



# **Faculty Recruitment**

Annual Report to the Senate  
from the Office of Faculty Affairs

April 2016

# Challenges we face

- Number 1 reason offers are declined: cost of housing in the Bay Area
- Our salaries are competitive, but not in the context of cost of living
- Facilities
- Prop 209 restrictions

## Proposition 209

- ▶ “The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.”

# Diversity Master Plan

<http://www.sjsu.edu/diversity/research/>

- ▶ Broaden applicant pools by advertising and outreach
- ▶ Faculty in Residence for Diversifying the Faculty
- ▶ Travel funds for recruitment activity
- ▶ Training for search committees

# Where we advertised this year

- **Blacks in Higher Education**
- **CalJobs/Employment Development Dept**
- **Chronicle of Higher Education**
- **Diverse Education**
- **Higher Ed Jobs**
- **Hispanics in Higher Education**
- **Insight into Diversity**
- **LGBT in Higher Education**
- **Northern California Higher Education Recruitment Consortium (HERC)**
- **SJSU Faculty Affairs website**
- **Veterans in Higher Education**
- **Women in Higher Education**

## Faculty in Residence

- ▶ 2014-2016: Carlos Garcia (Sociology)
- ▶ 2016-2017: Magdalena Barrera  
(Mexican American Studies)  
Rebeca Burciaga  
(Educational Leadership)

## Most recent recruitment cycles

includes librarians

	# of searches	# of TT hires	# of Tenured hires	Total hires
<b>2012-2013</b> <i>(start fall 2013)</i>	26	28	2	30
<b>2013-2014</b> <i>(start fall 2014)</i>	39	26	5	31
<b>2014-2015</b> <i>(start fall 2015)</i>	66	58	0	58
<b>2015-2016</b> <i>(start fall 2016)</i>	72	46 to date	0 to date	tbd

## Offset by losses (resignations)

	Assistants	Associates	Fulls	Total
2012-2013	7	1	2	10
2013-2014	3	4	3	10
2014-2015	9	3	3	15

# Resignations against hires

	Total gains	Total losses
2012-2013 <i>(start fall 2013)</i>	30	10
2013-2014 <i>(start fall 2014)</i>	31	10
2014-2015 <i>(start fall 2015)</i>	58	15

## 2014-15 Resignations by demographic categories

Category	Number
Male	7
Female	8
African American	1
Asian	4
Hispanic	0
White	8
Not specified	2

# Focus on Recent Hires (Tenured/Tenure Track)

*FA data*

	Male	Female	White	Minority	UNK
New Hires Fall 2015  (n=58)	41.4%  (24)	58.6%  (34)	62.1%  (36)	22.4%  (13)	15.5%  (9)

## Focus on 3 Years Recent Hires (Tenured/Tenure Track) *FA data*

	Male	Female	White	Minority	UNK
New Hires Fall 2013, Fall 2014, Fall 2015  (n=115)	47%  (54)	53%  (61)	52.2%  (60)	30.4%  (35)	17.4%  (20)

## Internationalizing the Faculty: 14 out of the 58 new hires

Country of birth	Number
Canada	3
China	4
Iran	1
Russia	2
Serbia	1
South Korea	2
Turkey	1

# Difficulties with reporting data

**INSTITUTIONAL EFFECTIVENESS & ANALYTICS**  
SAN JOSE STATE UNIVERSITY

[SJSU Home](#) : [IEA Home](#) : [Faculty](#) : [University Total](#)

## Distribution of All Faculty by Gender and Ethnicity Fall 2014

Headcount	Tenured		Probationary		Temporary		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	
AmInd	2	2		1	6	3	8	6	<b>14</b>
Black	5	8	4	1	20	11	29	20	<b>49</b>
Asian	37	63	19	6	78	90	134	159	<b>293</b>
Filip	3	3	1	1	8	11	12	15	<b>27</b>
PacIsl					3		3		<b>3</b>
Hisp	11	14	3	3	41	34	55	51	<b>106</b>
White	131	170	36	28	365	309	532	507	<b>1039</b>
Multi					2	5	2	5	<b>7</b>
Other	1	3	1	2	8	5	10	10	<b>20</b>
Unknown	15	13	4	9	69	60	88	82	<b>170</b>
<b>Total</b>	<b>205</b>	<b>276</b>	<b>68</b>	<b>51</b>	<b>600</b>	<b>528</b>	<b>873</b>	<b>855</b>	<b>1728</b>

Semester

Fall 2014

Note: Includes Tenured, Probationary and Temp Lecturers only.

