



Academic
Personnel

2017-18 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 and Table 1).
- 2) Longitudinal data showing changes in the number of faculty series since 2003 (Figure 2).
- 3) Step Plus progress rates (since 2014 for Senate and 2015 for Federation) for faculty merits and promotions are compared by series. (Figure 3). (Statistical significance for these data is shown in Figure 4).
- 4) Denial rates for merits and promotions are shown for 2014-2017 (Figure 5).
- 5) Progress rates for merits and promotions since the inception of step plus (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 5 years.
- Adjunct faculty progress significantly slower than other series faculty.
- *As a whole*, female faculty have progressed more slowly than male faculty since the inceptions 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.

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, 2017. We look forward to your suggestions and input for future reports.

1. Gender and ethnicity profile for five faculty series.

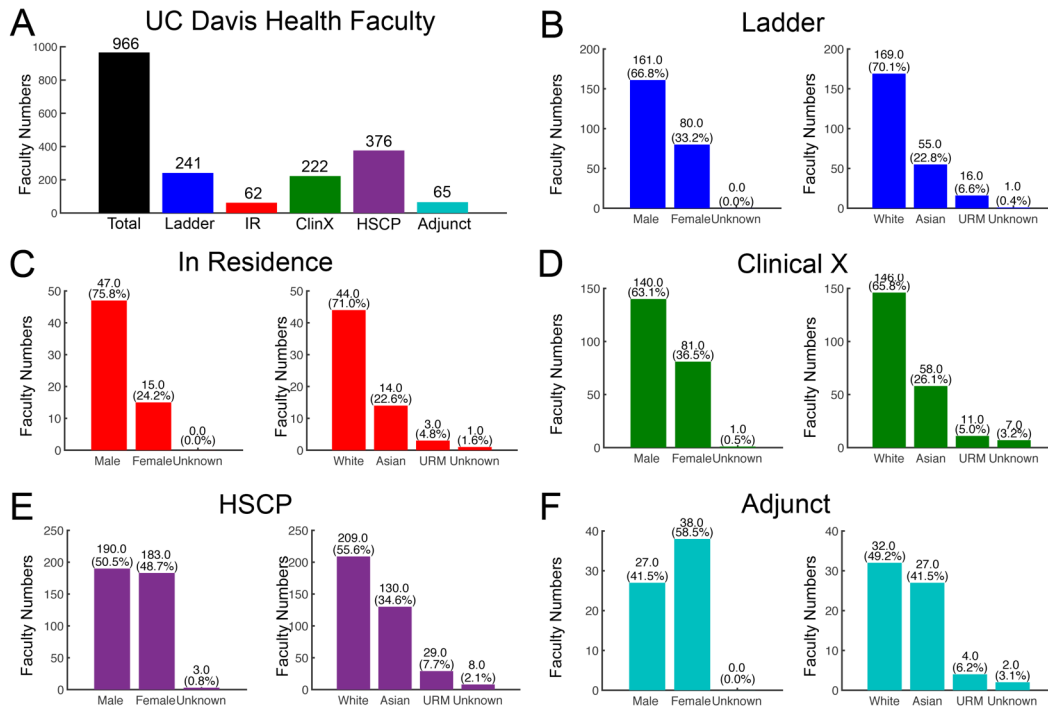


Figure 1: Shown on the Y-axis is absolute faculty numbers of each faculty series. Percentages were indicated in parentheses.

UC Davis Health Faculty

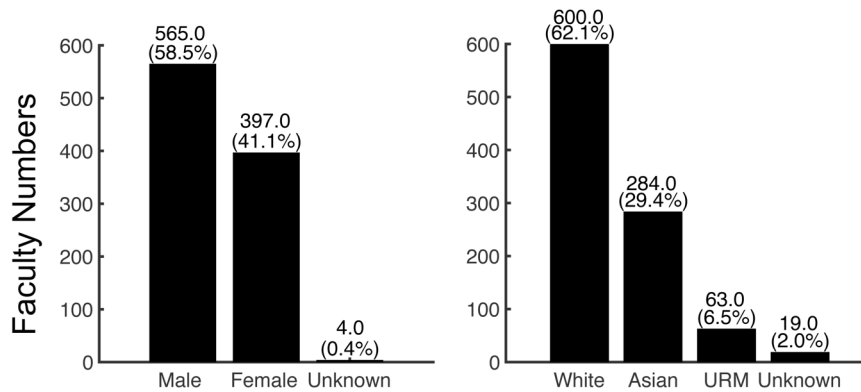


Figure 2: Shown on the Y-axis is absolute faculty numbers by gender and ethnicity. Percentages were indicated in parentheses.

