



Academic
Personnel



2018-19 State of The UC Davis Health Science Faculty Annual Report

This chronicle contains information about the state of the faculty in the UC Davis Schools of Medicine and Betty Irene Moore School of Nursing. Included in this report are the following:

- 1) Demographic data that indicate faculty distributions by faculty series, gender, ethnicity and rank (Figure 1, 2, 3 and 4).
- 2) Longitudinal data showing changes in the number of faculty series since 2003 (Figure 5).
- 3) Step Plus progress rates (since 2014 for Senate and 2015 for Federation) for faculty merits and promotions are compared by series. (Figure 6). (Statistical significance for these data is shown in Figure 7).
- 4) Denial rates for merits and promotions are shown for 2014-2018 (Figure 8).
- 5) Progress rates for merits and promotions since the inception of step plus are shown grouped by gender (Figure 9), series and gender (Figure 10) and ethnicity (Figure 11) (since 2014 for Senate series and since 2015 for Federation series).

Summary of Key Findings:

- Faculty gender and ethnic diversity is concentrated in non-senate series.
- The HSCP series has grown rapidly in the last 6 years.
- Adjunct faculty progress significantly slower than other series faculty.
- *As a whole*, female faculty have progressed more slowly than male faculty since the inception of Step Plus, but closer examination of the data by series shows that female faculty in the ladder, in-residence and adjunct series progress faster than men.
- *As a whole*, URM faculty have progressed more slowly than White and Asian faculty the inception of Step Plus.

This report is intended to serve as the indicator of the current state of the faculty and faculty trends in the UC Davis Health Sciences. These data compilations

include data as of December 20, 2018. We look forward to your suggestions and input for future reports.

Gender and ethnicity profile for five faculty series.

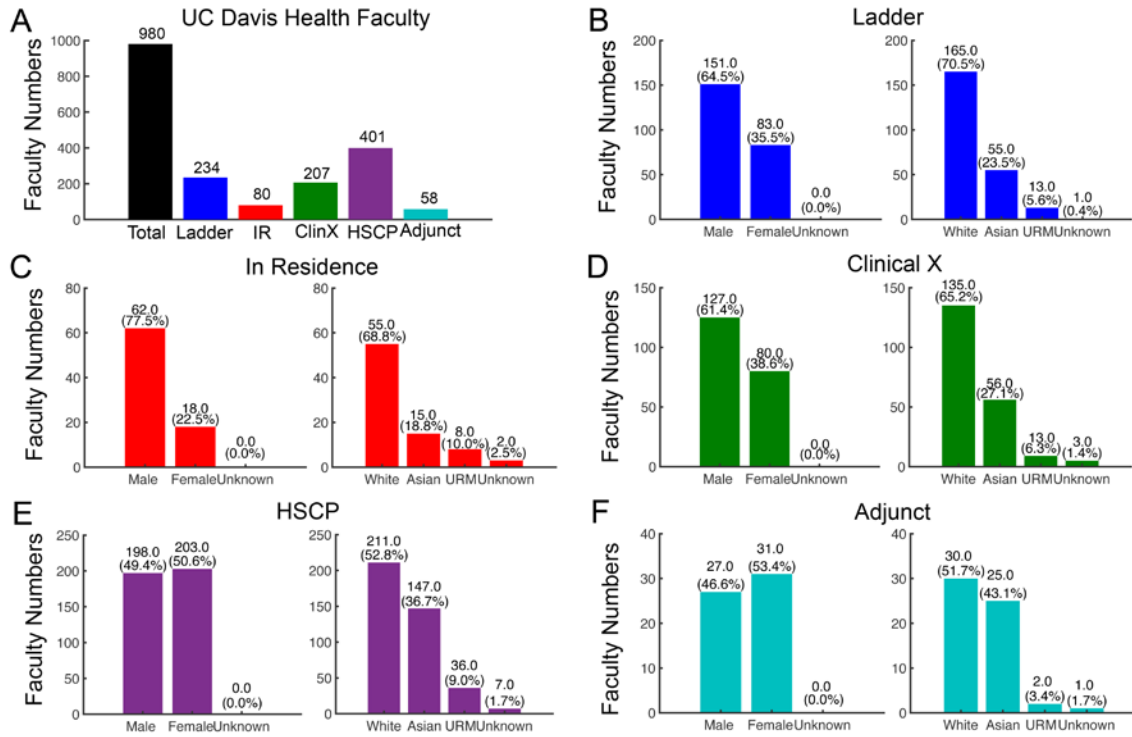


Figure 1: Shown on the Y-axis is absolute faculty numbers in each faculty series. Percentages are indicated in parentheses.

