



Diversity of the faculty at the University of California Davis School of Medicine:

2016-17 Annual Departmental Reports

Diversity in the academy: It's fundamental to the mission.

Diversity is fundamental to the defined mission of The University of California (UC) to serve the interests of the State of California, which requires access to the University and equal opportunity for all groups. However, the UC has faced tremendous challenges in recruiting, retaining and promoting a diverse faculty. There is an urgent need to improve on these efforts and outcomes in order for the University to satisfy its core mission to serve the interests of the State of California as described in the Regents Policy 4400:

<http://regents.universityofcalifornia.edu/governance/policies/4400.html>.

A critical aspect of the Regents Policy is the explicit recognition of:

“..the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.”

Diversity in the academic medicine: It's fundamental to all the missions.

Diversity in academic medicine is of critical importance for a number of reasons including strong evidence linking a lack of diversity among health care providers to major and persistent health disparities [1]. Diversity of perspective has been linked to better solutions for

complex problems [2], diverse teams publish higher impact papers [3, 4], and diversity in the health care workforce promotes cultural competence [5-7]. Lack of diversity is not a problem unique to the UC Davis School of Medicine, but the complexity of our system will require a specific and substantial commitment and new approaches to improve diversity and equalize the rate of advancement of underrepresented groups [8, 9].

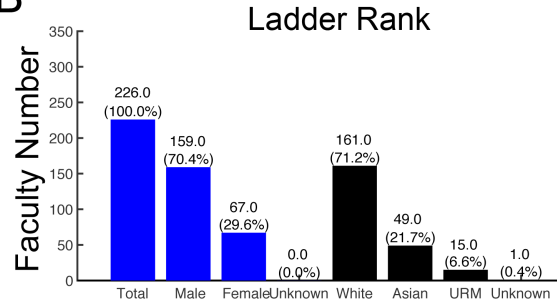
This report is intended to serve as the indicator of the current state of diversity in the UC Davis SOM. These data compilations include individual Departmental data as of December 20, 2016, School of Medicine data at the same point in time and the National availability workforce data. We look forward to working with you on future recruitments to help you reach your Departmental Diversity goals!

School of Medicine

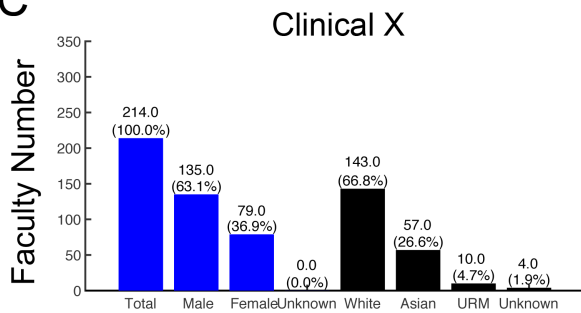
A

Total Faculty	896
% of Ladder Rank	25.2%
% of In-Residence	7.3%
% of Clinical X	23.9%
% of HSCP	37.2%
% of Adjunct	6.4%

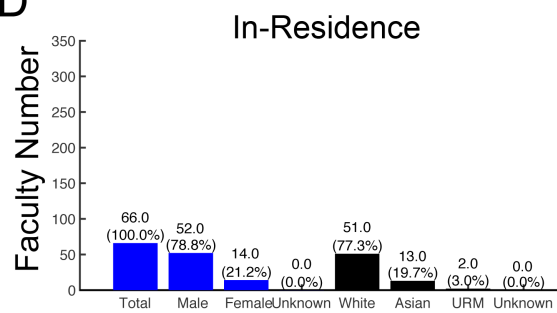
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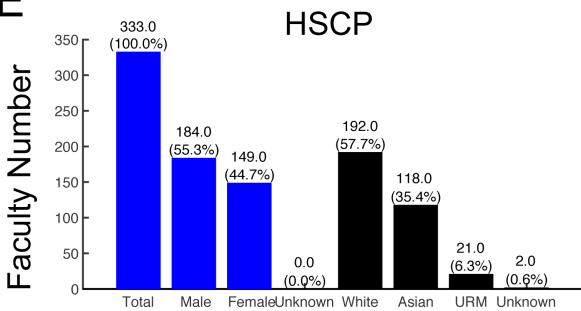
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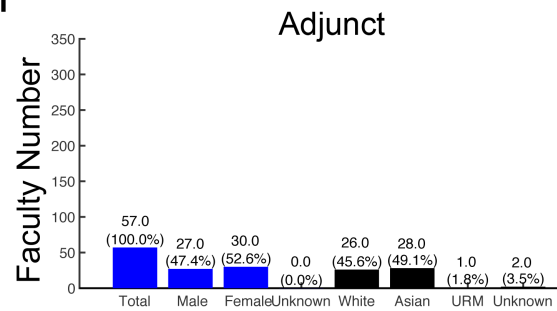
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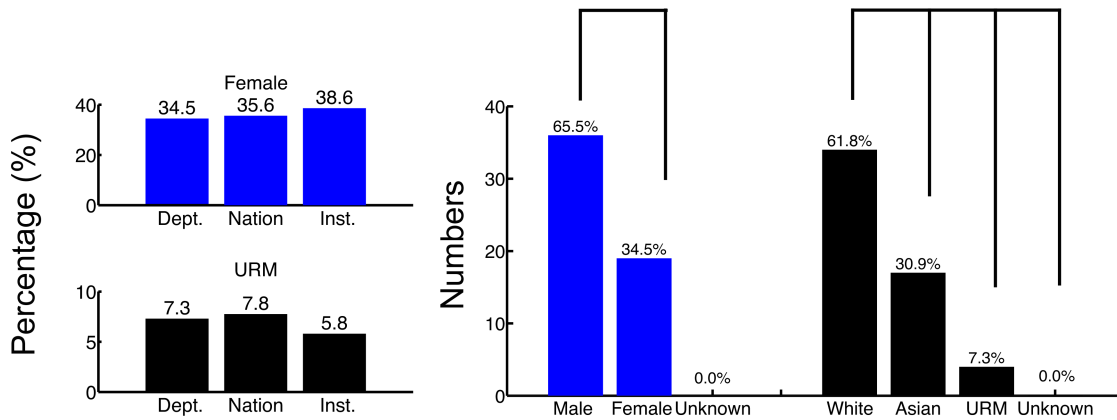
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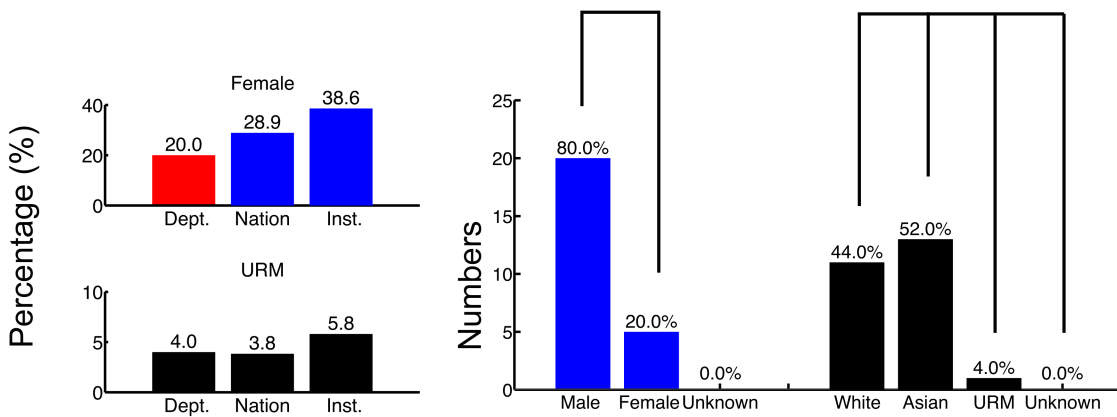
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Anesthesiology and Pain Medicine