Table 1: Gender, ethnicity and rank expressed as a percentage across faculty series. The sum of each row equals 100%.

| % | Ladder | IR | ClinX | HSCP | Adjunct |
|---------------|--------|-----|-------|------|---------|
| Total | 24.9 | 6.4 | 22.9 | 38.9 | 6.7 |
| Male | 28.5 | 8.3 | 24.8 | 33.6 | 4.8 |
| Female | 20.1 | 3.8 | 20.4 | 46.1 | 9.6 |

| % | Ladder | IR | ClinX | HSCP | Adjunct |
|--------------|--------|-----|-------|------|---------|
| White | 28.2 | 7.3 | 24.3 | 34.9 | 5.3 |
| Asian | 19.4 | 4.9 | 20.4 | 45.8 | 9.5 |
| URM | 25.4 | 4.8 | 17.5 | 46 | 6.3 |

| % | Ladder | IR | ClinX | HSCP | Adjunct |
|----------------------------|--------|-----|-------|------|---------|
| Assistant Professor | 10.7 | 5.1 | 25.3 | 50.3 | 8.6 |
| Associate Professor | 15 | 6.6 | 22 | 45.8 | 10.6 |
| Professor | 39.4 | 7.2 | 21.9 | 27.9 | 3.6 |

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

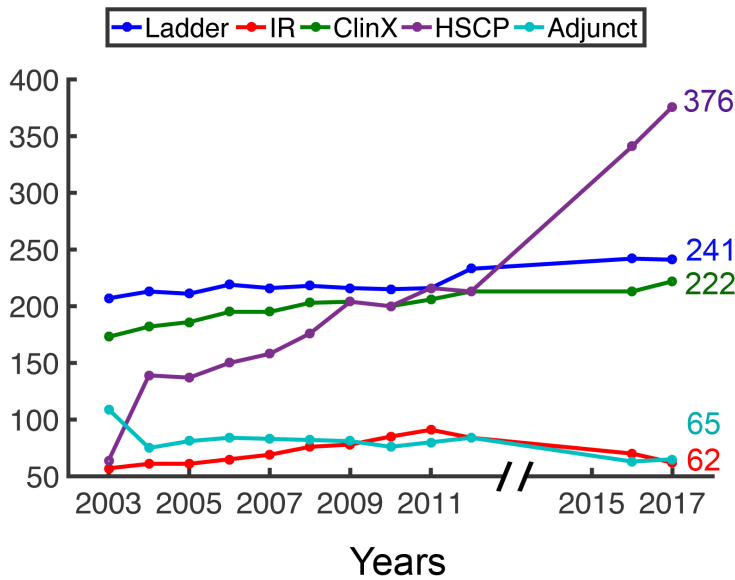


Figure 3: Shown on the Y-axis is the number of each faculty series since 2003. Years are shown on the X-axis.

