DIVERSITY CHALLENGES IN THE CSU: ONE UNION’S RESPONSE

Theresa Montaño
Collective Bargaining Institute
April 21, 2009
Overview

- CSU Faculty Diversity
- Issues and Challenges
  - CSU audit & recommendations
  - CFA CAA issues
- CFA’s response
  - The Council of Affirmative Action
  - Goals for this year
US population by ethnicity

Distribution of US Population, by Race/Ethnicity:

source: US Census Bureau
# Race/Ethnicity of CSU faculty

## Race/Ethnicity of CSU Faculty, Systemwide: Fall 2007

<table>
<thead>
<tr>
<th>Headcount</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Full Professor</th>
<th>Lecturer</th>
<th>Coach</th>
<th>Counselor</th>
<th>Librarian</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>19</td>
<td>16</td>
<td>30</td>
<td>139</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>182</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>542</td>
<td>390</td>
<td>681</td>
<td>1,304</td>
<td>35</td>
<td>22</td>
<td>50</td>
<td>4</td>
<td>3,034</td>
</tr>
<tr>
<td>Black/African American</td>
<td>135</td>
<td>106</td>
<td>182</td>
<td>540</td>
<td>82</td>
<td>13</td>
<td>11</td>
<td>2</td>
<td>1,041</td>
</tr>
<tr>
<td>Latino/a</td>
<td>259</td>
<td>237</td>
<td>344</td>
<td>1,047</td>
<td>59</td>
<td>16</td>
<td>25</td>
<td>5</td>
<td>1,992</td>
</tr>
<tr>
<td>White</td>
<td>1,812</td>
<td>1,810</td>
<td>3,821</td>
<td>9,696</td>
<td>419</td>
<td>101</td>
<td>309</td>
<td>37</td>
<td>18,005</td>
</tr>
<tr>
<td>Unknown/No Response</td>
<td>173</td>
<td>89</td>
<td>55</td>
<td>761</td>
<td>29</td>
<td>7</td>
<td>10</td>
<td>1</td>
<td>1,125</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,246</strong></td>
<td><strong>2,640</strong></td>
<td><strong>5,113</strong></td>
<td><strong>13,452</strong></td>
<td><strong>600</strong></td>
<td><strong>164</strong></td>
<td><strong>406</strong></td>
<td><strong>50</strong></td>
<td><strong>25,379</strong></td>
</tr>
</tbody>
</table>

## Percent of CSU Faculty, Systemwide, by Race/Ethnicity: Fall 2007

<table>
<thead>
<tr>
<th>Headcount</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Full Professor</th>
<th>Lecturer</th>
<th>Coach</th>
<th>Counselor</th>
<th>Librarian</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>3%</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>19%</td>
<td>15%</td>
<td>13%</td>
<td>10%</td>
<td>6%</td>
<td>13%</td>
<td>12%</td>
<td>8%</td>
<td>12%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>9%</td>
<td>8%</td>
<td>3%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Latino/a</td>
<td>9%</td>
<td>9%</td>
<td>7%</td>
<td>8%</td>
<td>10%</td>
<td>10%</td>
<td>6%</td>
<td>10%</td>
<td>8%</td>
</tr>
<tr>
<td>White</td>
<td>62%</td>
<td>68%</td>
<td>75%</td>
<td>72%</td>
<td>70%</td>
<td>62%</td>
<td>76%</td>
<td>74%</td>
<td>71%</td>
</tr>
<tr>
<td>Unknown/No Response</td>
<td>6%</td>
<td>3%</td>
<td>3%</td>
<td>6%</td>
<td>5%</td>
<td>4%</td>
<td>2%</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