UC Davis Health Faculty

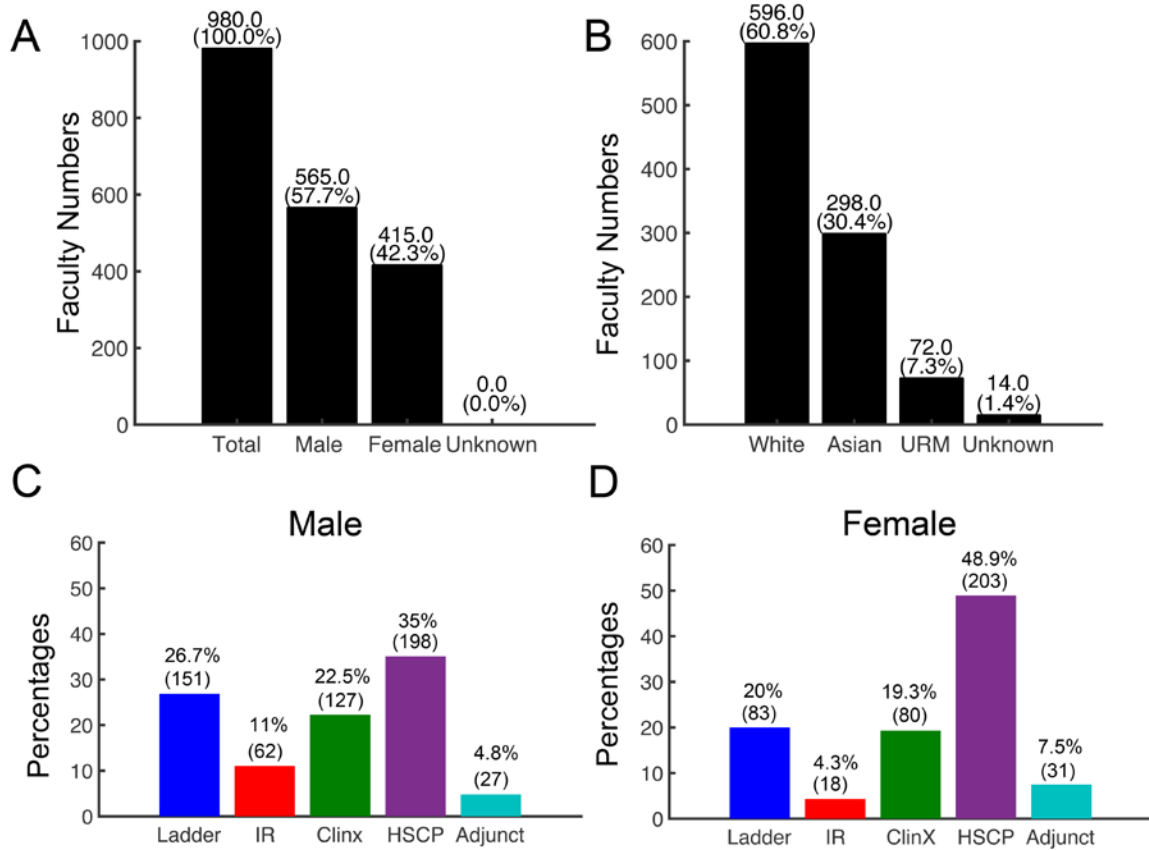


Figure 2: (A – B) Shown on the Y-axis is absolute faculty numbers of each faculty series. Percentages are indicated in parentheses. (C – D) Shown on the Y-axis is percentages of each faculty series by gender. Absolute faculty numbers are indicated in parentheses.