3. Step-plus progress rates through merits and promotions.

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

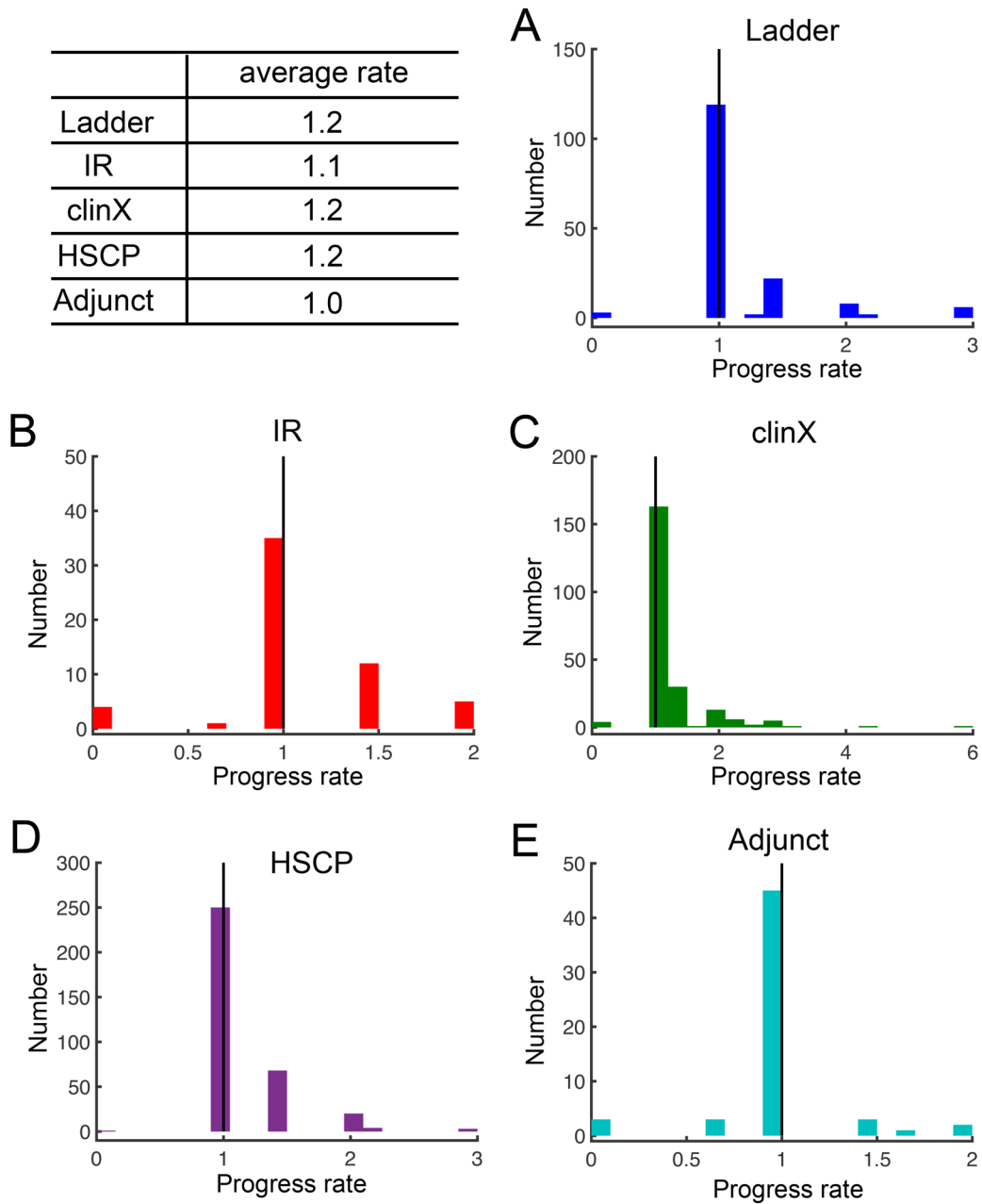
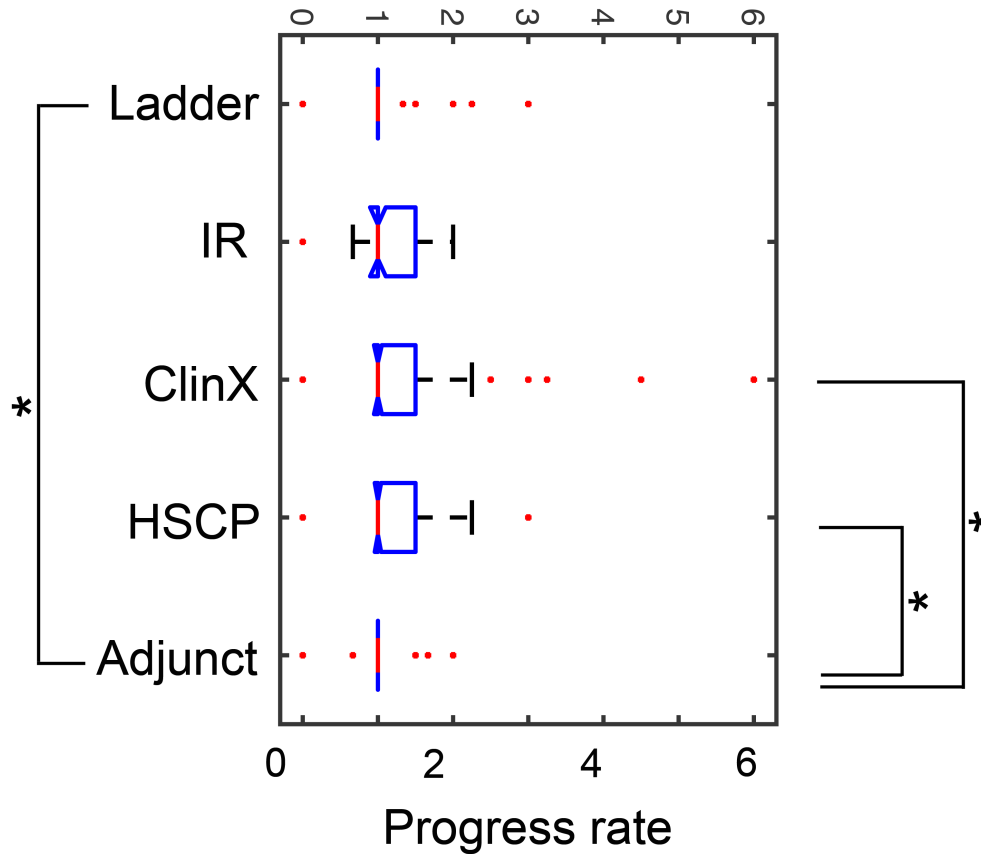


