

Annual Accountability Sub- Report on Faculty Competitiveness

Presented to the UC Board of
Regents on March 18, 2009

Faculty of Outstanding Quality

Faculty Awards and Honors Sampling as of 2008

Cumulative

Nobel Prize	55
Fields Medal (mathematics)	7
National Medal of Science	59
Pulitzer Prize	15

Current Faculty

American Academy of Arts & Sciences	370
American Assoc for the Advancement of Sciences	585
Institute of Medicine	106
National Academy of Engineering	107
National Academy of Sciences	232

Current Status and Composition

Where UC Faculty Come From

Institution of highest degree

New appointments of ladder rank faculty

1998/9 -2007/8

- Top 20 institutions plus UC account for 65% of 4,884 hires

Stanford	317	Northwestern U	58
Harvard	246	U of Pennsylvania	57
Yale	169	Johns Hopkins U	56
MIT	163	U of Southern Cal	53
U of Chicago	120	U of Texas	52
Princeton U	113	<u>Cambridge U</u>	<u>50</u>
U of Michigan	111	TOP 20	2,060 (42%)
Columbia	88		
Cornell U	87	UC	1,117 (23%)
Cal Tech	81		
U of Wisconsin	62		
U of Washington	61		
Duke U	58		
NYU	58		

Why Faculty Come to UC

- Outstanding colleagues, graduates, and undergraduate students
- Reputation of UC as an excellent research university
- Perception that California values UC
- Shared governance
- Employment benefits (more valuable for retention)
- Intellectual stimulation and opportunities on campus and in surrounding area
- Good location of UC campuses

Building Blocks of Quality

- Shared governance
- Common salary scales
- Repeated post-tenure review
- One academic personnel manual

Composition and Varied Experiences of UC Faculty

October 2007, General Campus & Health Sciences

	<u>Headcount</u>	<u>FTE</u>
Academic Senate Members		
* Professorial Series	9,416	8,535
* Professorial – Recall	310	72
Lecturer with P.S.O.E. & S.O.E series	140	130
Acting Professor, Acting Assoc.	43	39
Professor in Residence Series	1,068	912
Professor of Clinical _ Series	730	678
SUBTOTAL	11,707	10,366
Non-Academic Senate Members		
Acting Assistant Professor	20	19
Lecturer	3,016	1,716
Visiting Professor Titles	428	270
Adjunct Professor Series	1,180	916
Health Sciences Clinical Professor	2,331	1,912
Other Instructional Assistant (non student)	81	52
SUBTOTAL	7,056	4,885
TOTAL FACULTY	18,763	15,251

* Confers tenure or security of employment (including Lecturer with S.O.E.)

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A DAY IN THE LIFE OF A FACULTY MEMBER

