



SF STATE

# Update on State of the Faculty

## September 21, 2021

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Data on Resignations, Retirements,  
Promotions and Tenure

Carleen Mandolfo, AVP  
Faculty Affairs & Professional Development



SF STATE

# Our Team

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**Carleen Mandolfo**  
Associate Vice  
President



**Maggie Beers**  
Assistant Vice President for  
Teaching & Learning, CEETL



**Todd Roehrman**  
Associate Dean



**Angie Lin Mendoza**  
Assistant Director



**Maria Garrido-De La Cruz**  
Confidential Administrative Analyst

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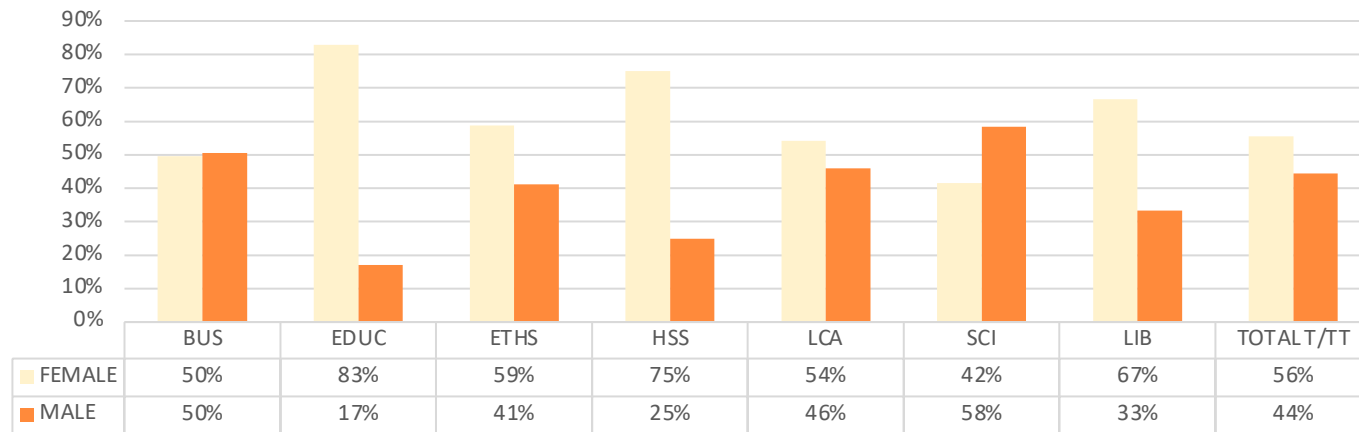
## The Office of Faculty Affairs & Professional Development oversees:

- ❖ Tenure-Track Recruitment
- ❖ RTP/eWPAF
- ❖ Leaves with Pay
- ❖ Personnel Processes – such as LWOP, FERP, Emeritus, Chair Appointments



# T/TT Faculty by College and Gender Fall 2021

Excludes FERP and Administrators



COLLEGES	FEMALE		MALE		TOTALS	
	Count	%	Count	%	Count	%
BUSINESS	50	50%	51	50%	101	15%
EDUCATION	29	83%	6	17%	35	5%
ETHNIC STUDIES	20	59%	14	41%	34	5%
HEALTH & SOCIAL SCIENCES	78	75%	26	25%	104	15%
LIBERAL & CREATIVE ARTS	131	54%	111	46%	242	35%
SCIENCE & ENGINEERING	67	42%	94	58%	161	23%
LIBRARY	6	67%	3	33%	9	1%
<b>TOTAL T/TT</b>	<b>381</b>	<b>56%</b>	<b>305</b>	<b>44%</b>	<b>686</b>	<b>100%</b>