Figure 4: Average progress rates are shown in the top table. Step-plus progress rates through merits and promotions for A. Ladder rank B. In Residence C. Clinical X. D. HSCP and E. Adjunct. A progress rate = 1 (black line) represents normative progress (merits and promotions on time), > 1 = accelerated 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 2017 were used to calculate the progress rates. For HSCP and*

adjunct series, the rates were calculated from 2015 to 2017. These are the years for which STEP PLUS has been active.

4. Progress rates comparison between faculty series.



Note: * $p < 0.01$

Figure 5: Differences between faculty series are statistically significant as $p < 0.05$. Three levels of statistical significance are reported: weakly significant ($P < 0.10$), significant ($P < 0.05$), and strongly significant ($P < 0.01$).

5. Merits and promotions denial rates from 2014 to 2017.

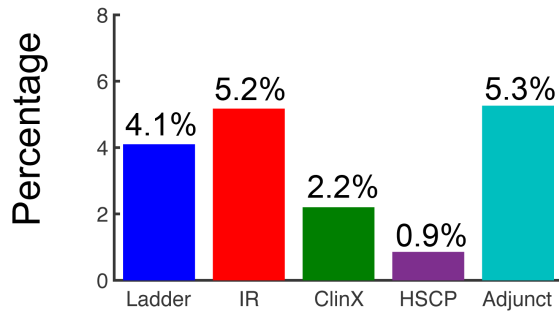


Figure 6: Y-axis represents action denial percentage of each faculty series between 2014 and 2017. NOTE: The denial rates do not include “above Scale denied”.