SCHOLARLY ACTIVITIES

TEACHING

SERVICE





A DAY IN THE LIFE OF A FACULTY MEMBER

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ISSUES TO BE DISCUSSED

Faculty Salaries

Faculty workload

Student/faculty ratios

Faculty age distribution

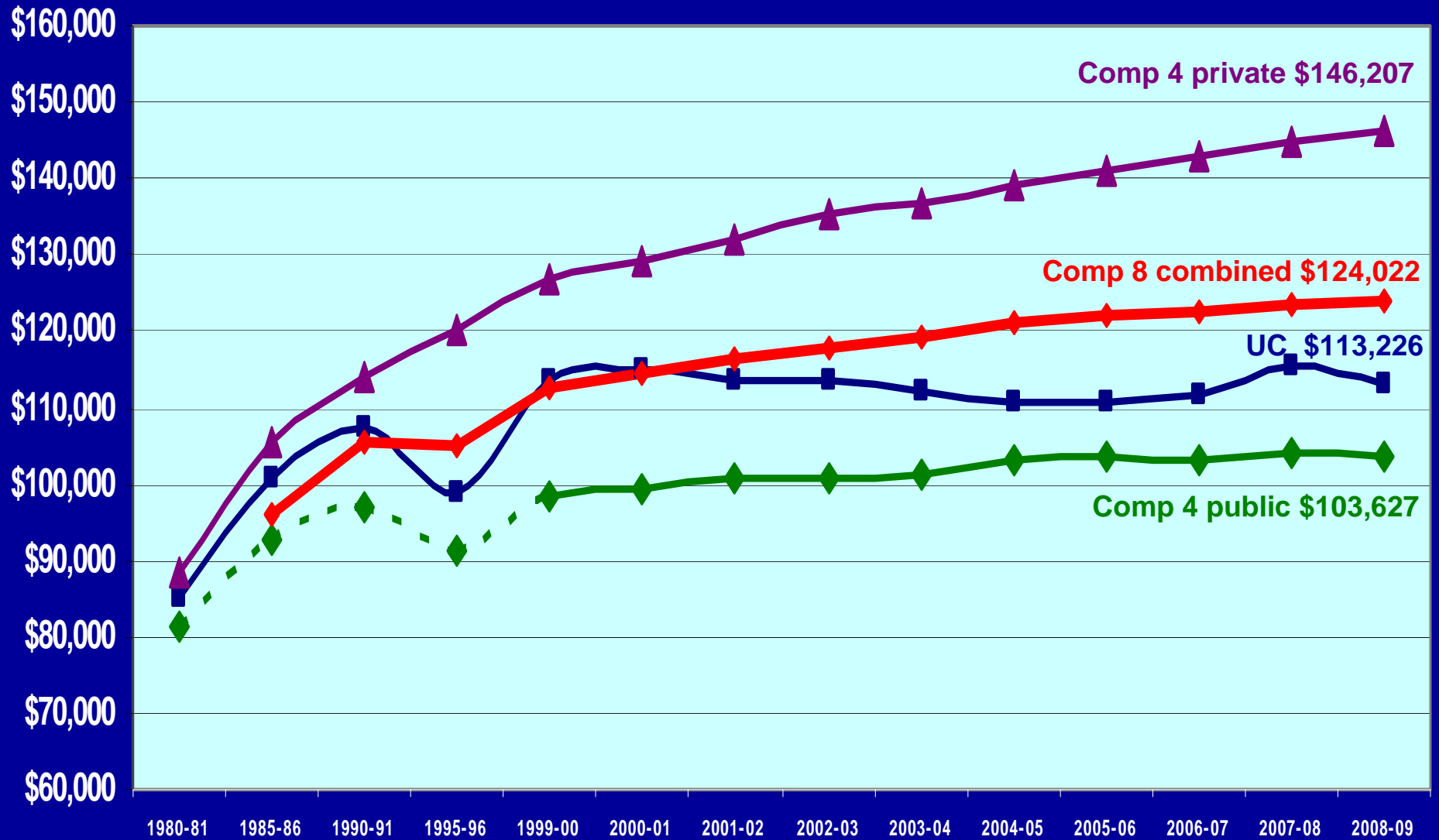
Faculty diversity

Faculty recruitment and retention

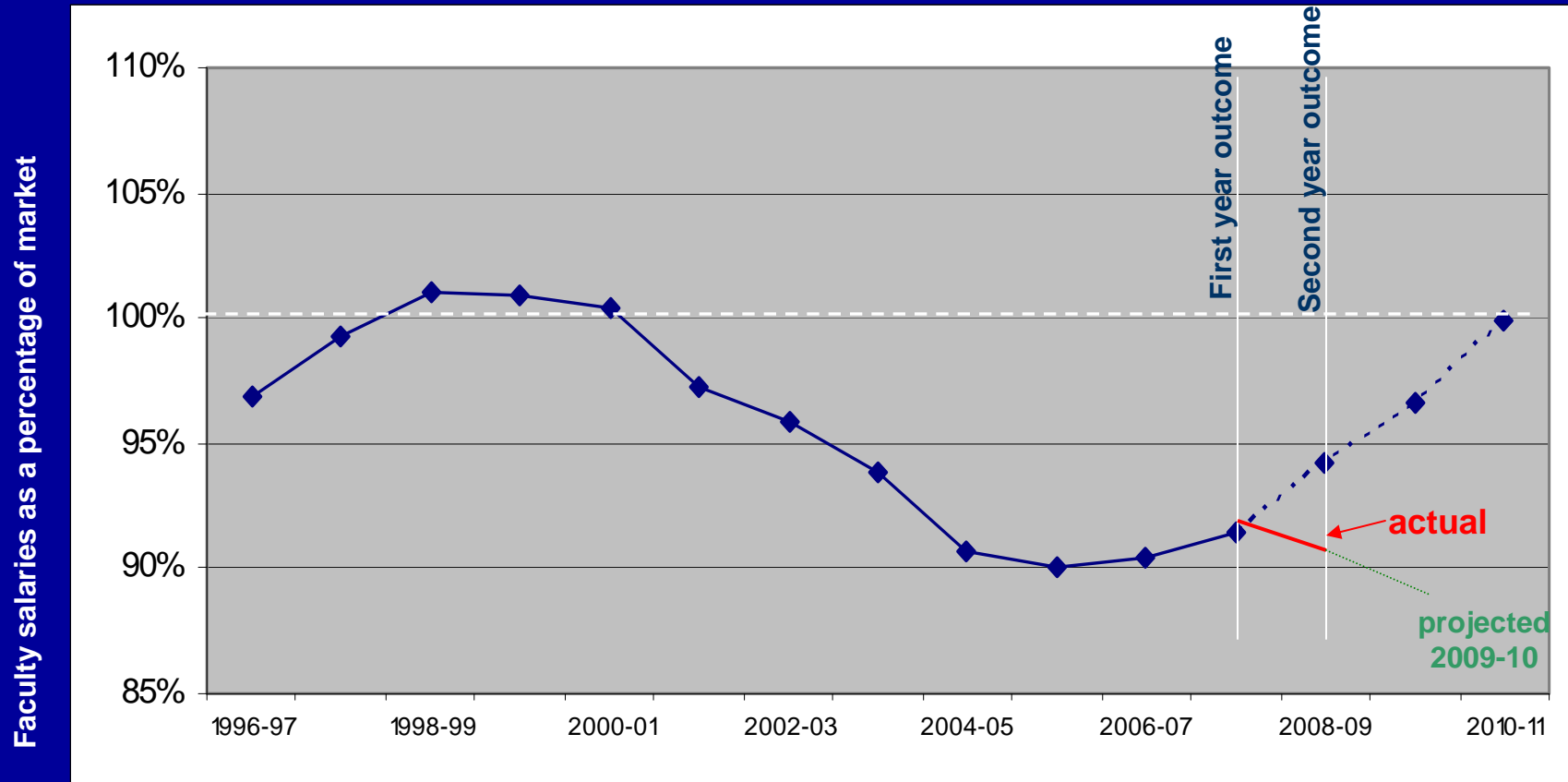
Average Faculty Salaries - General Campus