# T/TT Faculty by College and Ethnic Background (Headcount) Fall 2021

Excludes FERP faculty and Administrators

	BUS		EDUC		ETHS		HSS		LCA		SCI		LIB		TOTALS	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
American Indian/Alaska Native	1	1%	0	0%	3	9%	1	1%	3	1%	4	2%	0	0%	12	2%
Asian*	57	56%	12	34%	12	35%	25	24%	39	16%	52	32%	1	11%	198	29%
Black/African American	1	1%	0	0%	8	24%	4	4%	8	3%	5	3%	0	0%	26	4%
Hispanic/Latino	1	1%	2	6%	6	18%	7	7%	15	6%	9	6%	0	0%	40	6%
Native Hawaiian/Oth Pac Island	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	2	0%
White	39	39%	17	49%	1	3%	63	61%	163	67%	82	51%	8	89%	373	54%
Not Specified	2	2%	4	11%	2	6%	4	4%	14	6%	9	6%	0	0%	35	5%
<b>TOTAL T/TT</b>	<b>101</b>	<b>100%</b>	<b>35</b>	<b>100%</b>	<b>34</b>	<b>100%</b>	<b>104</b>	<b>100%</b>	<b>242</b>	<b>100%</b>	<b>161</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	<b>686</b>	<b>100%</b>

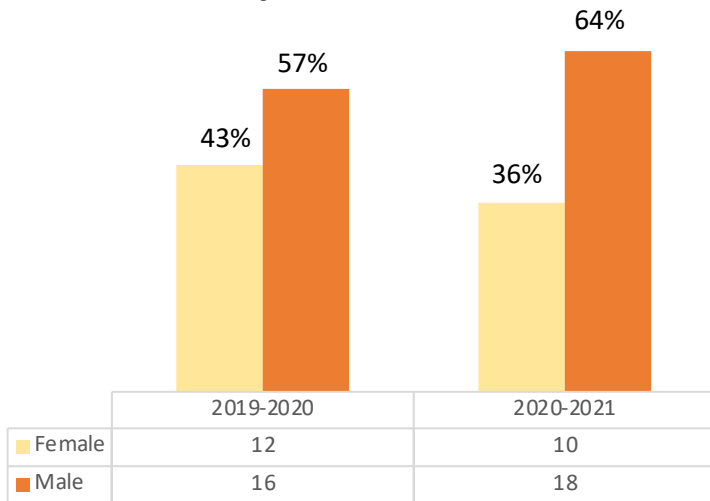
\*Includes: Asian Indian, Chinese, Filipino, Japanese, Korean, Other Asian



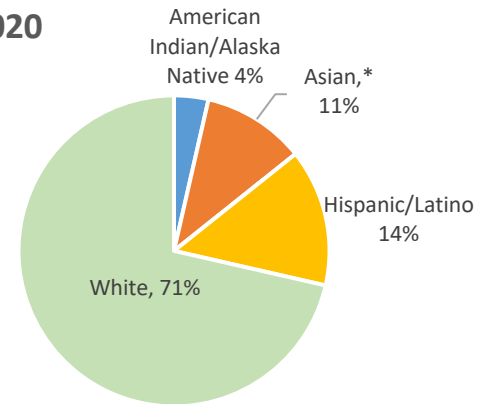
# Retirements – Excludes Active FERP

## AY19-20, AY20-21

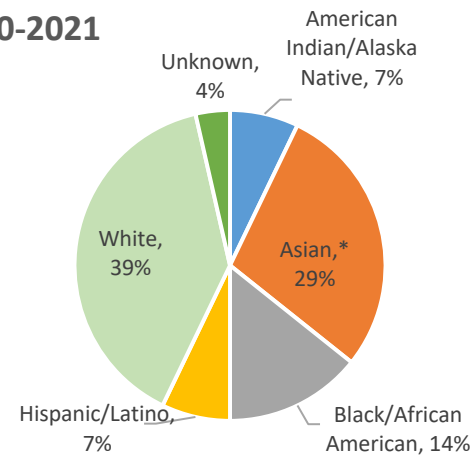
### Retirements by Gender



### 2019-2020



### 2020-2021



Retirements by Ethnicity	2019-2020		2020-2021	
	Count	%	Count	%
American Indian/Alaskan Native	1	4%	2	7%
Asian*	3	11%	8	29%
Black/African American	0	0%	4	14%
Hispanic/Latino	4	14%	2	7%
White	20	71%	11	39%
Unknown/Decline to State	0	0%	1	4%
<b>Total Retirements</b>	<b>28</b>	<b>100%</b>	<b>28</b>	<b>100%</b>