Starting in Fall 2014, the category "Other" has been split into three separate categories, Multi =2 or more race/ethnicity, Other=other race/ethnicity, Unknown=No info/No response

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Semester  
Fall 2014

Not included:

Librarians

Counselors

Sabbaticals/DIPs

Leaves of absence

1.0 Chairs

Note: Includes Tenured, Probationary and Temp Lecturers only.

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Not included:	Fall 2014
Librarians	18
Counselors	12
Sabbaticals/DIPs	41
Leaves of absence	7
1.0 Chairs	7
	<b>85</b>

## Current statistics using **FA data**

[All tenure-line faculty including librarians & counselors, Fall 2015]

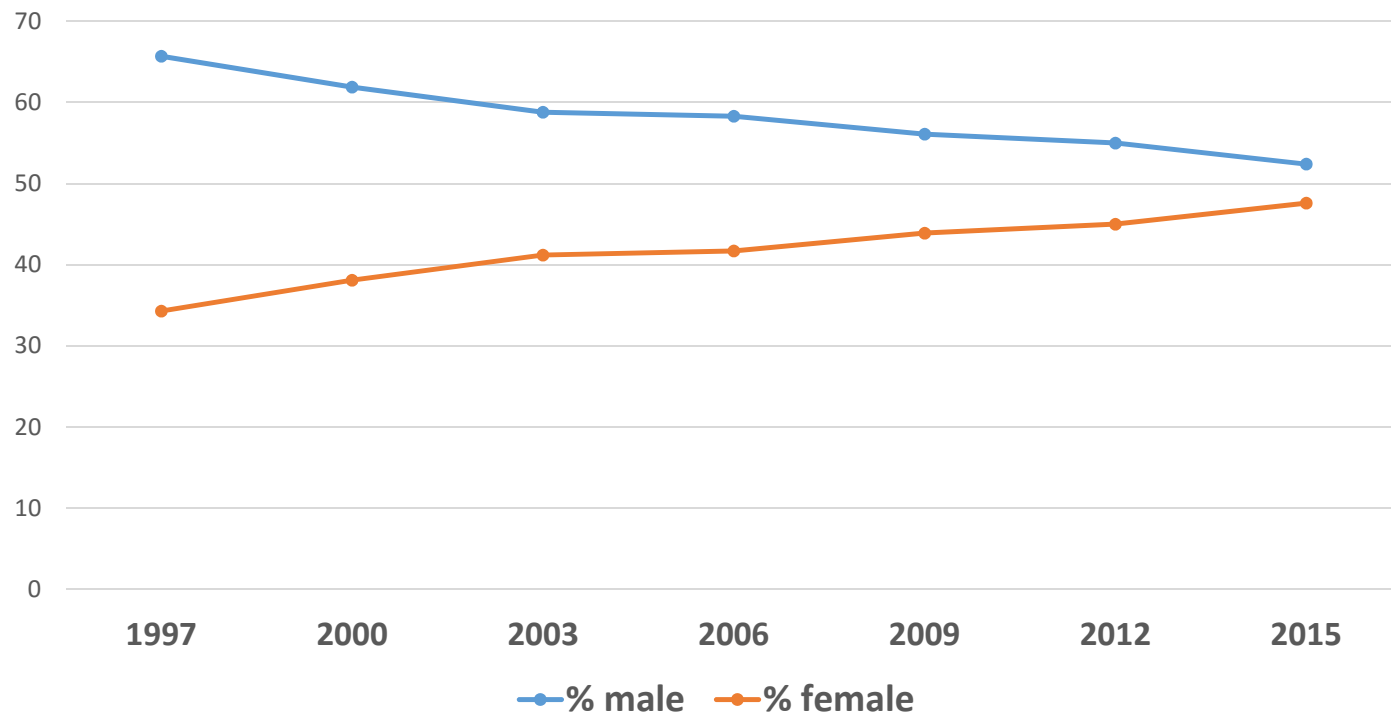
	Tenured	Probationary	Total	As % of all TT
Amlnd	4	1	5	<b>0.8</b>
Asian	118	36	154	<b>24.2</b>
Black	12	6	18	<b>2.8</b>
Hisp	26	9	35	<b>5.5</b>
Other/ Unknown	37	24	61	<b>9.6</b>
White	280	83	363	<b>57.1</b>
<i>totals</i>	477	159	636	