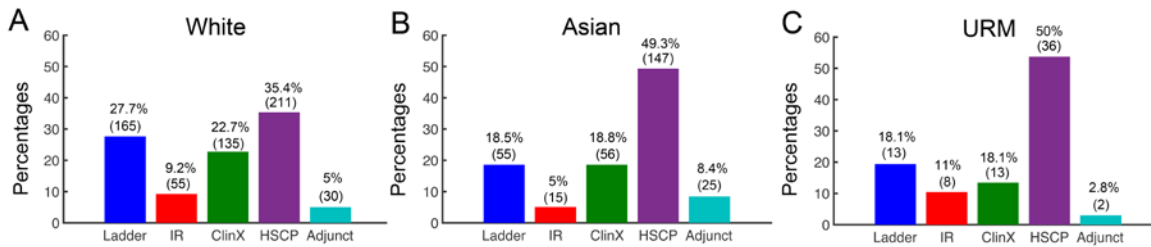


Figure 3: Shown on the Y-axis is percentages of each faculty series by ethnicity. Absolute faculty numbers are indicated in parentheses.

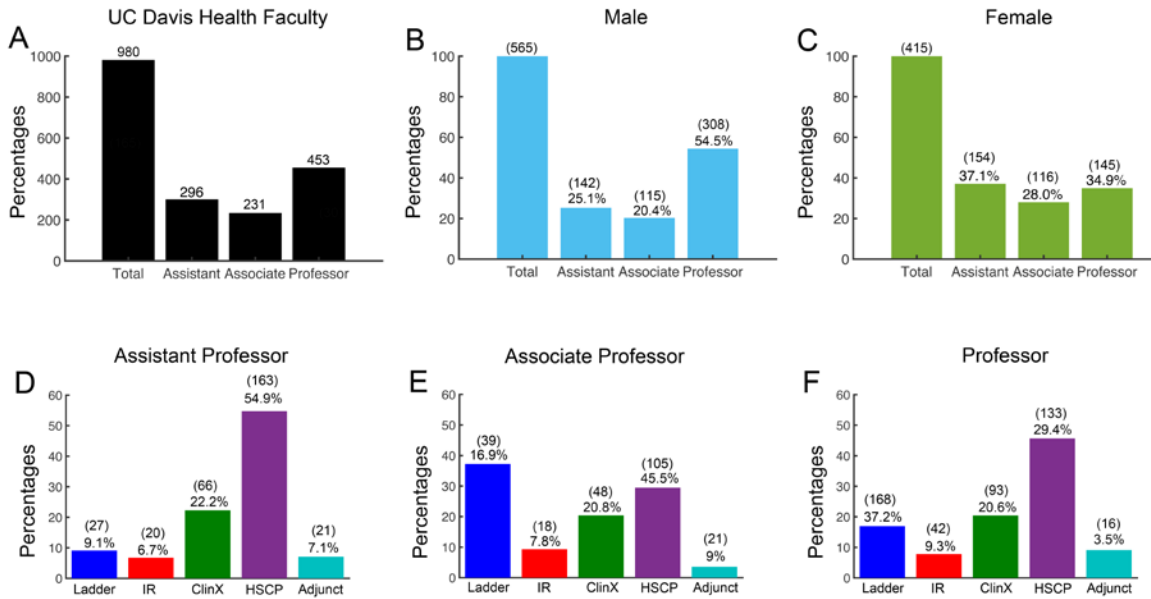


Figure 4: (A) Shown on the Y-axis is percentages of each faculty rank. (B – C) Shown on the Y-axis is percentages of each faculty rank by gender. Absolute faculty numbers are indicated in parentheses. (D – F) Shown on the Y-axis is percentages of each faculty rank by series. Absolute faculty numbers are indicated in parentheses

Historical data showing the growth in HSCP faculty compared to other series.