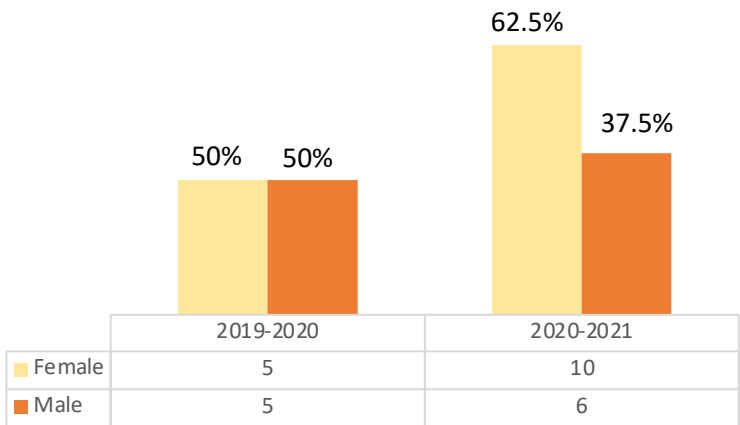
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# Resignations AY19-20, AY20-21

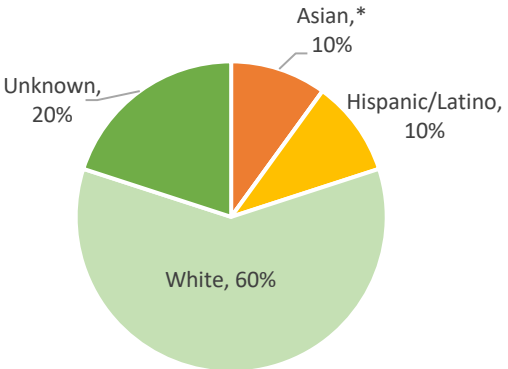
**Resignations by Gender**



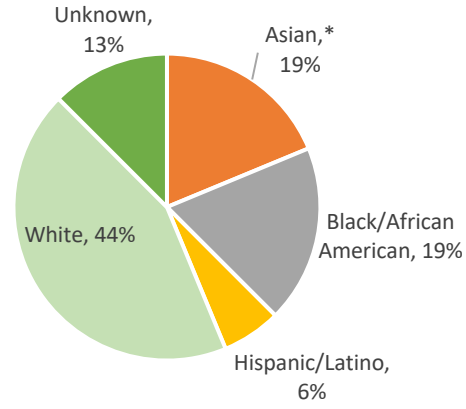
Resignations by Ethnicity	2019-2020		2020-2021	
	Count	%	Count	%
American Indian/Alaska Native	0	0%	0	0%
Asian*	1	10%	3	19%
Black/African American	0	0%	3	19%
Hispanic/Latino	1	10%	1	6%
White	6	60%	7	44%
Unknown/Decline to State	2	20%	2	13%
<b>Total Resignations</b>	<b>10</b>	<b>100%</b>	<b>16</b>	<b>100%</b>

\*includes: Asian Indian, Chinese, Filipino, Japanese, Korean, Other Asian

**2019-2020**



**2020-2021**



# Diversity, Equity and Inclusion

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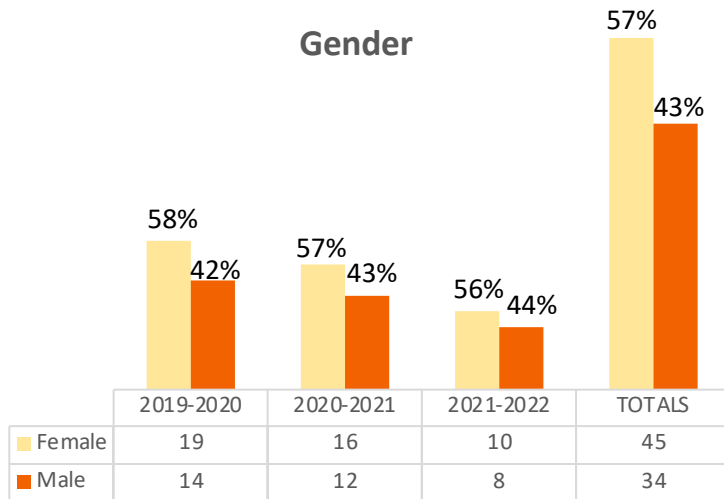
- The Office of Faculty Affairs & Professional Development leads the following initiatives in faculty Diversity, Equity and Inclusion (DEI)
  - ❖ Advancing Diversity, Equity & Inclusion in tenure-track faculty Hiring since 2018
  - ❖ Faculty of Color Retention initiative
  - ❖ BIWOC RSCA Reboot program
  - ❖ Equity and Social Justice Leadership Development Program
  - ❖ Overview and Assessment of Lecturer Faculty Hiring Practices (AY 21-22)



