



Academic  
Personnel



## 2016-17 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 for Nursing. Included in this report are the following:*

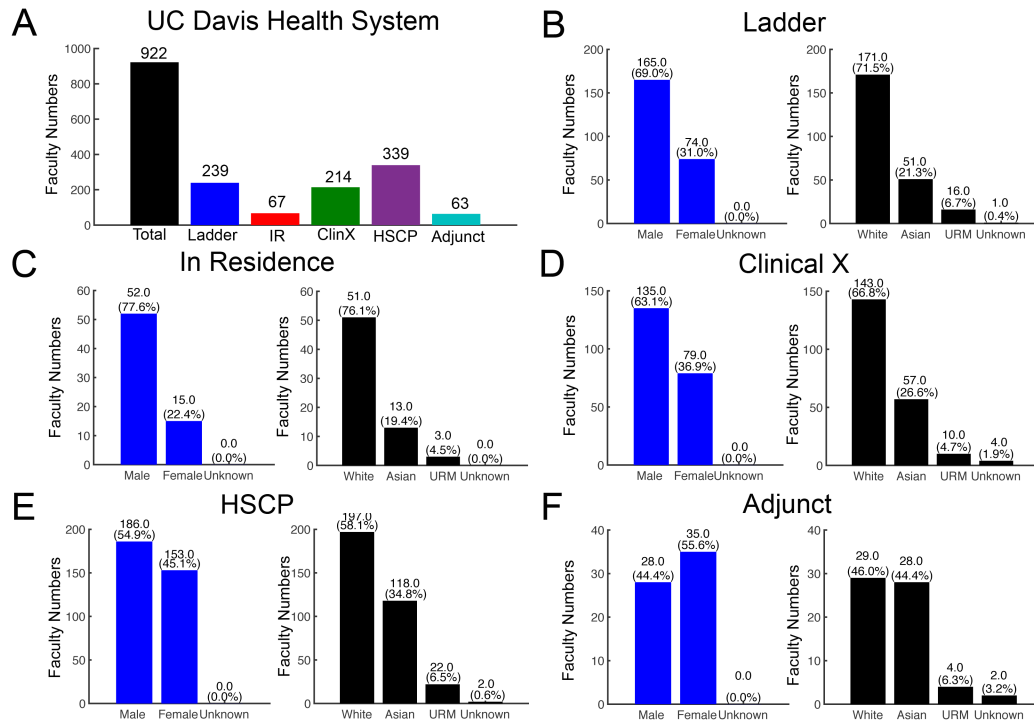
- Faculty demographic data by faculty series, rank, gender and ethnicity (Figure 1 and Table 1).
- Longitudinal data showing changes in the number of faculty based on academic series
- Faculty retention and departure rates (Figure 3a), as well as the average duration of faculty retention in each series and time to departure data (Figure 3b) are shown for 2015
- Historical progress rates (since 2003) for faculty merits and promotions compared by academic series. (Figure 4). (Statistical significance for these data is shown in Figure 5).
- Denial rates for merits and promotions for 2014-2016 (Figure 6).
- Progress rates for merits and promotions since the inception of step plus (2014-15 for Senate academic series and 2015-16 for Federation academic series) (Figure 7).

### ***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.
- The HSCP, ClinX and Adjunct series have the highest departure rates.
- HSCP faculty persist for the shortest time (4.4 years on average) before leaving.
- HSCP and adjunct faculty progress significantly slower than ladder and in-residence faculty. One explanation for this finding may be the concentration of HSCP faculty at the lower ranks (majority of HSCP faculty are at the Assistant Professor rank).
- 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 and adjunct series progress faster than men.
- Underrepresented minorities have benefited most from step plus implementation, as indicated by their faster progression rates through merits and promotions.

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. This report will be shared widely and we encourage you to discuss these data at faculty and other meetings to drive priorities. These data compilations include data as of December 20, 2016. We look forward to your suggestions and input for future reports.

