%	63%	63%	57%		64%

**University Profile - Part 4**  
**Faculty Headcount, Contracted WTUs, and Tenure Density by Gender and Ethnicity Category**

<b>Percent Tenure &amp; Tenure-Track Faculty (Based on WTU) <i>continued</i></b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>5yr Trend</b>	<b>5yr Avg</b>
<b>Percent of Total Faculty WTU</b>							
School of Arts & Humanities	57%	56%	51%	52%	47%		53%
School of Business & Public Administration	72%	66%	58%	60%	52%		62%
School of Natural Sciences, Mathematics & Engineering	60%	40%	44%	47%	43%		47%
School of Social Sciences & Education	52%	44%	43%	47%	40%		45%
California State University, Bakersfield	58%	48%	47%	50%	44%		49%
<b>Percent of URM WTU</b>							
School of Arts & Humanities	61%	61%	58%	57%	51%		58%
School of Business & Public Administration	54%	57%	52%	43%	65%		54%
School of Natural Sciences, Mathematics & Engineering	67%	59%	57%	49%	52%		57%
School of Social Sciences & Education	67%	60%	47%	54%	52%		56%
California State University, Bakersfield	64%	60%	53%	53%	53%		57%
<b>Percent of Non-URM WTU</b>							
School of Arts & Humanities	55%	54%	49%	51%	46%		51%
School of Business & Public Administration	74%	72%	62%	62%	54%		65%
School of Natural Sciences, Mathematics & Engineering	60%	54%	57%	55%	50%		55%
School of Social Sciences & Education	48%	51%	55%	52%	41%		49%
California State University, Bakersfield	57%	55%	55%	54%	46%		53%

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