Biochemistry and Molecular Medicine



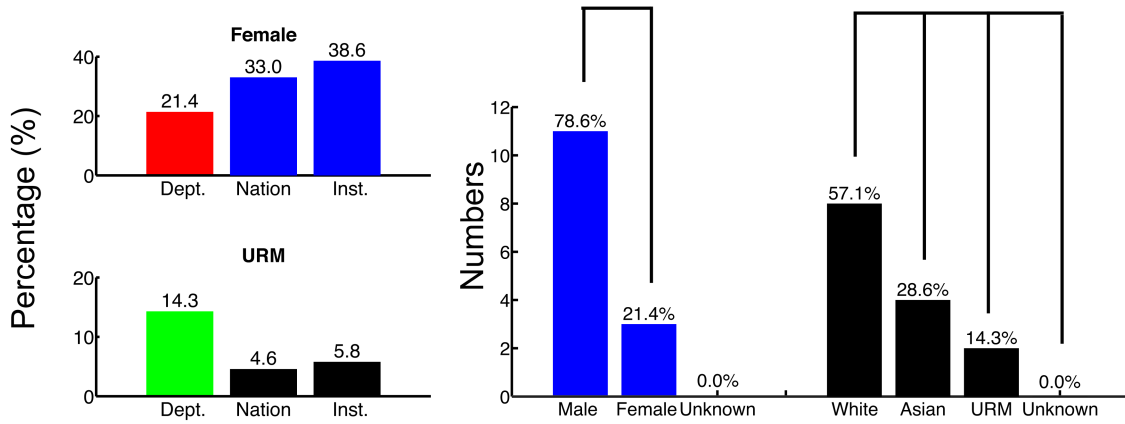
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Nation: National data is from *U.S. Medical School Faculty, 2015 (table 16)* [10].

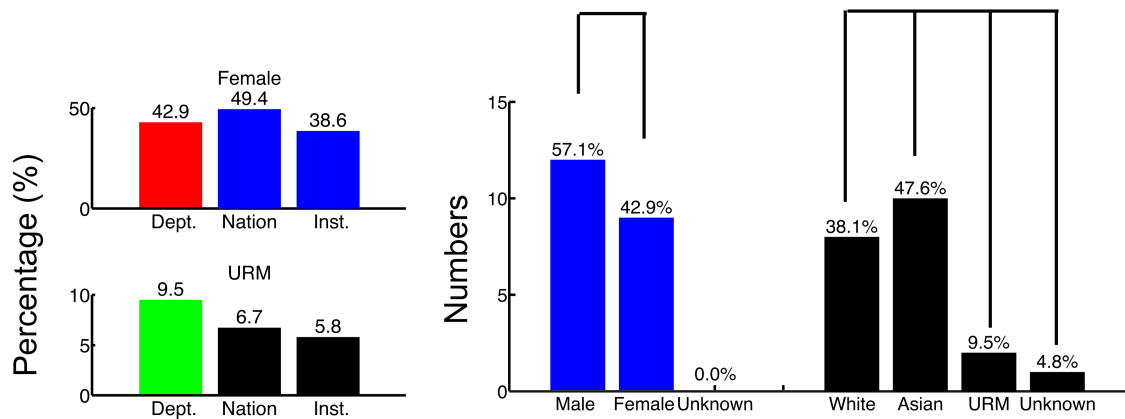
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Inst.: Institution data is from whole UC Davis School of Medicine