**1. Rank, gender and ethnicity profile for five faculty series.**



**Figure 1: A. Total faculty in the UC Davis Human Health Sciences by series. B. Percentage of faculty in the UC Davis Human Health Sciences by gender and ethnicity.**

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

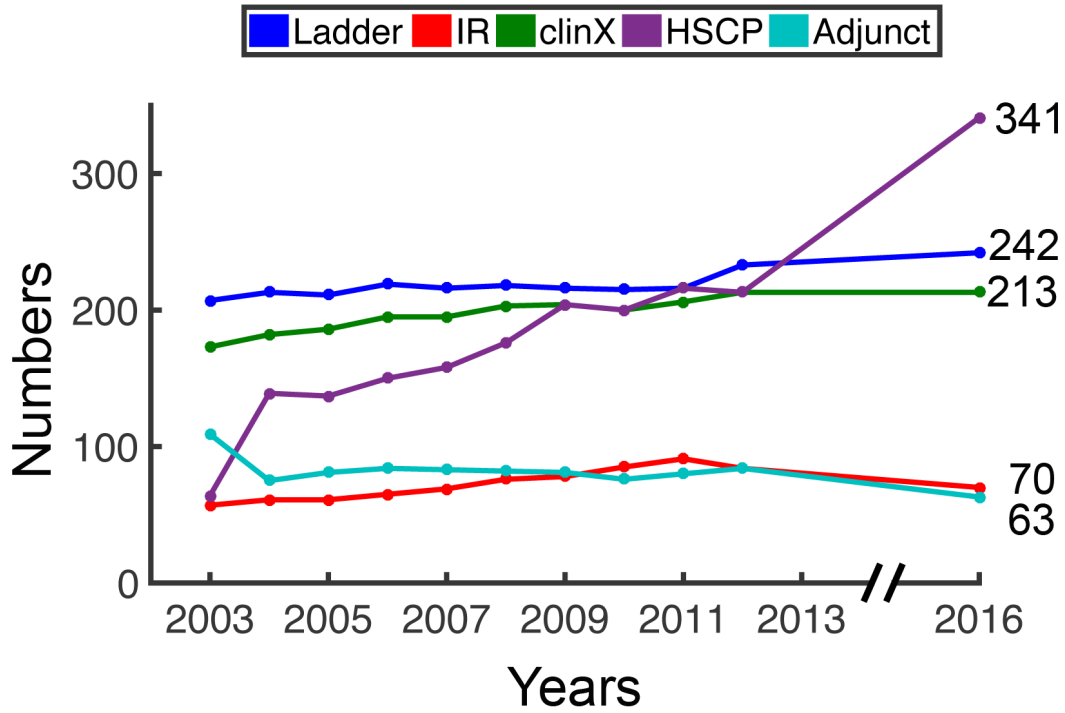


Figure 2: Shown on the Y-axis is the number of each faculty series since 2003. Years are shown on the X-axis.