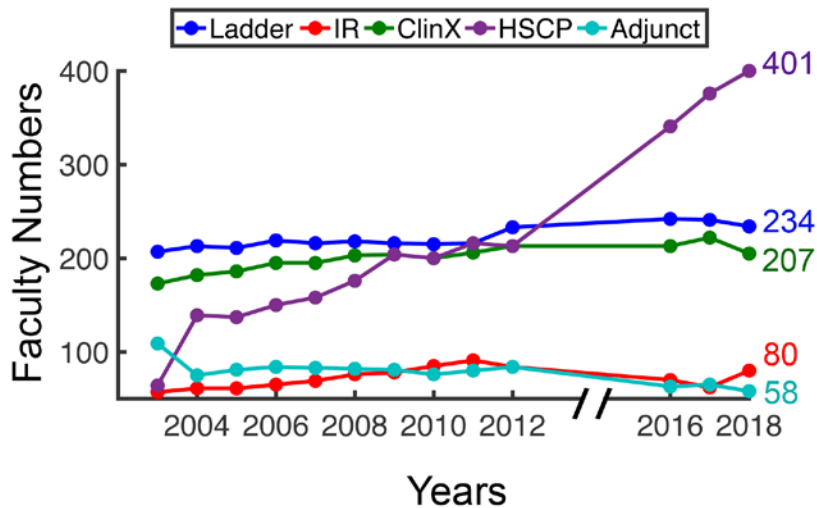


Figure 5: Shown on the Y-axis is the number of each faculty series since 2003. Years are shown on the X-axis.

Step-plus progress rates through merits and promotions.

| | average rate |
|---------|--------------|
| Ladder | 1.2 |
| IR | 1.1 |
| clinX | 1.3 |
| HSCP | 1.2 |
| Adjunct | 1.0 |