Private/Public (Comparison 8) and UC

5-Year intervals to 1999-00, and each year 1999-00 through 2008-09
(Adjusted for Inflation in 2008 Dollars)



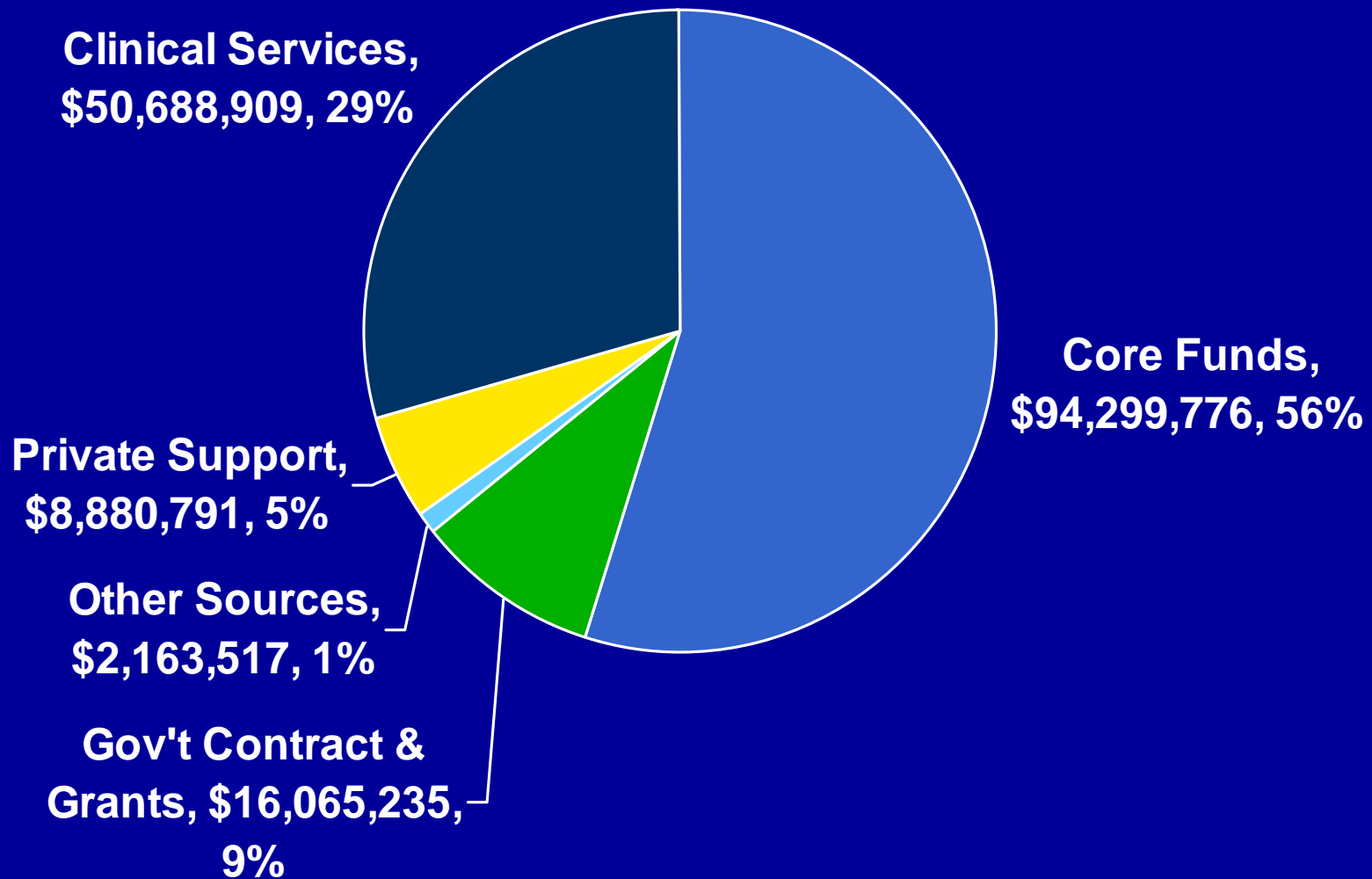
Four-year Salary Plan To Return Salaries To Market - General Campus