**3. Faculty retention and departure in 2015 and 2016.**

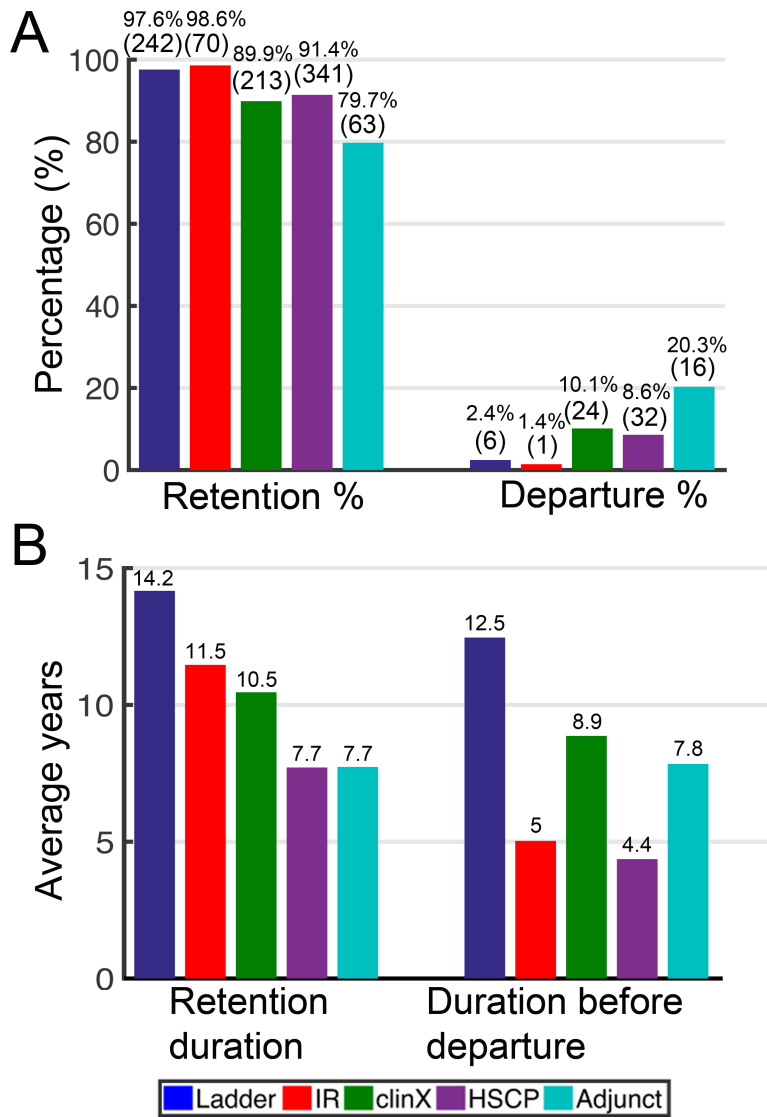


Figure 3: A. The Y-axis represents the percentage retention (left) and departure (right) for faculty in each series. Absolute faculty numbers and percentages are indicated on top of each bar. B. The Y-axis shows the average years of retention (left) and departure (right) for each faculty series. Average years are indicated on the top of each bar.