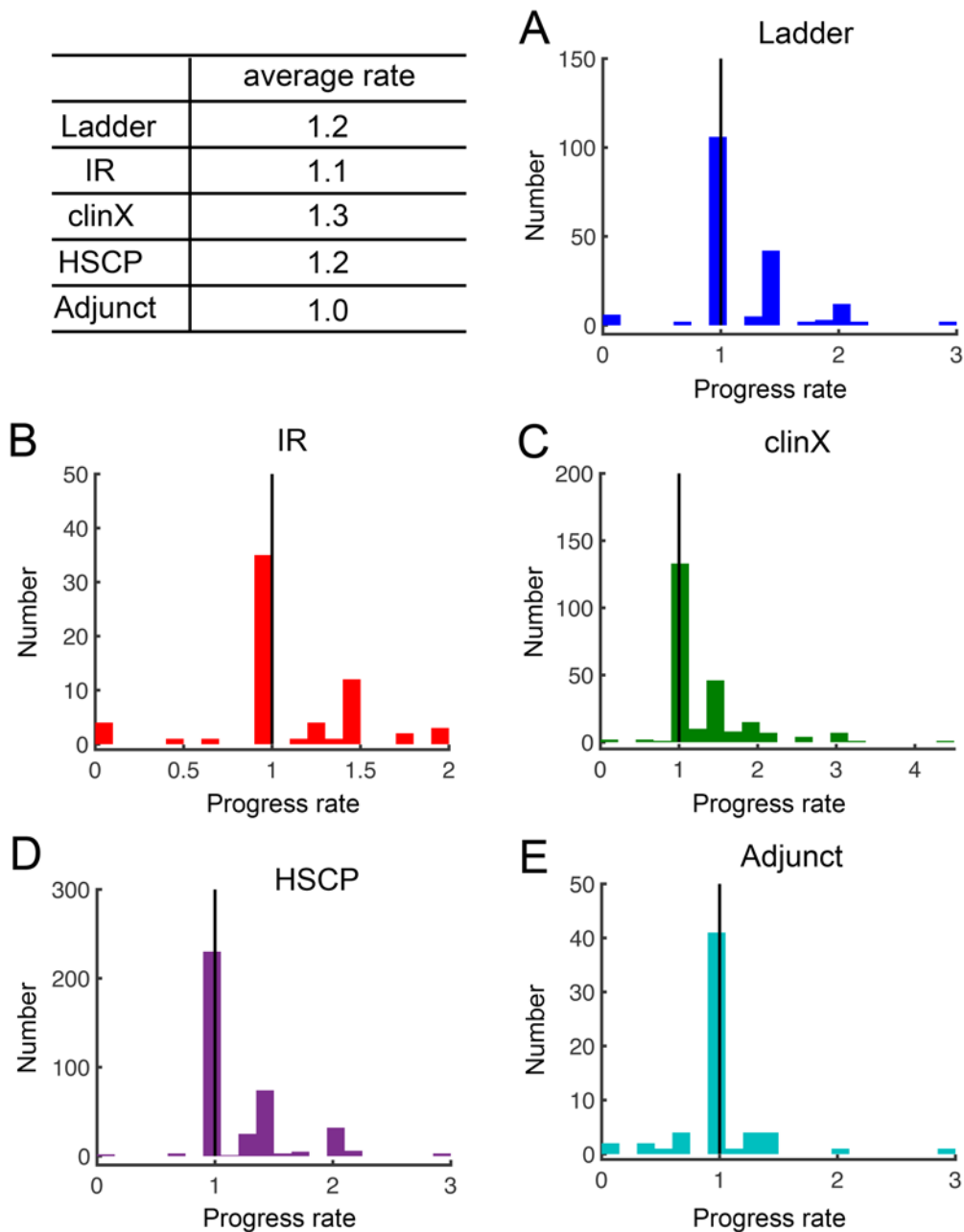


Figure 6: Average progress rates are shown in the top table. Step-plus progress rates through merits and promotions for A. Ladder rank B. In Residence C. Clinical X. D. HSCP and E. Adjunct. A progress rate = 1 (black line) represents normative progress (merits and promotions on time), > 1 = accelerated progress and < 1 = delayed progress. NOTE: Steps in professor rank were included up to step 9. 'Above scale' (AS) is not included. Personnel actions from 2014 to 2018 were used to calculate the progress rates. For HSCP and adjunct series, the rates were

calculated from **2015** to **2018**. These are the years for which STEP PLUS has been active.

Progress rates comparison between faculty series.