Cell Biology and Human Anatomy



Dermatology



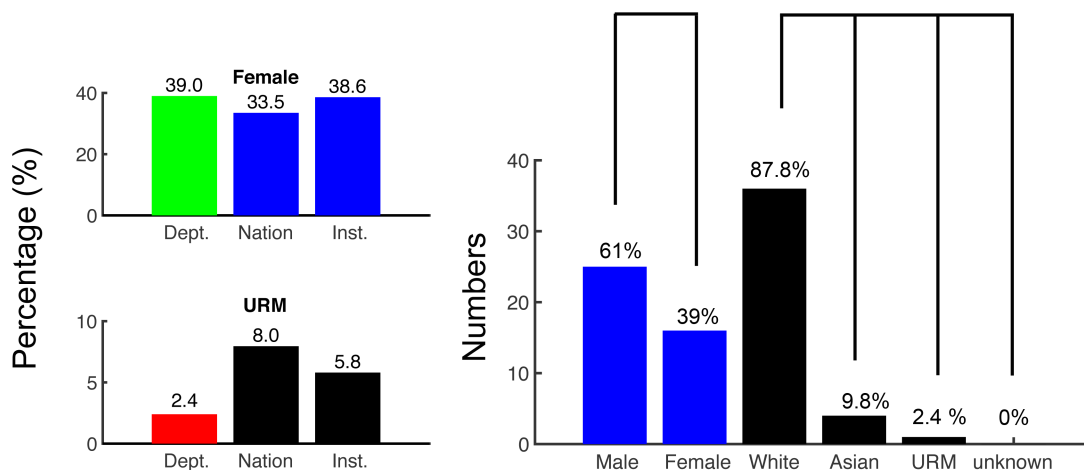
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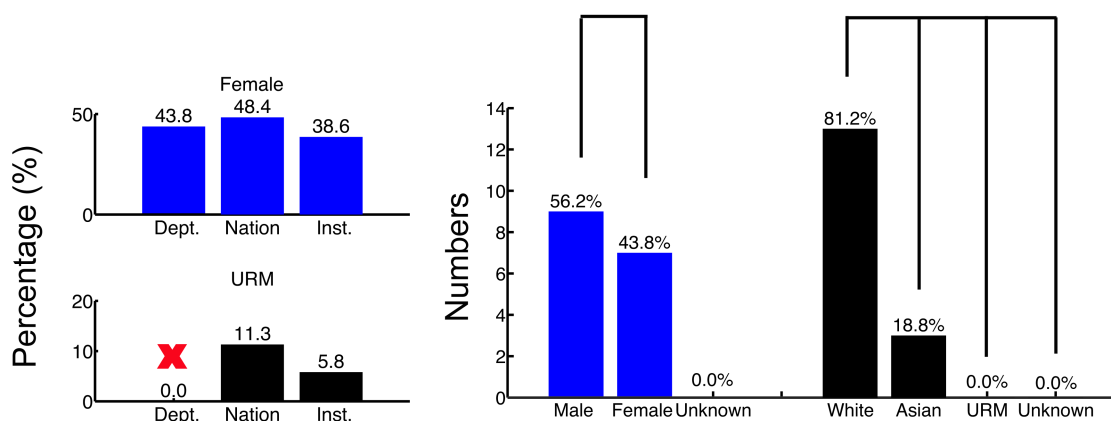
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Emergency Medicine



Family and Community Medicine



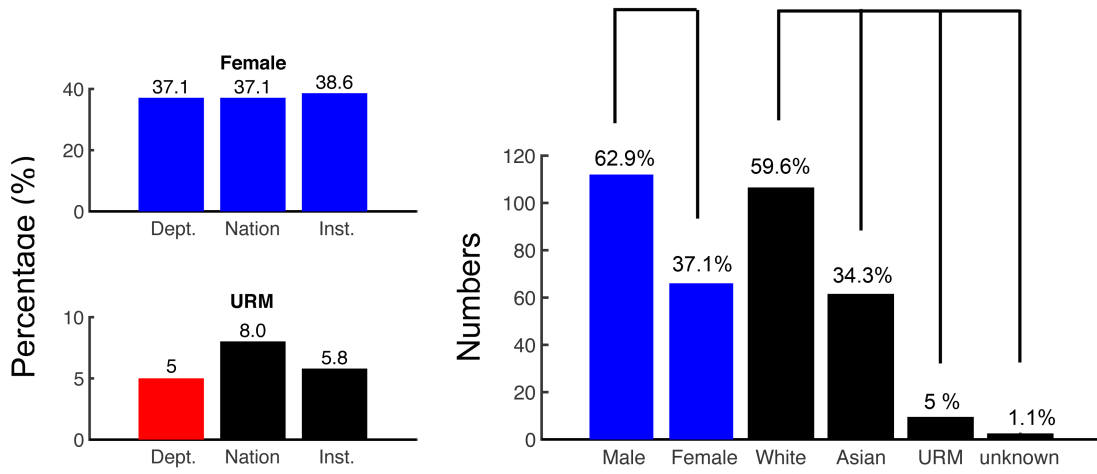
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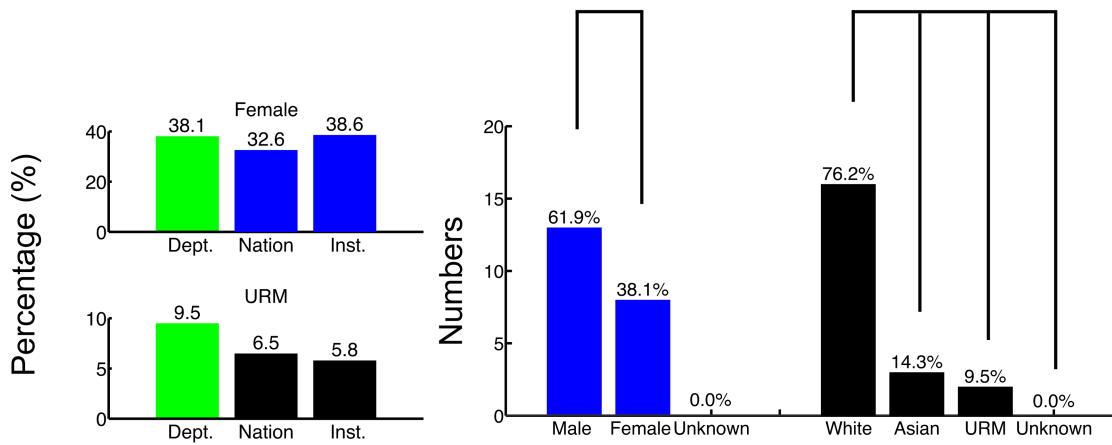
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Internal Medicine