**4. Progress rates through merits and promotions.**

	average rate
Ladder	1.14
IR	1.1
clinX	1.12
HSCP	1.07
Adjunct	1.02

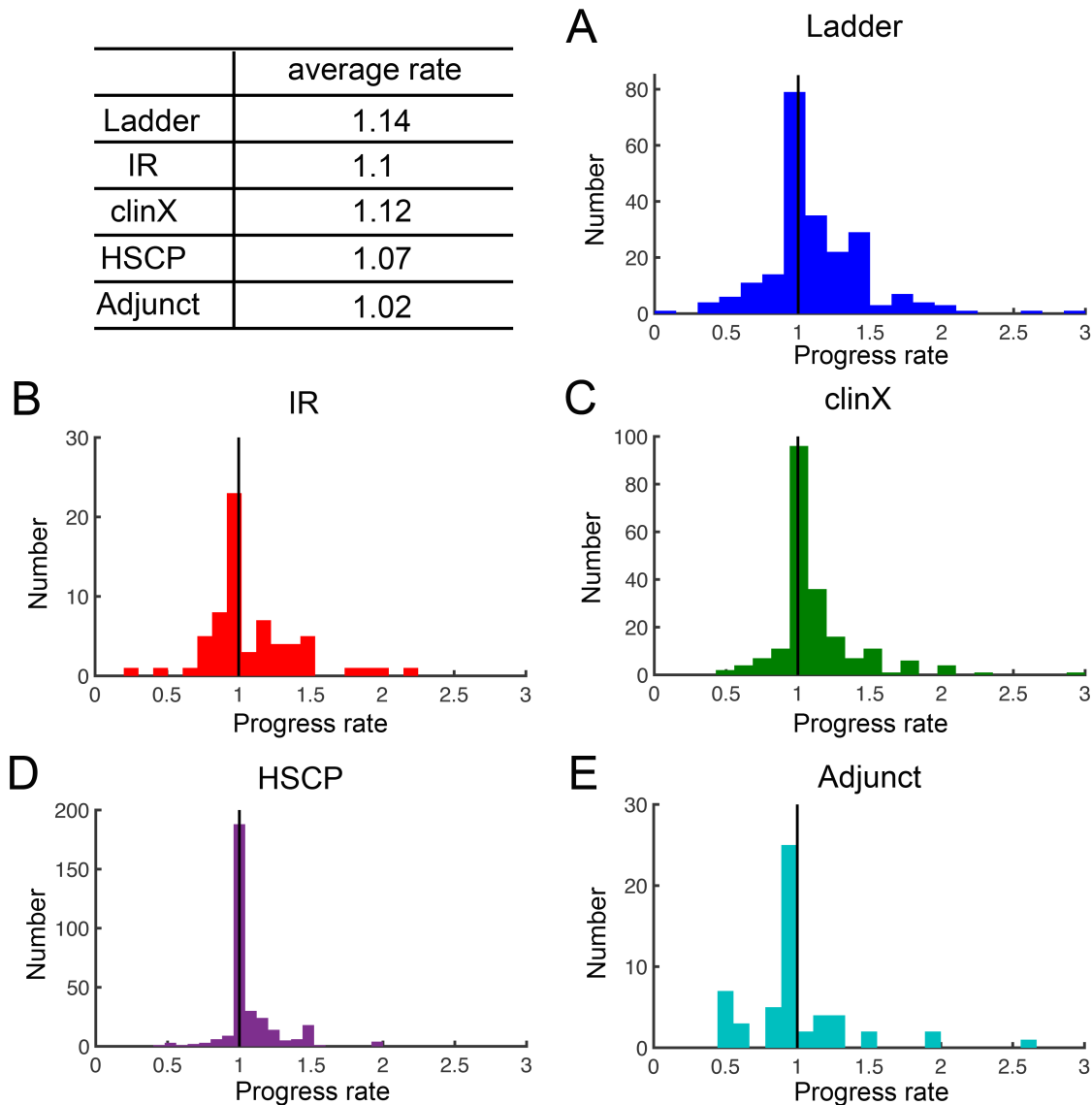
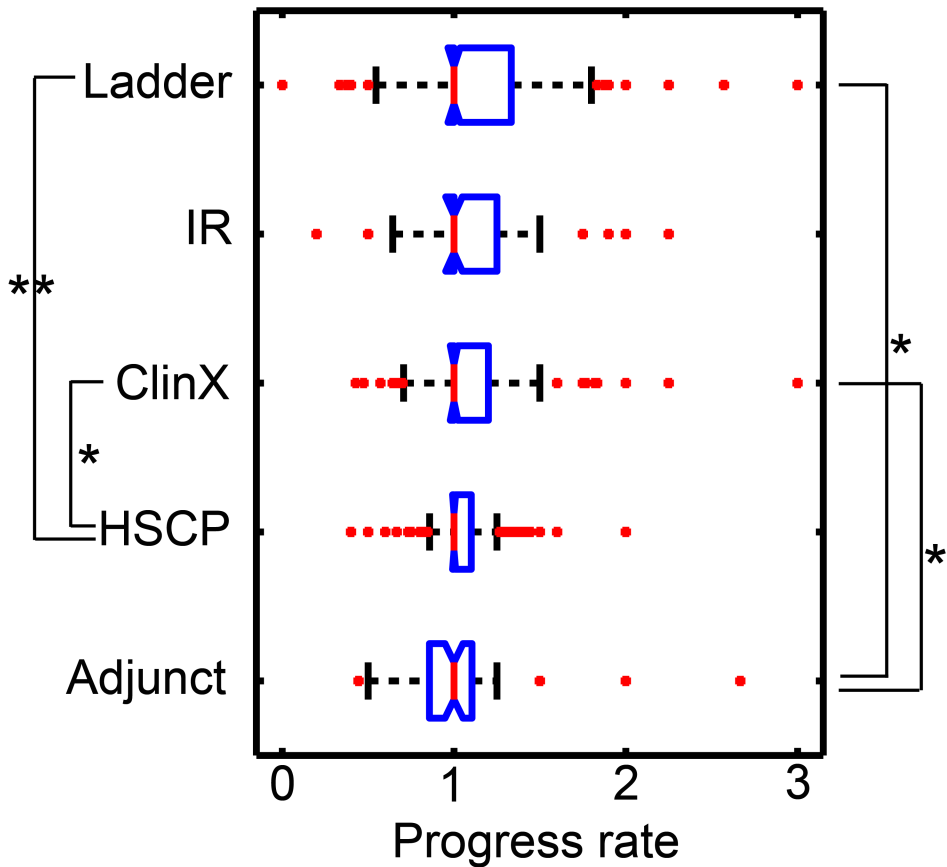