# Overall Faculty by Gender, Fall 2015

IEA data, tenure/tenure-track

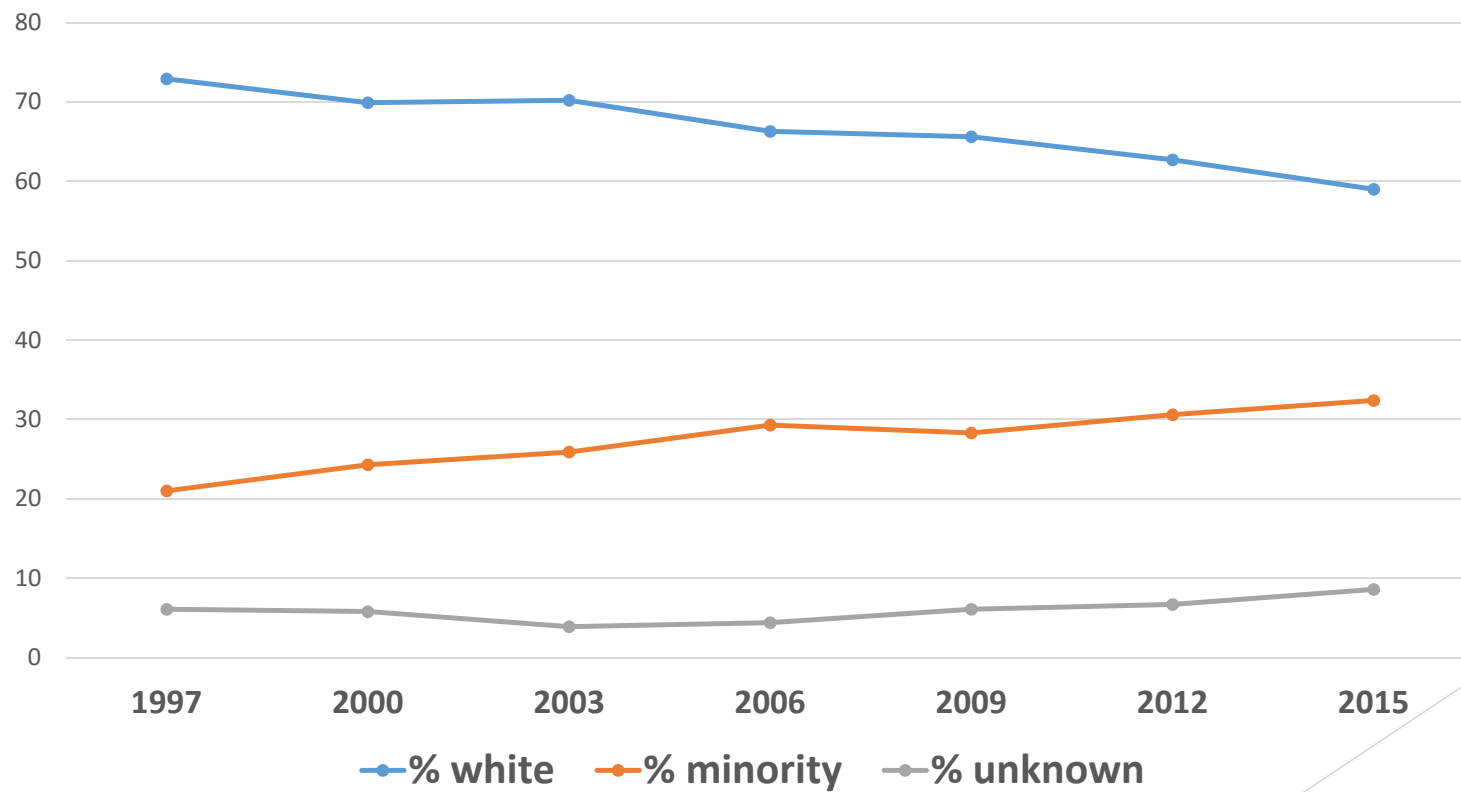
female	304	47.6%
male	335	52.4%

# T/TT Faculty Trends 1997-2015: Gender



Prepared by OFA using data from IEA

# T/TT Faculty Trends 1997-2015: Race/Ethnicity



Prepared by OFA using data from IEA



Questions?