



# CALIFORNIA STATE AUDITOR

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# FACT SHEET

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The California State Auditor released the following report today:

## California State University

*It Is Inconsistent in Considering Diversity When Hiring Professors, Management Personnel, Presidents, and System Executives*

### BACKGROUND

Administered by a board of trustees (board) and employing approximately 9,600 professors and a number of management personnel, the 23-campus California State University (university) serves about 417,000 students and is the nation's largest system of senior higher education. The board develops broad administrative policy for the campuses and appoints the chancellor and campus presidents. The board has delegated hiring authority for faculty and management personnel to each campus.

### KEY FINDINGS

Our report identifies numerous concerns about the university's hiring practices and provides information about the university's employment discrimination lawsuits including:

- The hiring process lacks systemwide policies and consistent training.
- The five campuses we reviewed use different approaches to consider gender and ethnicity in their hiring processes, and they provide a varied amount of guidance to the search committees.
  - ✓ Some campuses consider gender and ethnicity in establishing search committees for professors, while others forbid it.
  - ✓ Of 116 professors whose hiring files we reviewed, the search committees for 44 had no minority members and 26 had no women members.
  - ✓ One of the five campuses we reviewed has not developed any formal written policies for hiring nonacademic management personnel.
  - ✓ Some departments evaluate the diversity of the applicant pool using inaccurate methods.
  - ✓ Presidential and system executive positions are not generally advertised in publications primarily with women or minority audiences as is generally done for professor positions.
- During the past five fiscal years, 92 employment discrimination lawsuits were filed against the university.
  - ✓ Sixty-eight percent of the lawsuits filed alleged race or gender discrimination.
  - ✓ Forty of the total 64 cases that closed during this period resulted in settlements costing the university \$2.3 million—30 of those cases that closed related to alleged race or gender discrimination and cost the university \$1.6 million.
  - ✓ The university paid \$5.3 million to outside counsel to defend 75 of the 92 lawsuits during the five-year period.

### KEY RECOMMENDATIONS

We made numerous recommendations to the university relative to its hiring practices including that it:

- Issue systemwide guidance on hiring processes to ensure consistency and compliance with laws and regulations.
- Devise and implement uniform methods for comparing and reporting the gender and ethnicity of its workforce.
- Require broad-based advertising for all presidential and system executive positions to ensure inclusive and consistent advertising for obtaining diverse applicant pools.