Medical Microbiology and Immunology



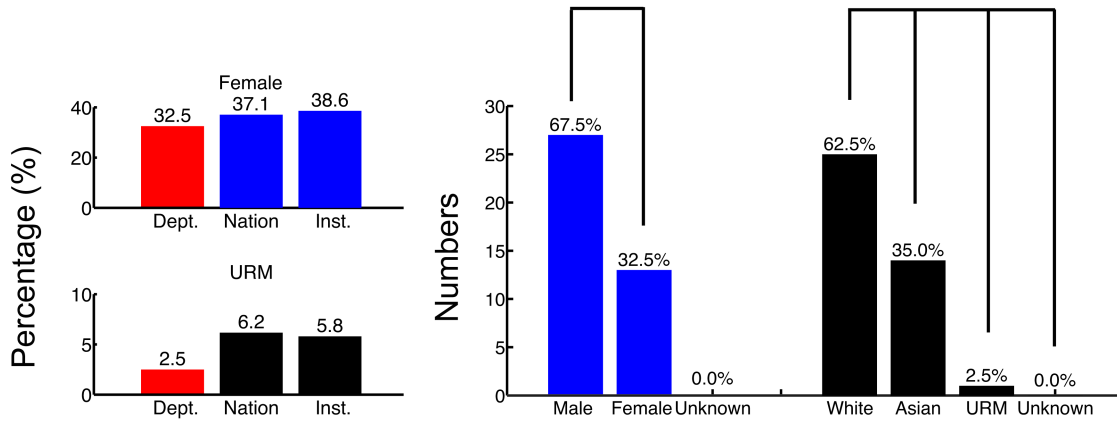
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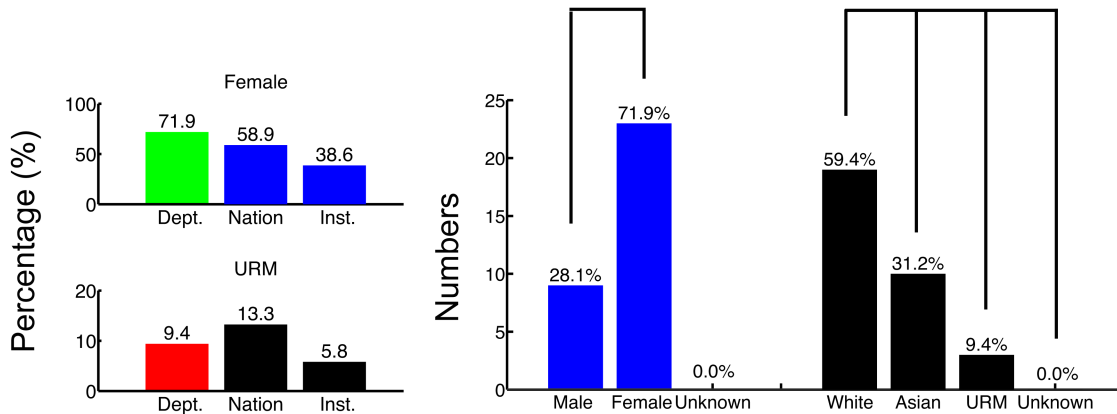
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Neurology



Obstetrics and Gynecology



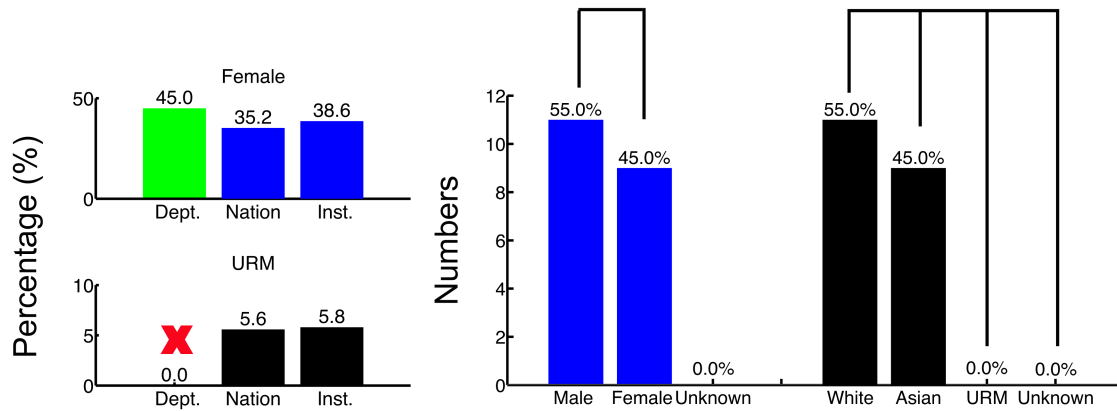
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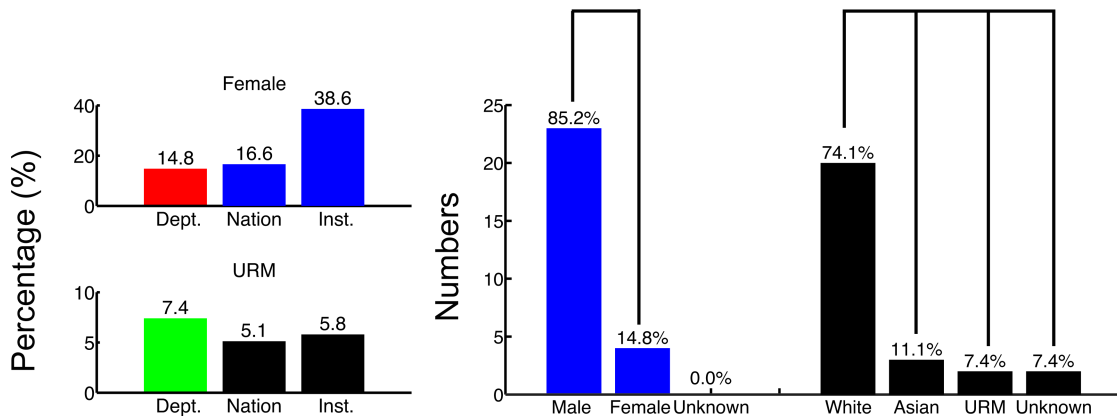
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Ophthalmology and Vision Science