Figure 4: Average progress rates are shown in the top table. Progress rates through merits and promotions for A. Ladder rank B In Residence C. Clinical X. D. HSCP and E. Adjunct. The progress rate (black line) 1 represents normative progress (merits and promotions on time), > 1 = accelerated progress and < 1 = delayed progress. NOTE: Steps in professor rank were included up to step 9. ‘Above scale’ (AS) is not included. *Personnel actions from 1995 to 2016 were used to calculate the progress rates.*

**5. Progress rates comparison between faculty series.**



Note: \* $p < 0.05$       \*\* $p < 0.01$

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

**6. Merits and promotions denial rates from 2014 to 2016.**

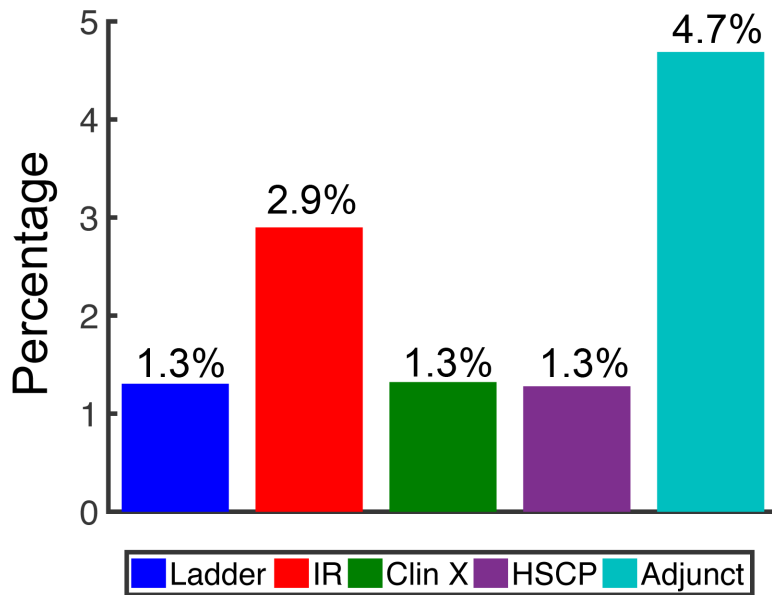


Figure 6: Y-axis represents action denial percentage of each faculty series between 2014 and 2016. NOTE: The denial rates do not include “above Scale denied”, “promotion or accelerated denied, but merit approved”, and “accelerated denied”.