# Promotions to Full Professor

## AY19-20, AY20-21, AY21-22

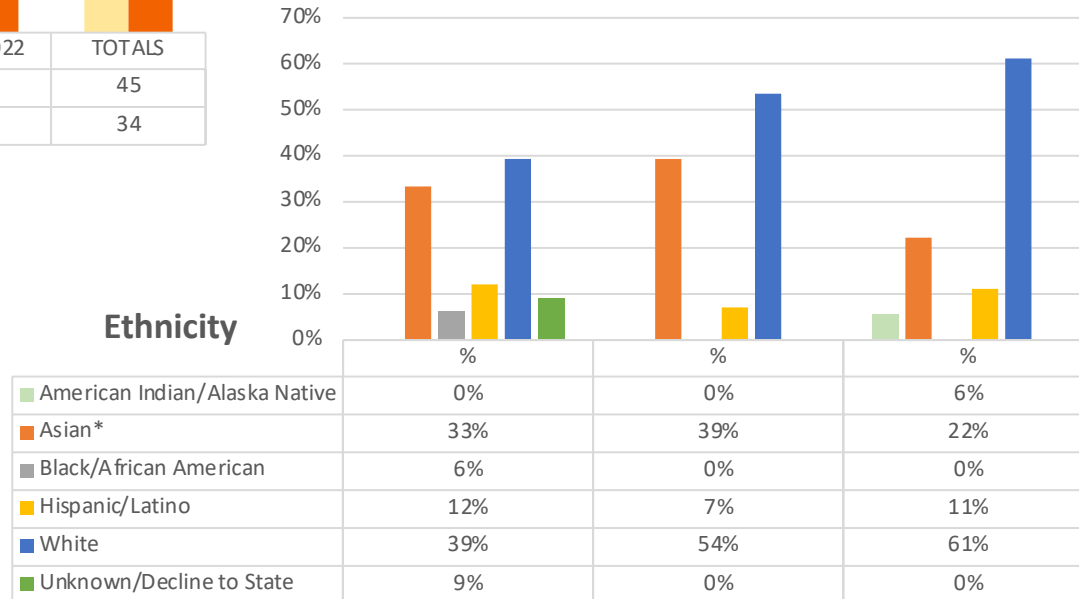
**Gender**



➤ A total of 79 faculty were promoted to Professor rank effective in the last three academic years.

➤ Female = 57%; Male = 43%

**Ethnicity**



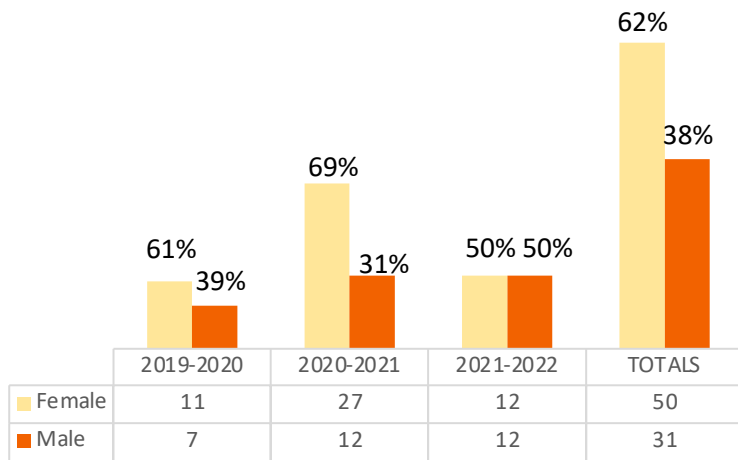
\*Includes: Asian Indian, Chinese, Filipino, Japanese, Korean, Other Asian