Orthopaedic Surgery



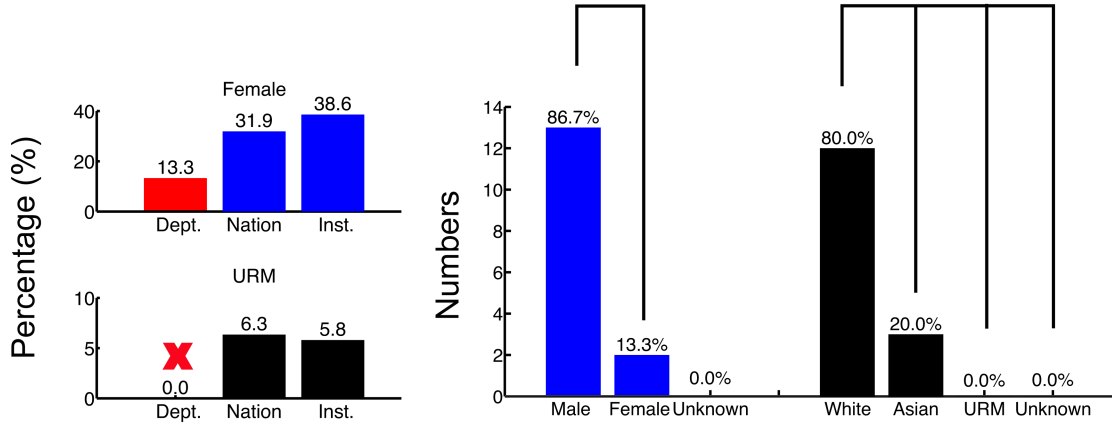
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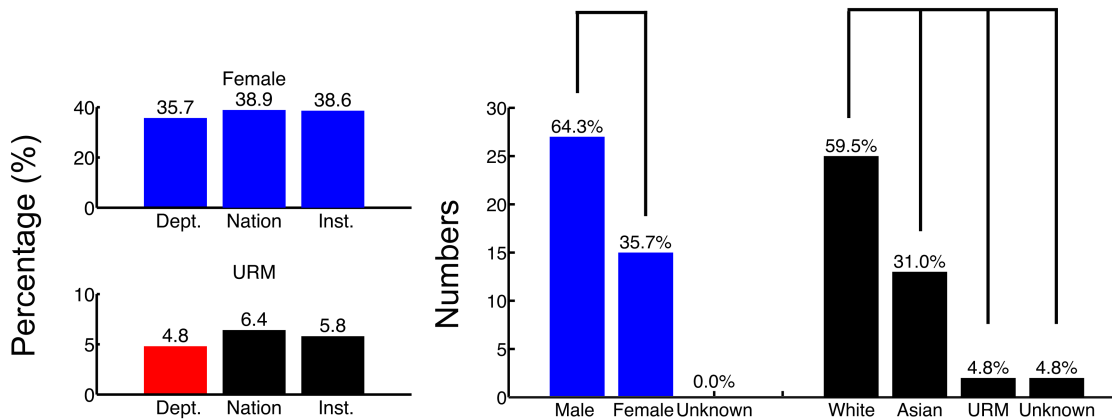
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Otolaryngology