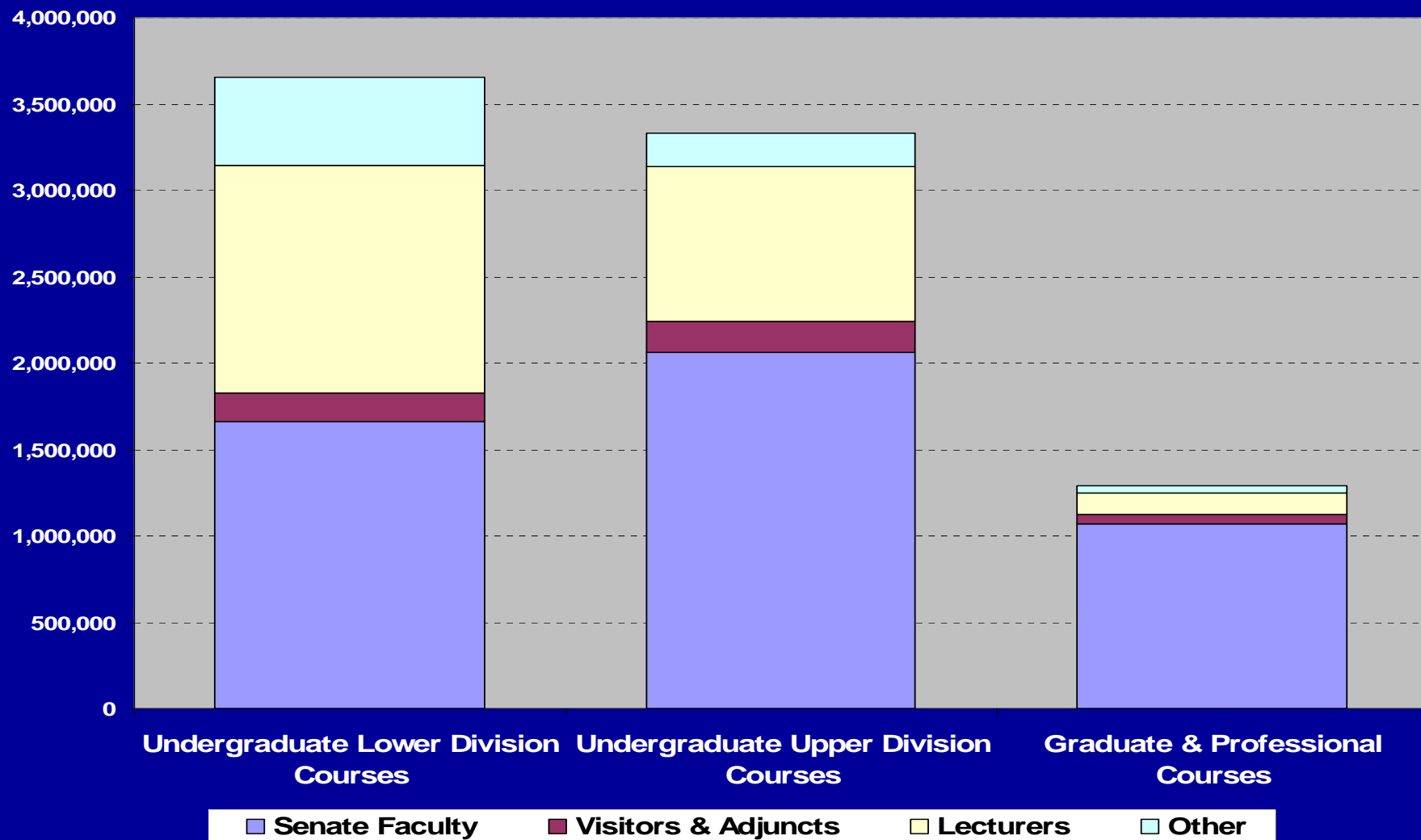
* A lag of 11.2% is projected for 2009-10; this assumes no salary increases for UC faculty above normal merits and promotions and the Comparison 8 receive 1.5% salary increases. The current financial climate suggests the Comparison 8 increase may be a high estimate.

← 4-yr plan →

Faculty Salaries by Source of Support Month of October 2007

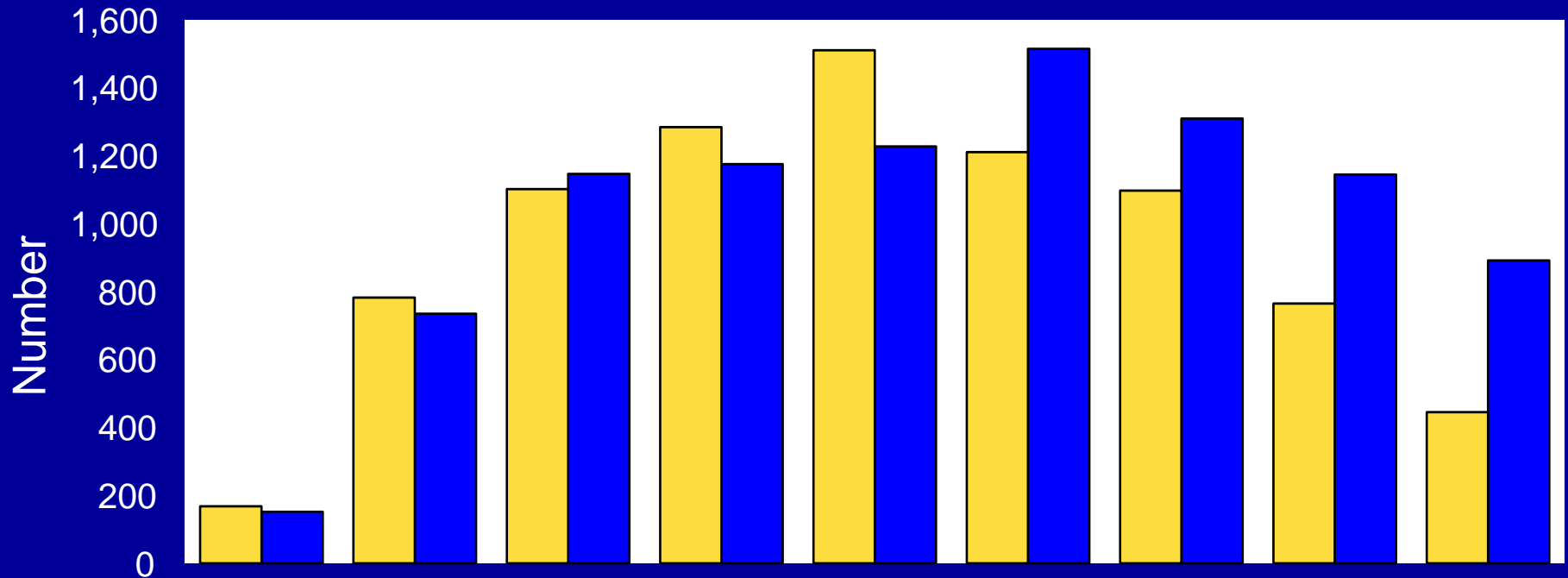


Universitywide Student Credit Hours by Faculty and Course Type 2006-07 General Campus