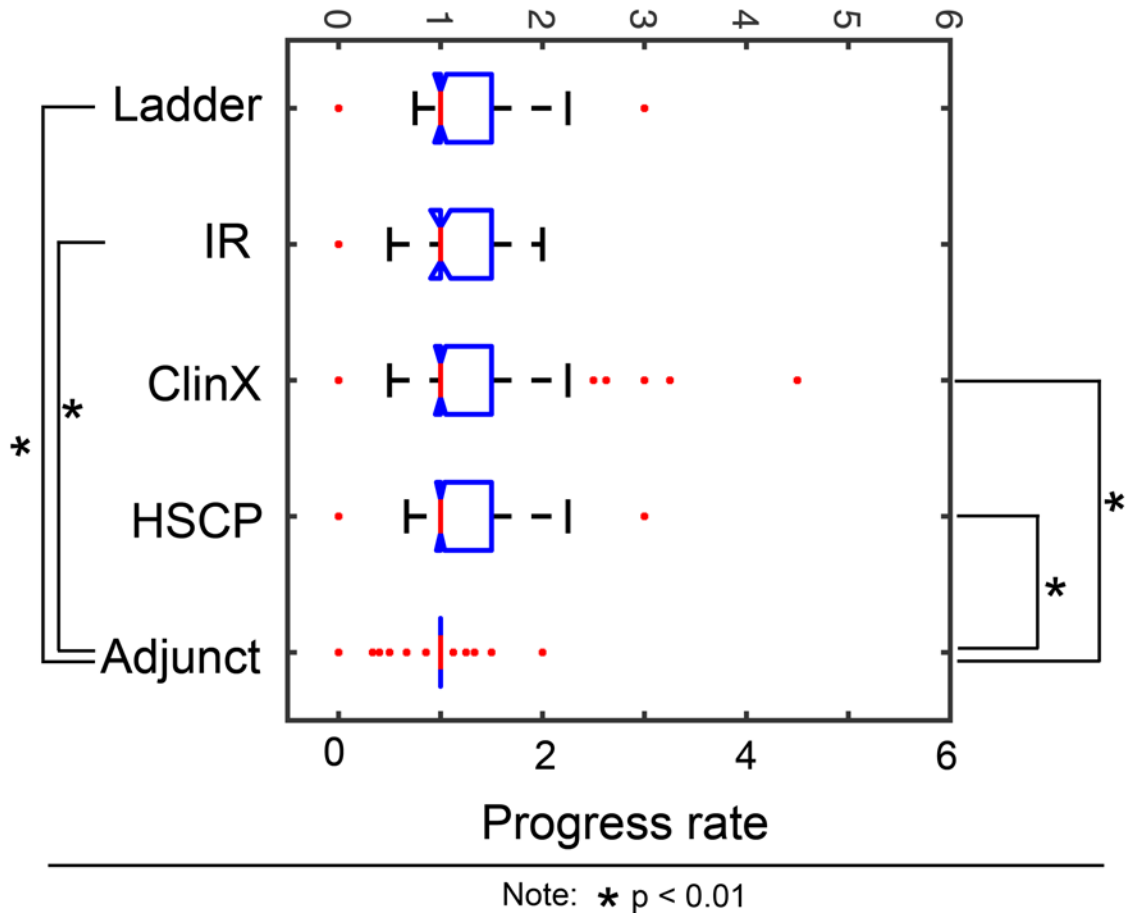


Figure 7: Differences between faculty series are strongly significant as $p < 0.01$.

Merits and promotions denial rates from 2014 to 2018.

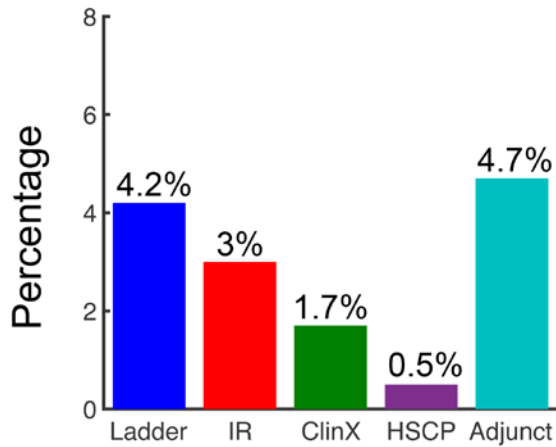


Figure 8: Y-axis represents action denial percentage of each faculty series between 2014 and 2018. NOTE: The denial rates do not include “above Scale denied”, and “promotion denied but merit approved”.