Pathology and Laboratory Medicine



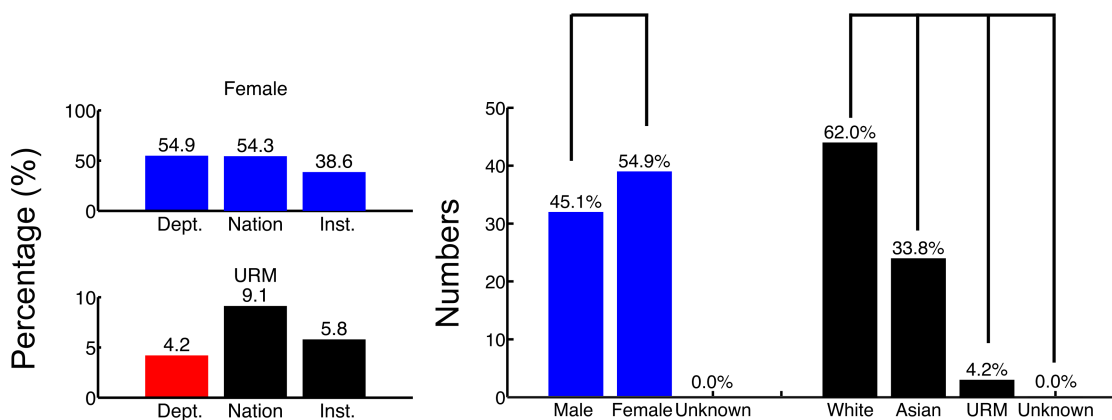
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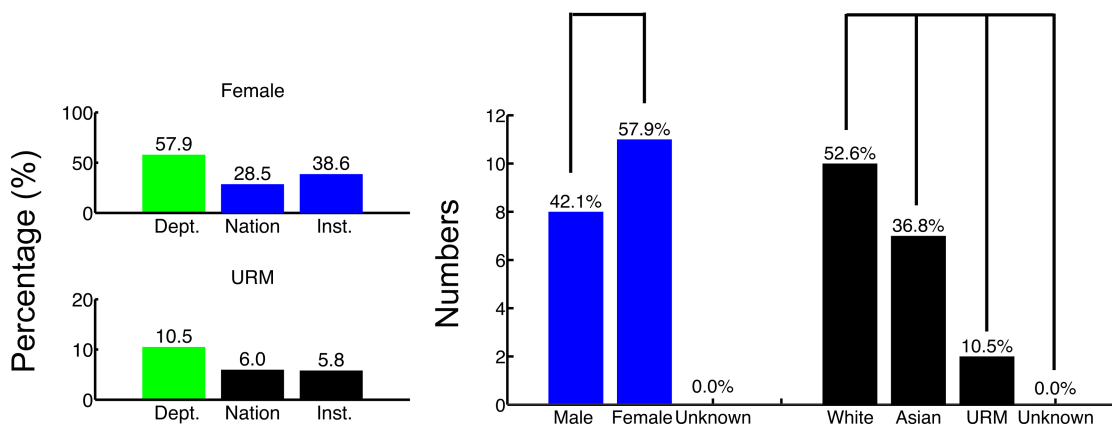
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Pediatrics



Pharmacology



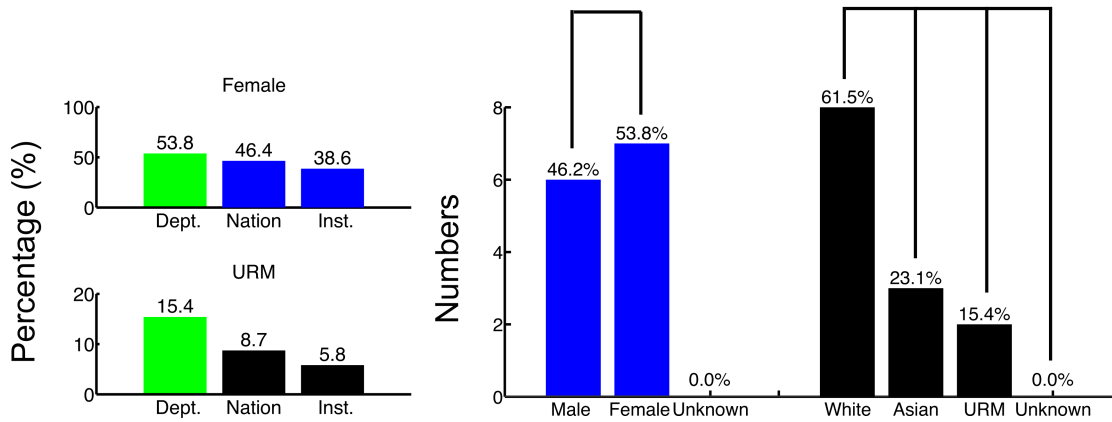
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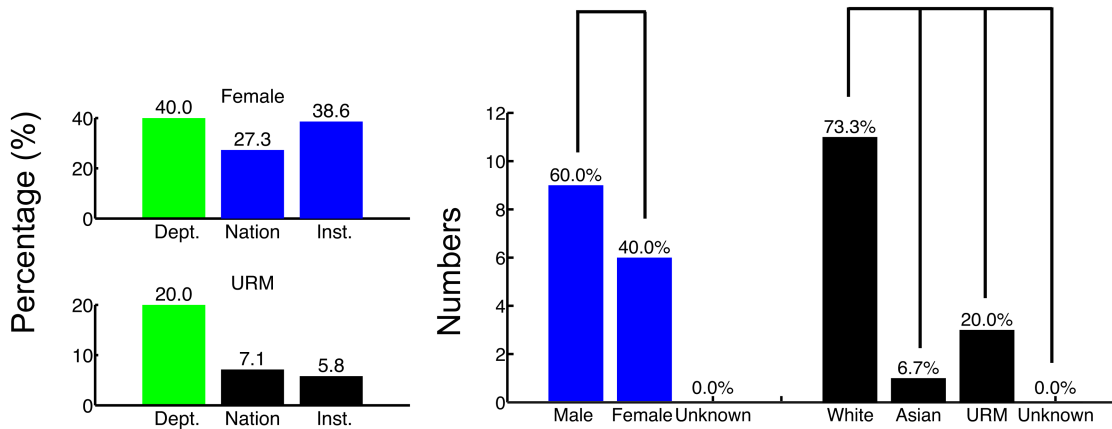
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Physical Medicine and Rehabilitation