*source: CSU PIMS database*
CSU Enrollment

CSU Enrollment (All Campuses) by Race/Ethnicity and Gender: 2006

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Pac Is</td>
<td>29,625</td>
<td>24,965</td>
</tr>
<tr>
<td>Black</td>
<td>16,404</td>
<td>8,708</td>
</tr>
<tr>
<td>Filipino</td>
<td>10,196</td>
<td>8,258</td>
</tr>
<tr>
<td>Latino</td>
<td>58,928</td>
<td>35,182</td>
</tr>
<tr>
<td>Nat Amer</td>
<td>1,801</td>
<td>1,104</td>
</tr>
<tr>
<td>Other</td>
<td>6,672</td>
<td>4,104</td>
</tr>
<tr>
<td>White</td>
<td>89,634</td>
<td>64,789</td>
</tr>
<tr>
<td>NonRes Alien</td>
<td>9,295</td>
<td>8,139</td>
</tr>
<tr>
<td>No Response</td>
<td>22,194</td>
<td>17,158</td>
</tr>
</tbody>
</table>

source: CPEC Online Database
Student Diversity

- API: 21%
- Native Amer: 7%
- Black/Afr Am: 1%
- Latina/o: 28%
- White: 1%

Faculty Diversity

- API: 13%
- Native Amer: 8%
- Black/Afr Am: 1%
- Latina/o: 4%
- White: 74%
CSU instructional faculty

CSU Instructional Faculty, by Race/Ethnicity (Headcount), 1985 to 2007

Source: CSU PIMS database
Little guidance to campuses regarding hiring policies
Campuses are inconsistent in the hiring of assistant, associate and full professors
Campuses differ in their use of details when estimating the percentage of qualified women and minorities available for employment
As of June 30, 2007, the university spent $2.3 million on settlements and $5.3 million for outside counsel
CSU Diversity Audit
Recommendations

Conduct broad-base and inclusive recruitment
Training of individuals involved in hiring process
Perform internal audits of the hiring process, including selection process
Review selection procedures to ensure applicants of a particular group are not unfairly excluded
Better monitoring not only of hiring, but tenure and promotion.
Better exit surveys
Better, more disaggregated data of minority hires
Faculty issues are student learning issues
More representation in CFA
Diversifying the search process

Pre-search Strategy and Planning
Job Announcements
Recruitment Strategy
Reading Files
Evaluating Qualifications & Application Materials
Interviewing the Candidates
Tenure track appointments

Tenure Track Faculty Appointments, By Ethnicity, Fall 2006

- White: 58.2%
- Other/Unknown: 11.6%
- Asian: 18.3%
- African American: 4.8%
- Hispanic: 6.9%
- Native American: 0.3%

source: CSU Faculty Recruitment Survey

Full-time Tenured Faculty, By Ethnicity, Fall 2006

- White: 72.8%
- Other/Unknown: 1.3%
- Asian: 13.5%
- African American: 3.8%
- Hispanic: 7.9%
- Native American: 0.6%

source: CSU Faculty Recruitment Survey
CFA membership

CFA Membership by Race/Ethnicity, Fall 2007

- Native American: 49% Members, 61% Non Members
- Asian/Pacific Isl: 41% Members, 59% Non Members
- Black/African American: 48% Members, 52% Non Members
- Latina/o: 52% Members, 48% Non Members
- White: 50% Members, 50% Non Members
- All Unit 3: 56% Members, 44% Non Members

Source: CSU PIMS Database
The Council for Affirmative Action is dedicated to promoting and supporting diversity within the CSU and within CFA. The Council for Affirmative Action is committed to protecting faculty from discrimination based on race, color, religion, national origin, gender, sexual orientation, marital status, pregnancy, age, disability, or veteran's status. The Council for Affirmative Action's responsibilities include being vigilant, assuming leadership, organizing, and taking action to ensure CSU and CFA goals towards the promotion of diversity Affirmative Action practices.
CAUCUSES

AFRICAN AMERICAN
LATINA/O
ASIAN/PACIFIC ISLANDERS

- GAY, LESBIAN, TRANSGENDER & BISEXUAL
- TEACHER EDUCATION
- DISABILITY CAUCUS
ACCOMPLISHMENTS

STUDENT EVALUATION REPORT
COMMUNITY OUTREACH IN AFRICAN-AMERICAN COMMUNITY
DISCRIMINATION-FREE ZONE
REPRESENTATION ON THE CFA BOARD AND ASSEMBLY
POST 209 WORKSHOP AND MATERIALS
BARGAINING LANGUAGE
POLITICAL ACTION
Key Goals
2008–2009

- Bargaining
- Representation
- Political Action
- Community Relationship-Building
For more info

Special thanks to Aimee Schreck, CFA Researcher
Contact: Theresa Montaño, theresa.montano@csun.edu