Other: primarily graduate student instructors

Ladder Rank Faculty Age Distribution 1990 (pre-VERIP) and 2007 (current)



	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+
1990	168	783	1,102	1,285	1,511	1,211	1,098	765	445
2007	152	735	1,147	1,176	1,228	1,515	1,310	1,145	892
1990	2%	9%	13%	15%	18%	14%	13%	9%	5%
2007	2%	8%	12%	13%	13%	16%	14%	12%	10%

1990
 2007

Diversity of Ladder Rank Faculty. An Overview

28.5% Women

71.5% Men

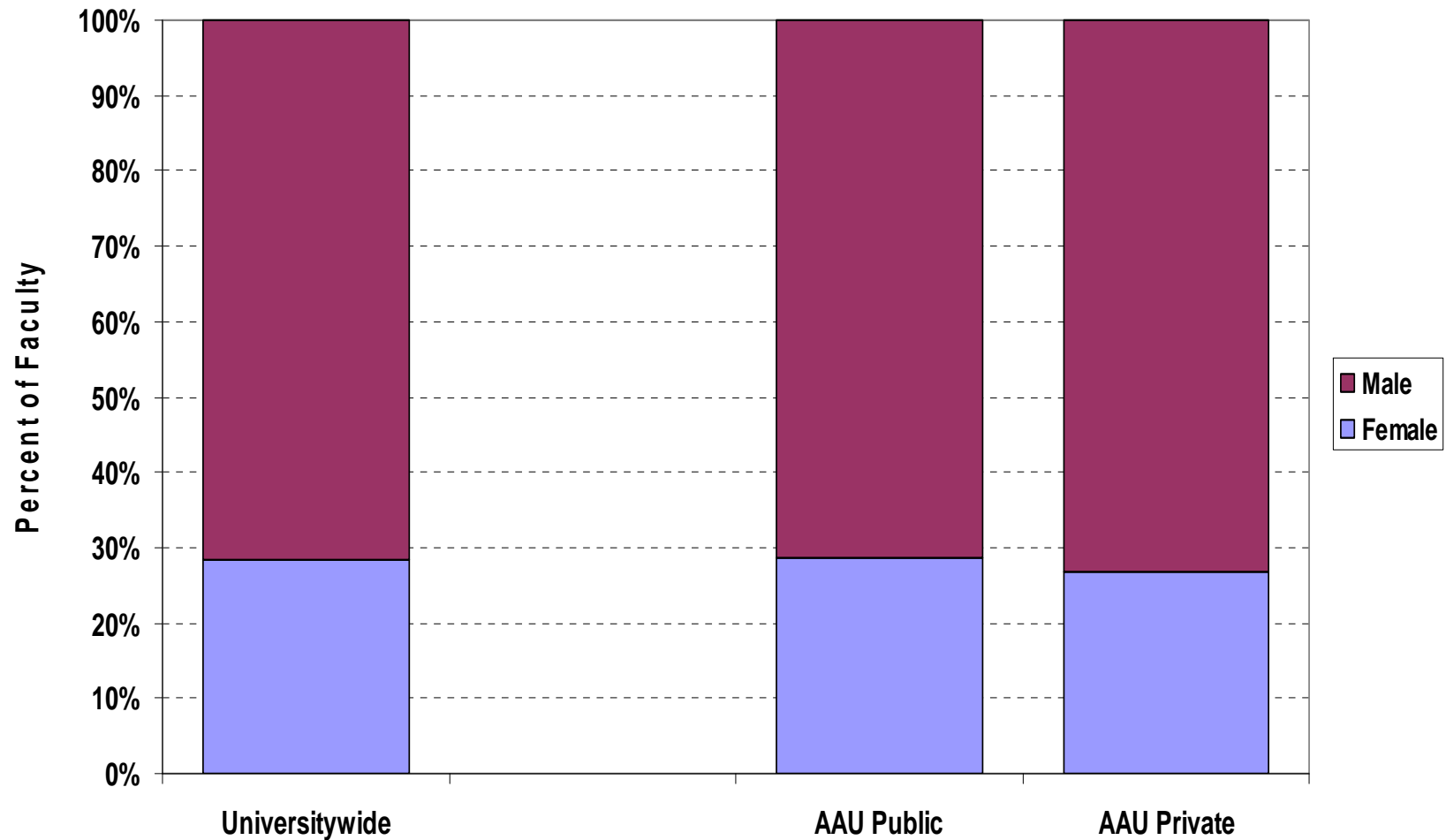
7.8% Under-represented Minorities

13.8% Asian American

76.3% White

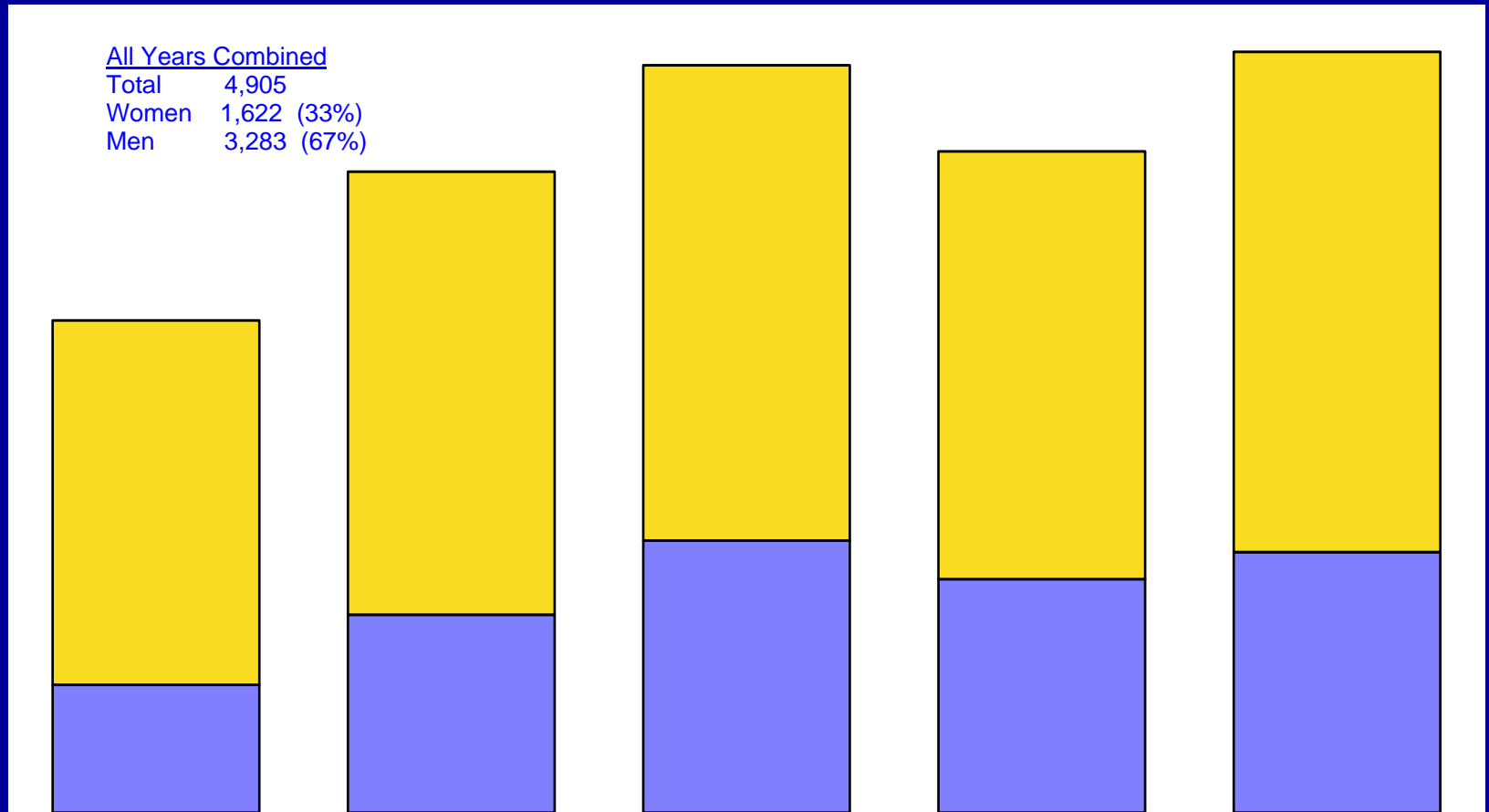
2.1% Unknown or International

UC and AAU Universities October 2007



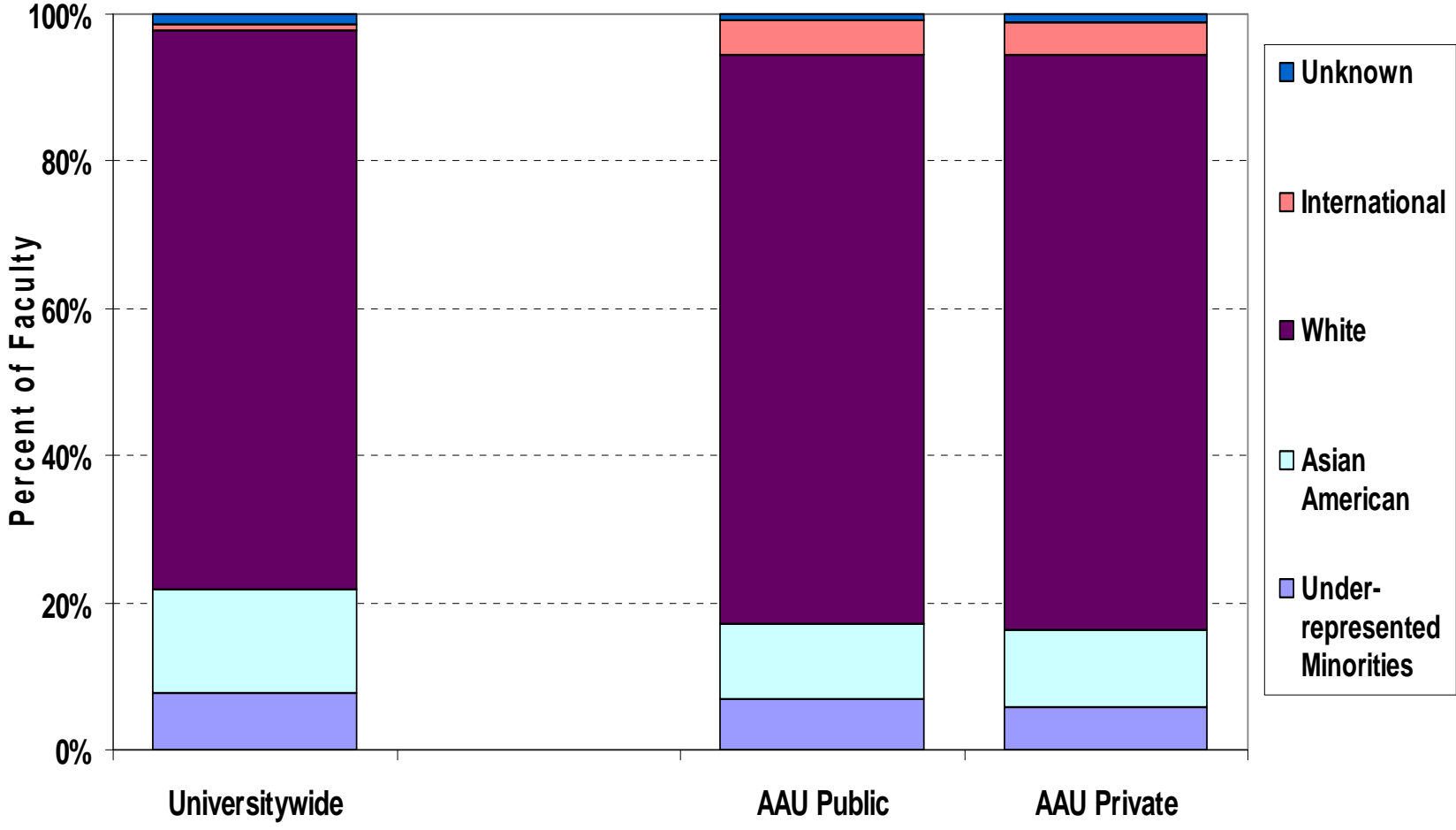
Source: IPEDS Faculty and Staff