Physiology and Membrane Biology



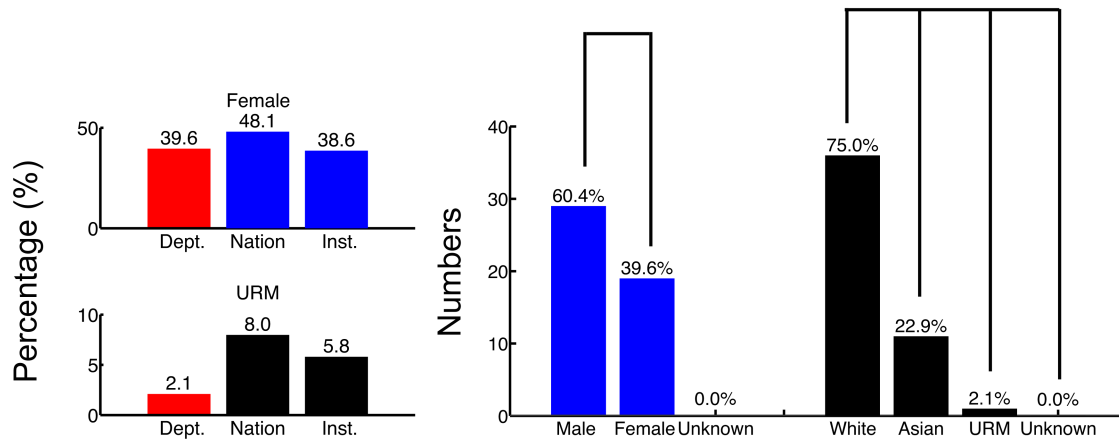
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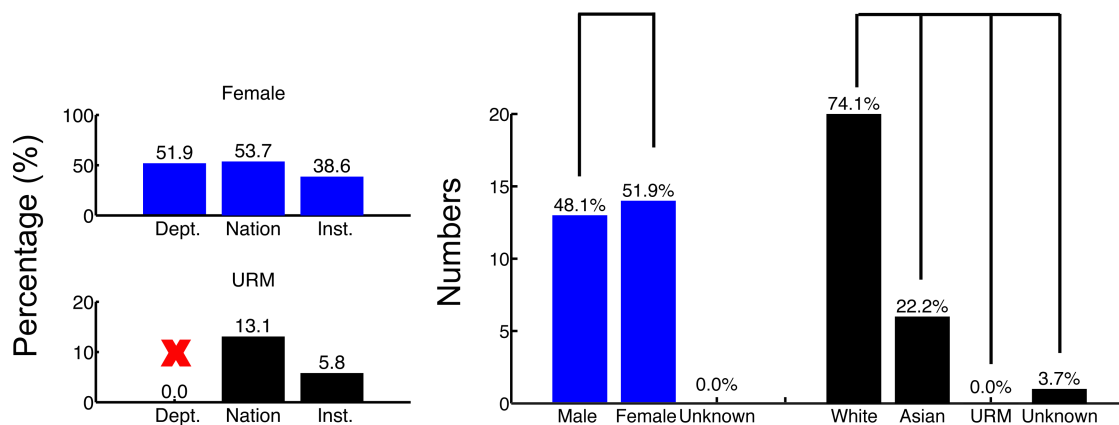
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Psychiatry and Behavioral Science



Public Health Sciences



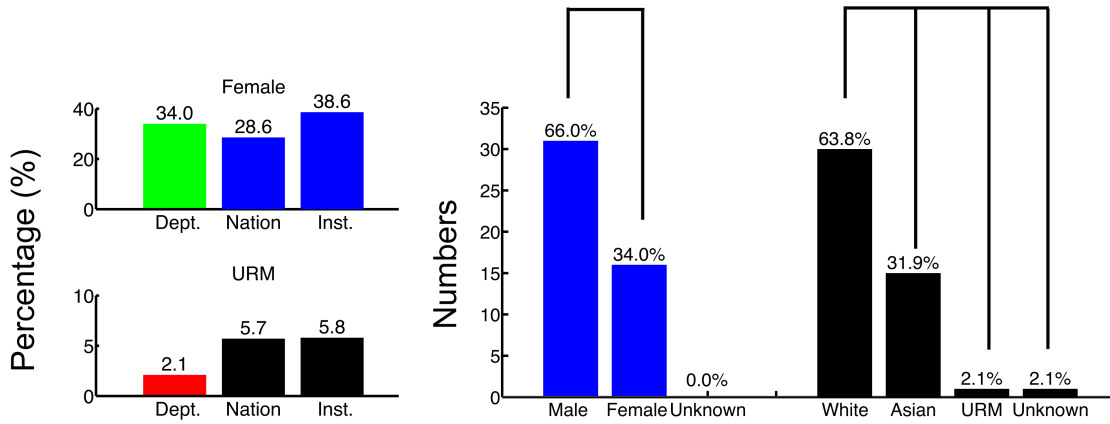
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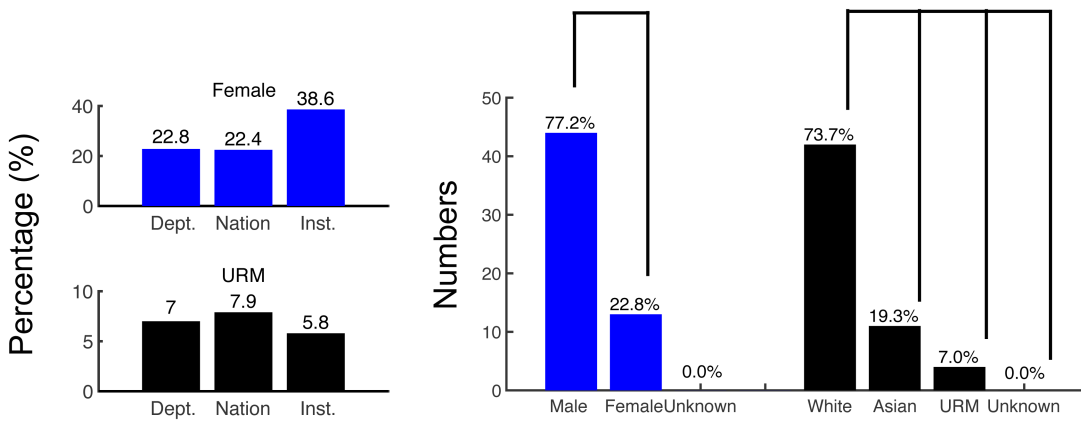
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Radiology