6. Step-plus progress rates through merits and promotions

6.1. Group by gender

UC Davis Health Science Faculty

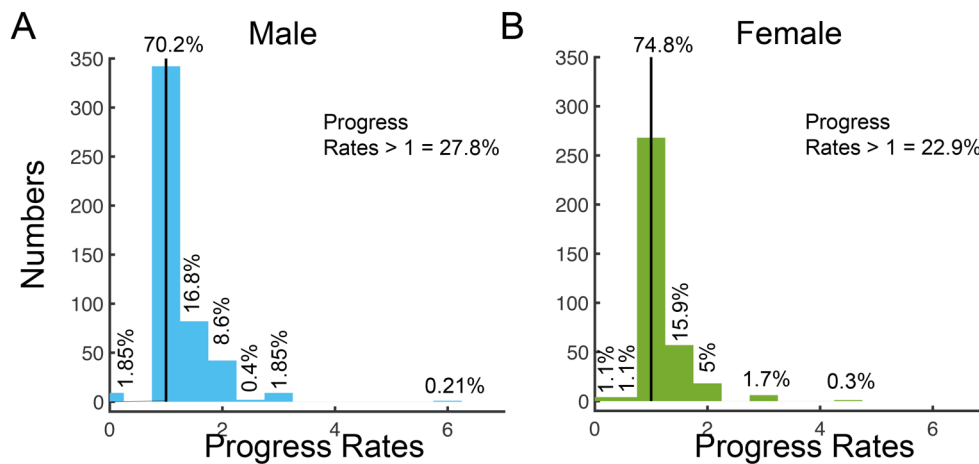
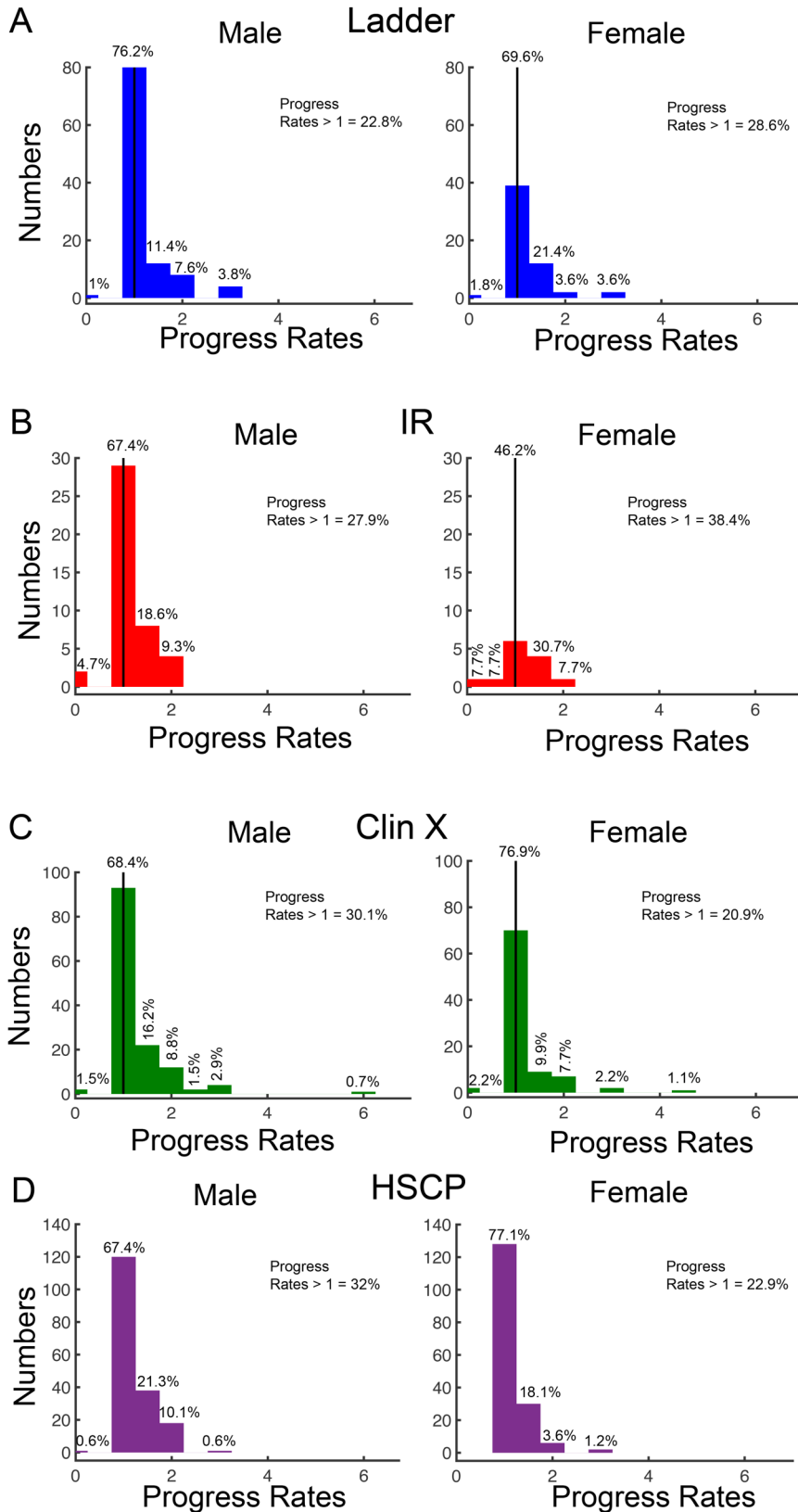