**7. Step-plus progress rates through merits and promotions.**

*7-1. UC Davis Health Science Faculty by gender*

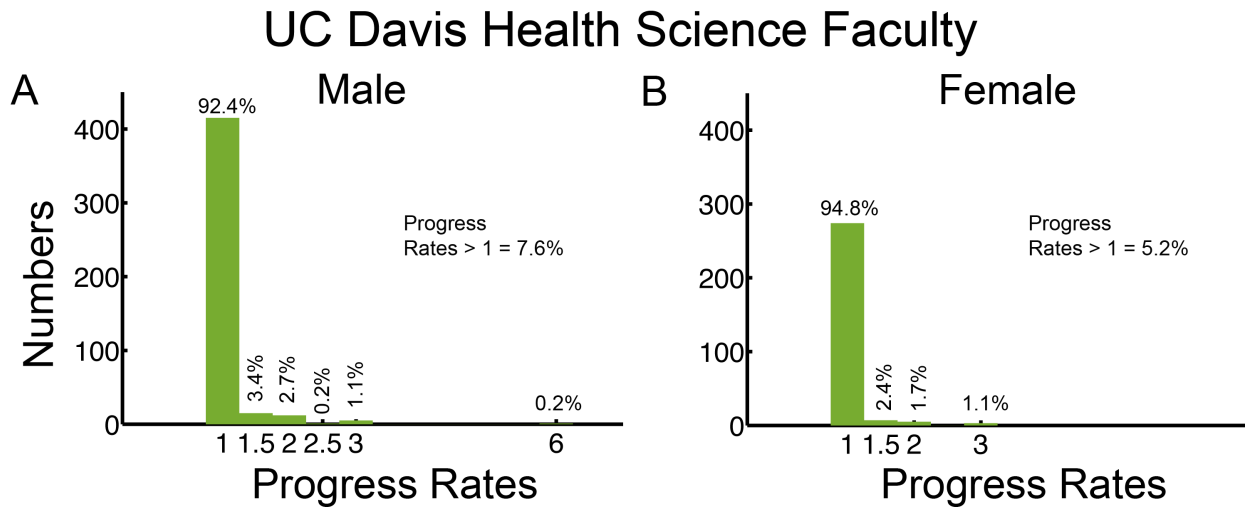
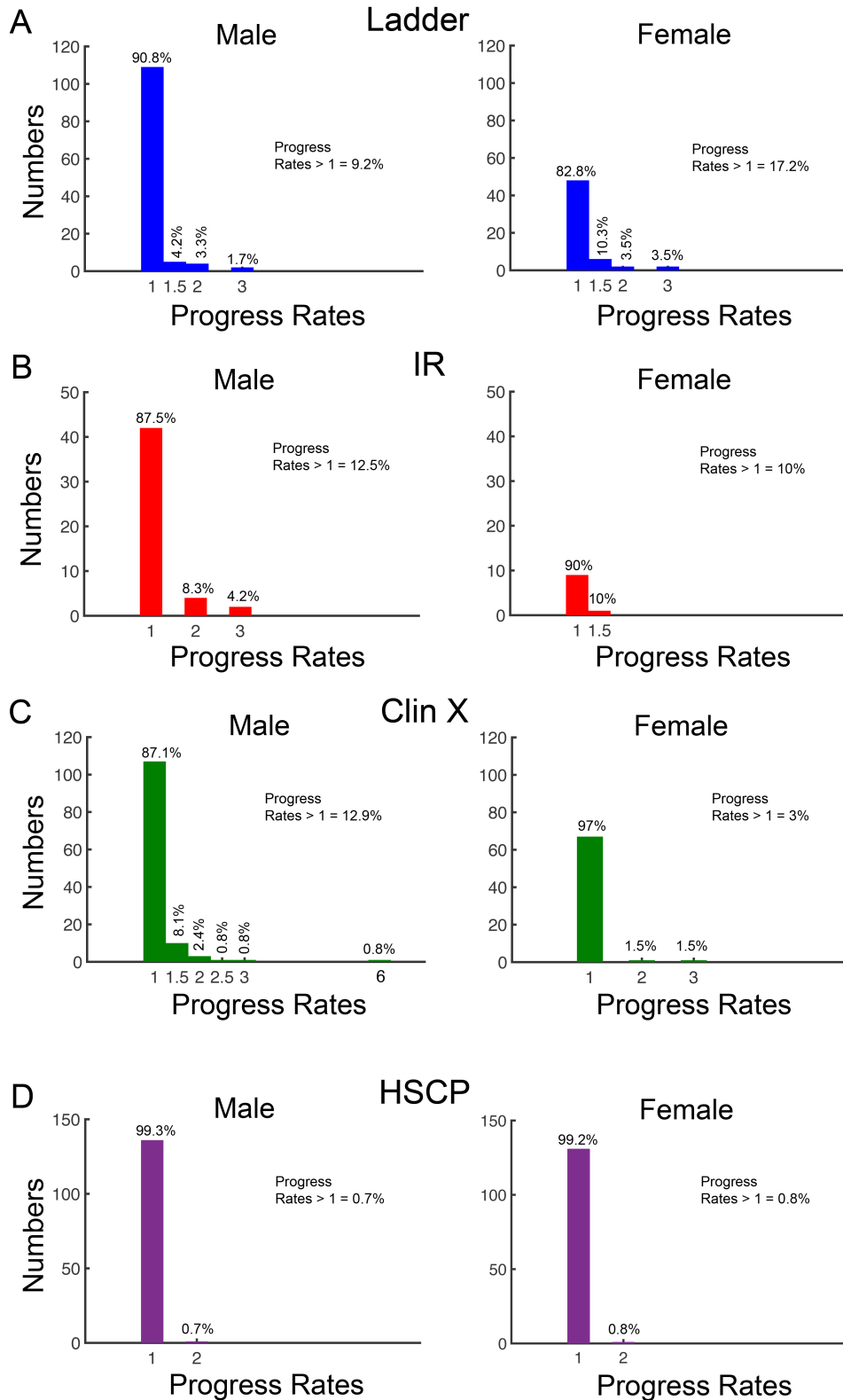