Surgery



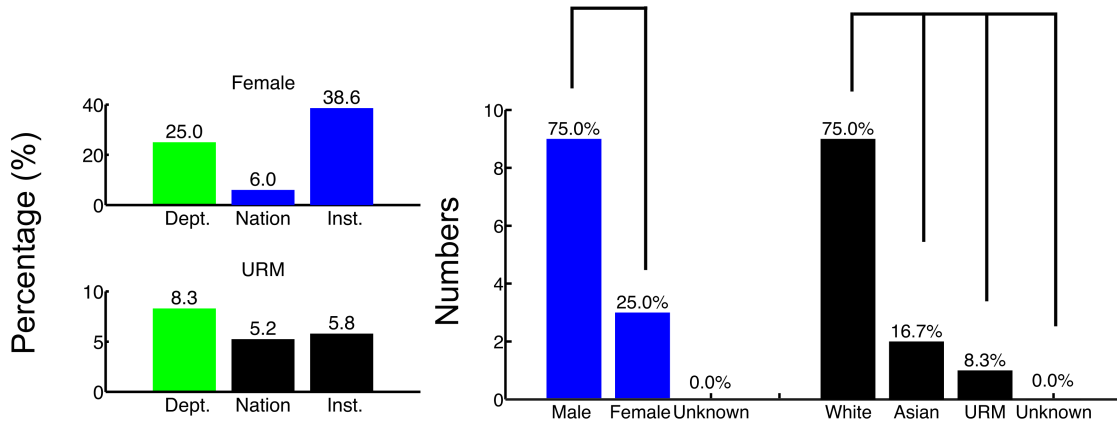
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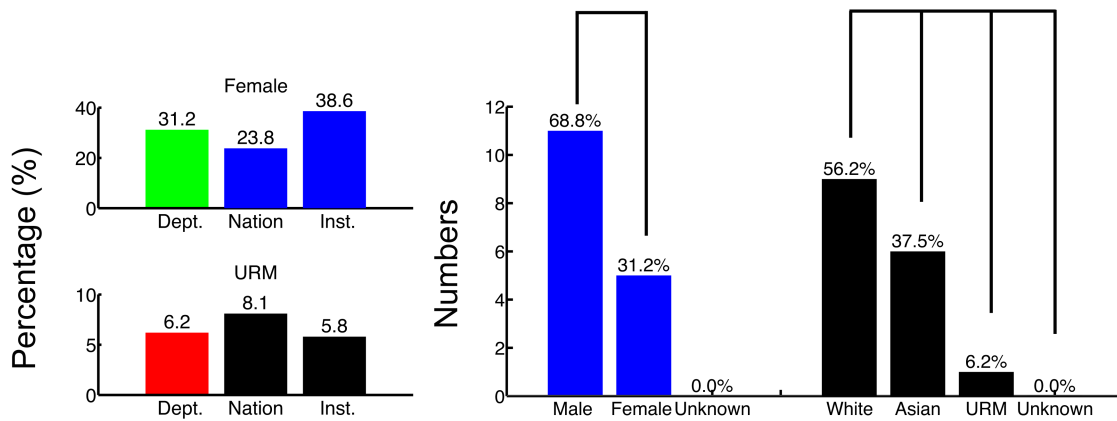
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Neurological Surgery

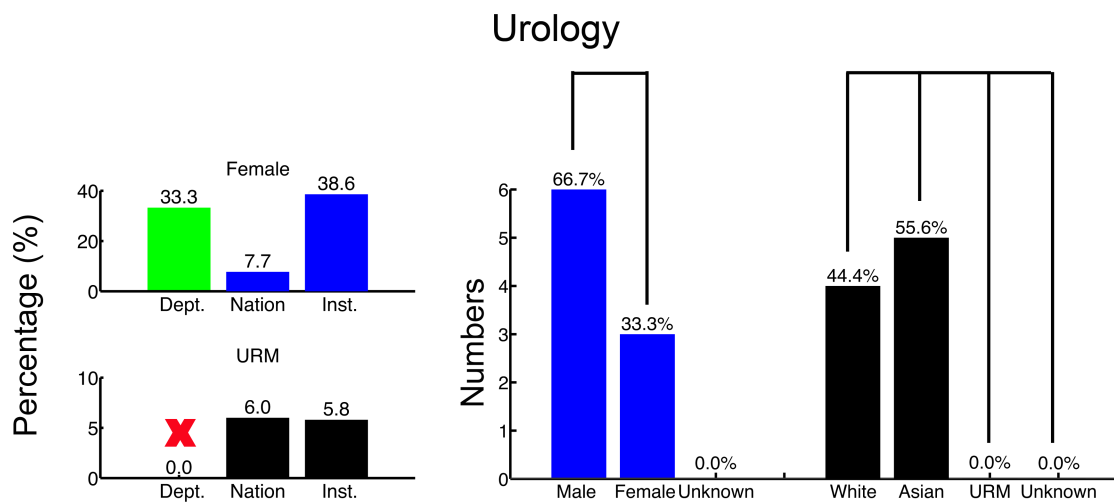


Dept.: Departmental data is from UC Davis School of Medicine
Nation: Female national data is from [11], and URM national data is from [12]
Inst.: Institution data is from whole UC Davis School of Medicine

Radiation Oncology



Dept.: Departmental data is from UC Davis School of Medicine
Nation: National data is from [13].
Inst.: Institution data is from whole UC Davis School of Medicine



Dept.: Departmental data is from UC Davis School of Medicine

Nation: National data is from [14] (*Data was collected from practicing urologists. Urologists in residency training were excluded.*)

Inst.: Institution data is from whole UC Davis School of Medicine

References:

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14. *The State of the Urology Workforce and Practice in the United States 2015*, in *American Urological Association*. 2015.