# Promotions to Associate Professor

## AY19-20, AY20-21, AY21-22

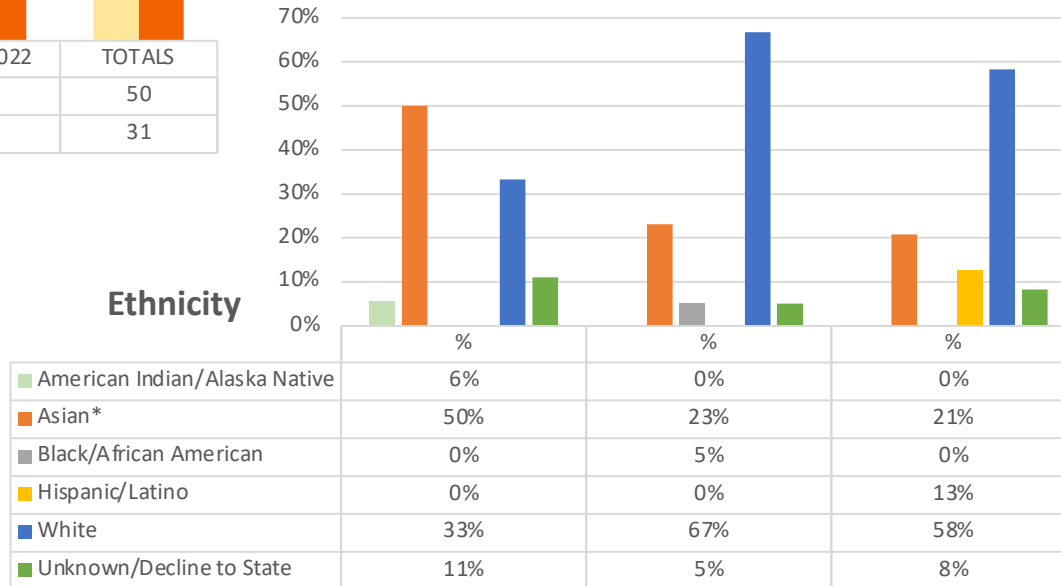
**Gender**



➤ A total of 81 faculty were promoted to Associate Professor rank effective in the last three academic years.

➤ Female = 62%; Male = 38%

**Ethnicity**



\*Includes: Asian Indian, Chinese, Filipino, Japanese, Korean, Other Asian

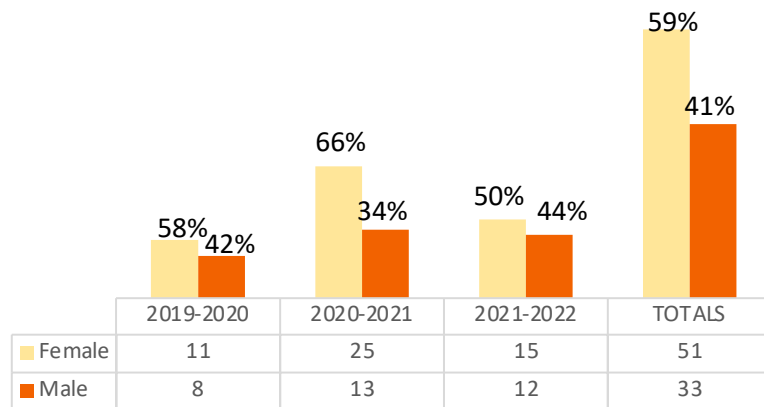


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# Tenure Award

## AY19-20, AY20-21, AY21-22

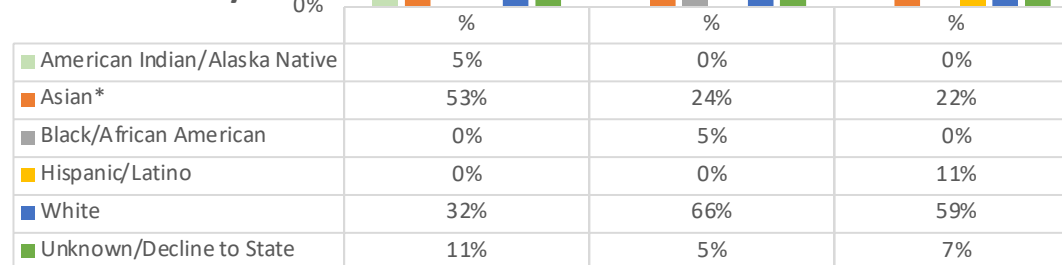
### Gender



➤ A total of 84 faculty were awarded tenure effective in the last three academic years.

➤ Female = 59%; Male = 41%

### Ethnicity



\*Includes: Asian Indian, Chinese, Filipino, Japanese, Korean, Other Asian



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We have a new website!  
<https://facaffairs.sfsu.edu/>

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