Figure 7: The Y-axis shows the number of faculty, and the X-axis represents average step plus actions for A) Male and B) Female. Percentages are indicated on top of each bar. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2016 were used to calculate the progress 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.*

*Footnote: In considering the step-plus actions since the inception of step plus, we seem some fast-moving outliers. This is due to continued availability of acceleration during the early years of step plus implementation. The 6x progress rate shown above occurred when a professor took advantage of acceleration and made the jump from step 1 to 3 in a single action, which normally takes 6 years. The actual year is 1, so the rate = 6/1 during the step plus active years.*

7-2. Group by series and gender



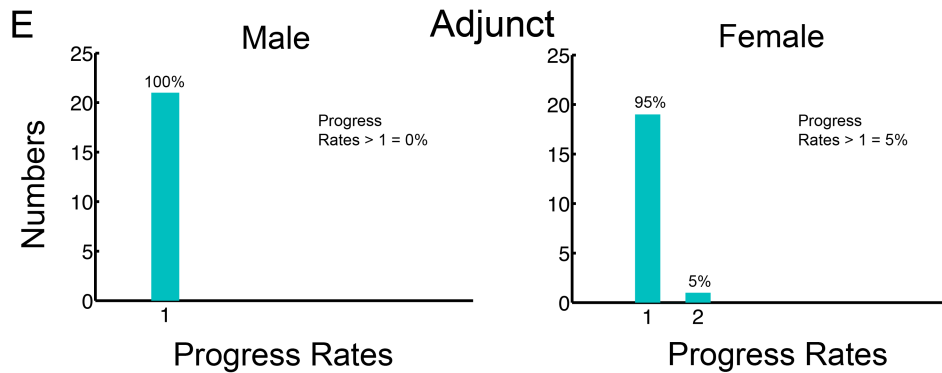


Figure 8: Percentage of Step-plus actions for A) Ladder B) In Residence C) Clinical X D) HSCP and E) Adjunct were indicated on top of each bar. Y-axis represents faculty number in each group. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2016 were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from 2015 to 2016.*

7-3. UC Davis Health Science Faculty by ethnicity

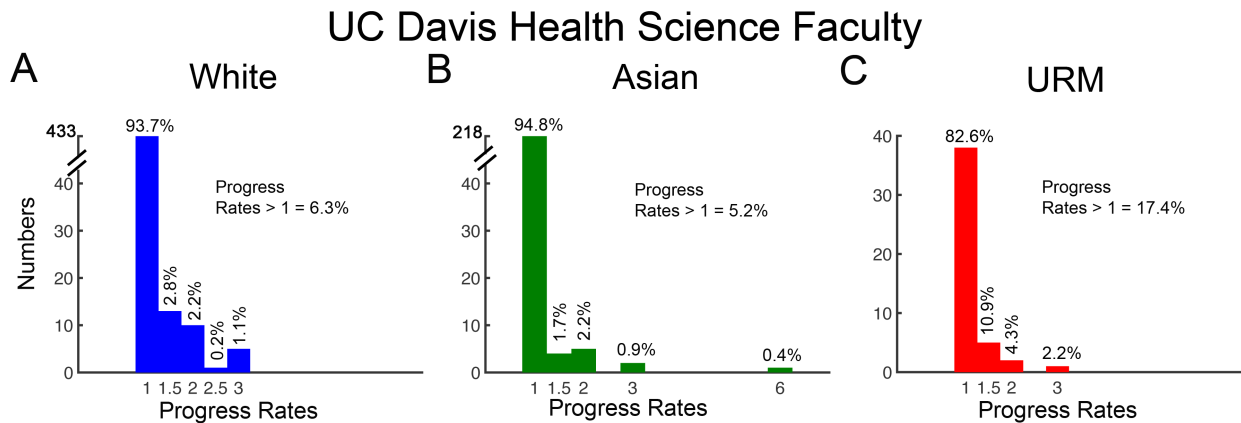


Figure 9: The Y-axis shows the number of faculty, and the X-axis represents average step plus actions for A) White, B) Asian and C) URM. Percentages are indicated on top of each bar. *Note: For Ladder, In Residence, and Clinical X series, personnel actions from 2014 to 2016 were used to calculate the 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.*