Survey, October 2007

Ladder Rank Faculty New Appointments by Sex 1998-99 through 2007-08



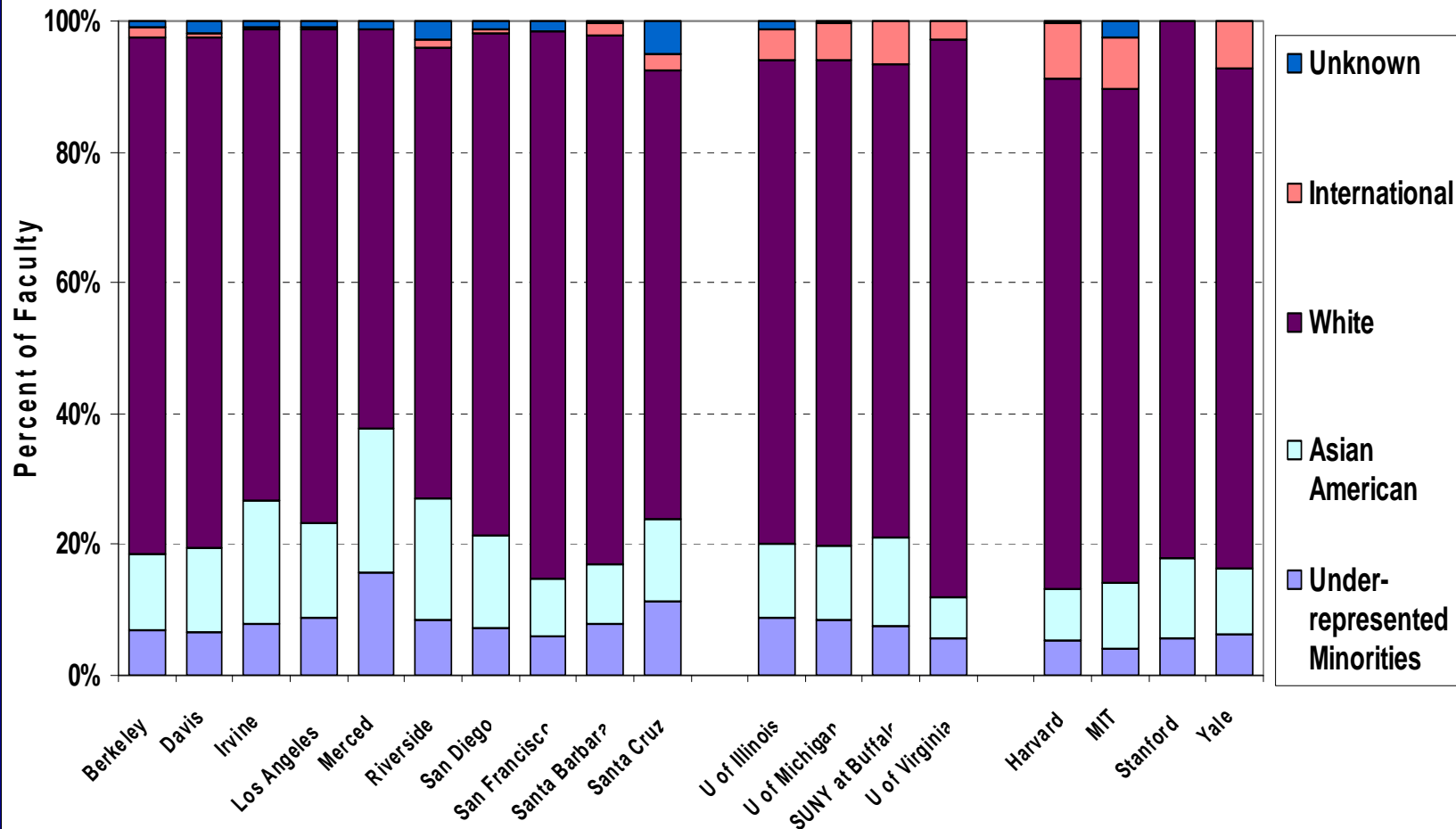
	<u>98-99 99-00</u>	<u>00-01 01-02</u>	<u>02-03 03-04</u>	<u>04-05 05-06</u>	<u>06-07 07-08</u>
Men	74%	69%	64%	65%	66%
Women	26%	31%	36%	35%	34%
Men ■	541	658	706	635	743
Women ■	190	294	404	347	387
Total	731	952	1,110	982	1,130