Step-plus progress rates through merits and promotions

Grouped by gender

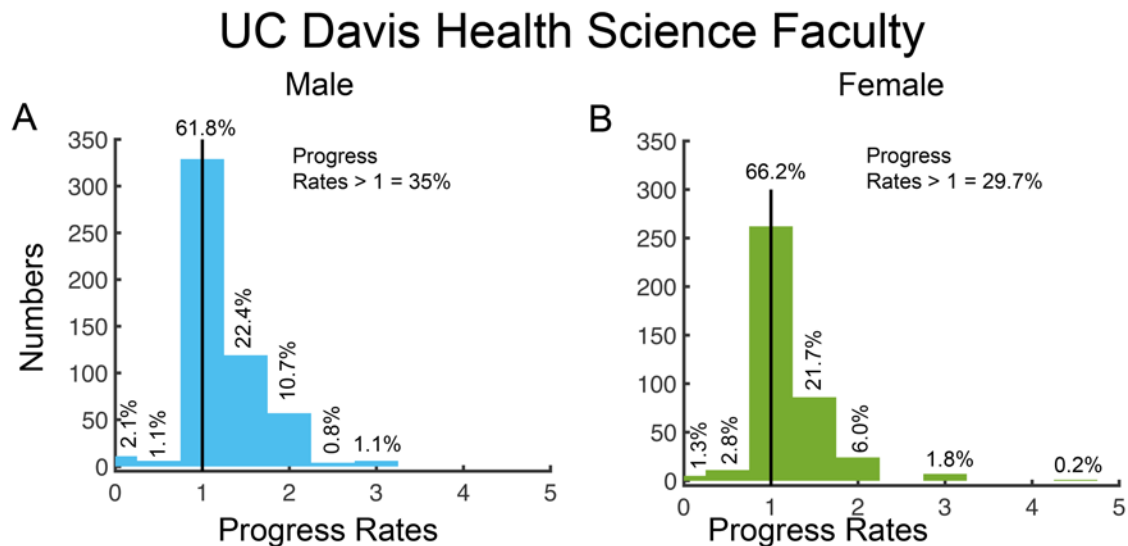
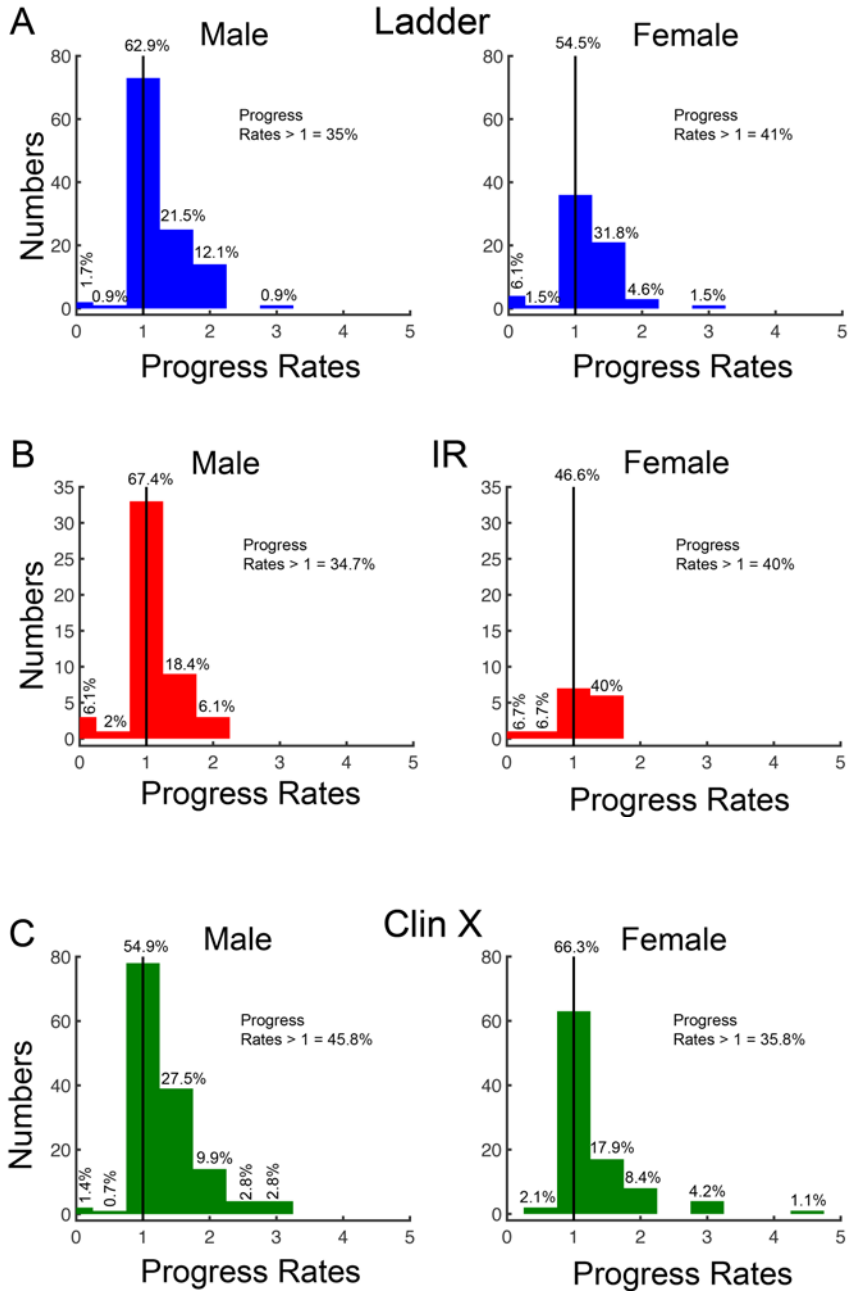


Figure 9: The Y-axis shows the number of faculty, and the X-axis represents step plus actions for A) Male and B) Female. Percentages are indicated on top of each bar. Note: For Ladder, In Residence, and Clinical X series, personnel actions from

2014 to 2018 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from **2015 to 2018**. These are the years for which STEP PLUS has been active.