Figure 7: The Y-axis shows the number of faculty, and the X-axis represents step plus actions for A) Male and B) Female. Percentages are indicated on top of each bar. Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2017 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2016. These are the years for which STEP PLUS has been active.

6-2. Group by series and gender



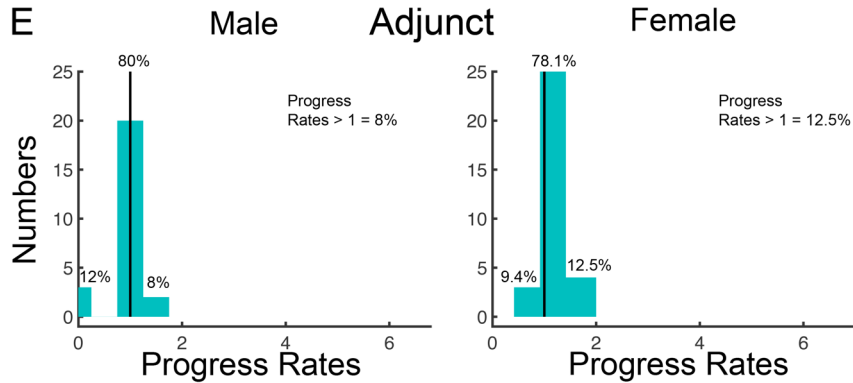


Figure 8: Percentage of Step-plus actions for A) Ladder B) In Residence C) Clinical X D) HSCP and E) Adjunct were indicated on top of each bar. Y-axis represents faculty number in each group. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2017 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2017.*

6-3. UC Davis Health Science Faculty by ethnicity

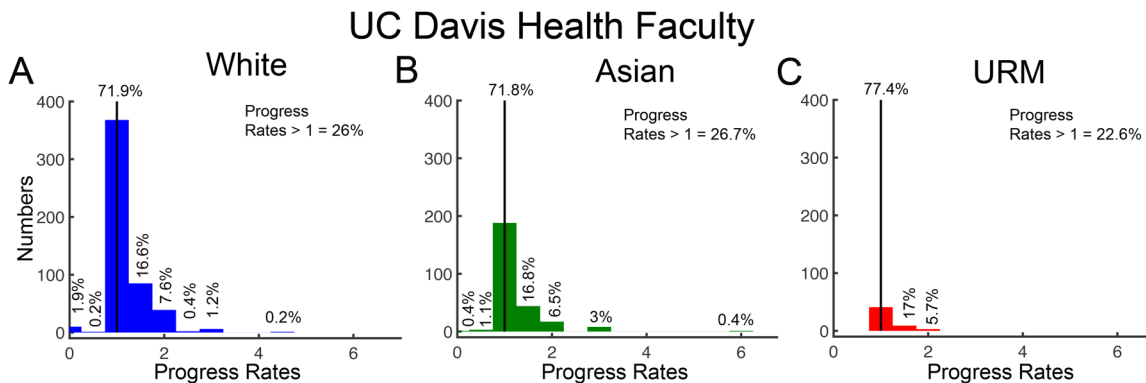


Figure 9: The Y-axis shows the number of faculty, and the X-axis represents average step plus actions for A) White, B) Asian and C) URM. Percentages are indicated on top of each bar. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2017 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2017. These are the years for which STEP PLUS has been active.*