Grouped by series and gender



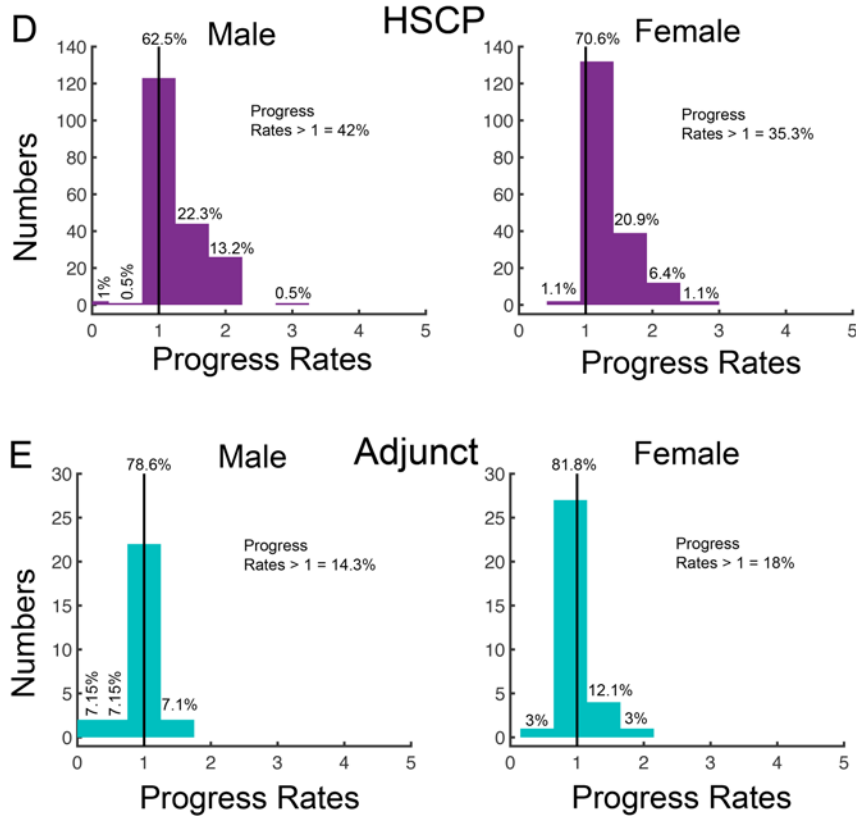


Figure 10: Percentage of Step-plus actions for A) Ladder B) In Residence C) Clinical X D) HSCP and E) Adjunct were indicated on top of each bar. Y-axis represents faculty number in each group. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2018 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2018.*

UC Davis Health Science Faculty by ethnicity

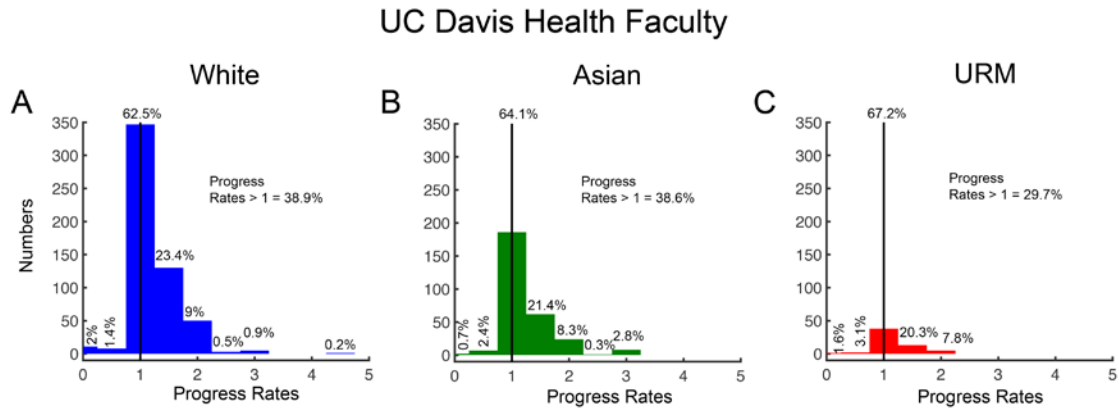


Figure 11: The Y-axis shows the number of faculty, and the X-axis represents average step plus actions for A) White, B) Asian and C) URM. Percentages are indicated on top of each bar. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2018 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2018. These are the years for which STEP PLUS has been active.*