UC and AAU Universities October 2007



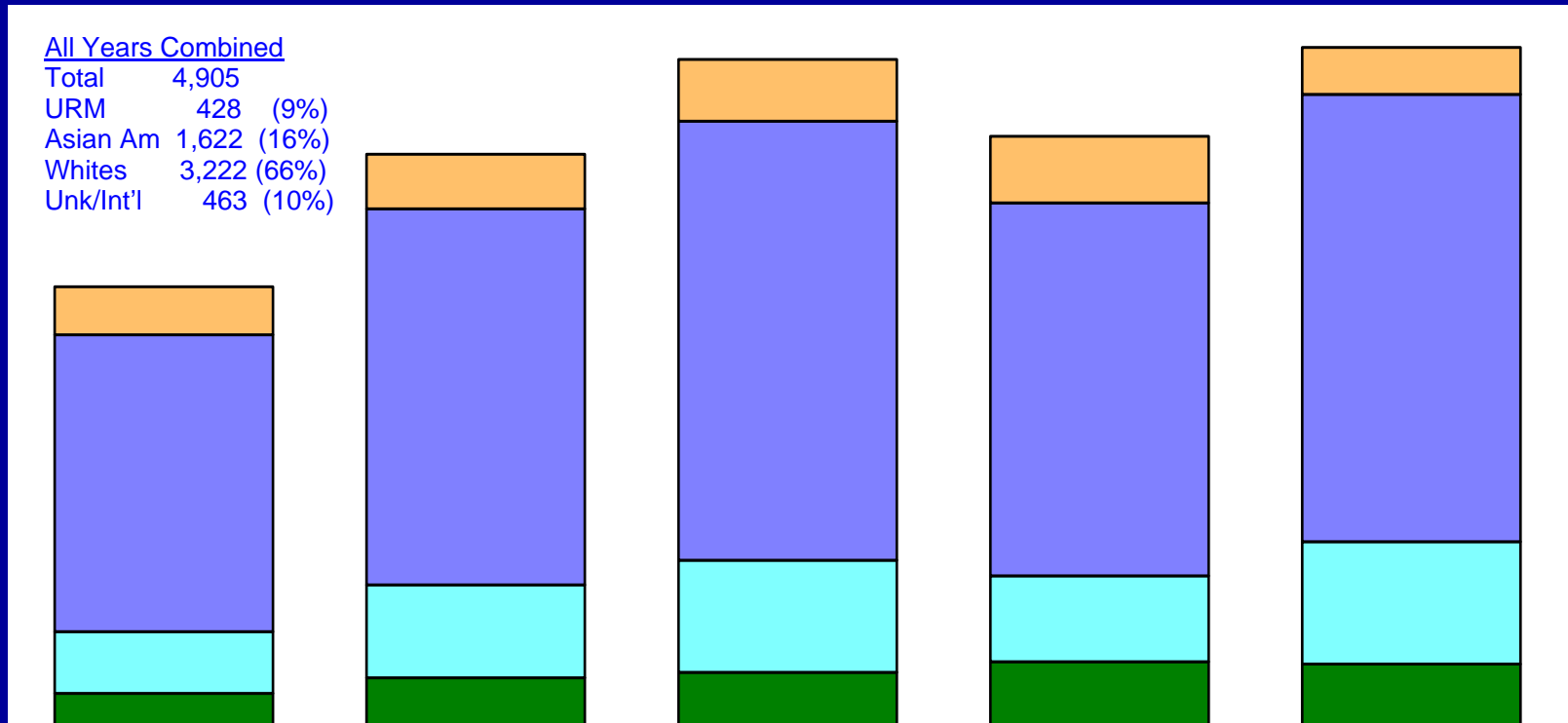
Source: IPEDS Faculty and Staff
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UC and Comparison Institutions October 2007



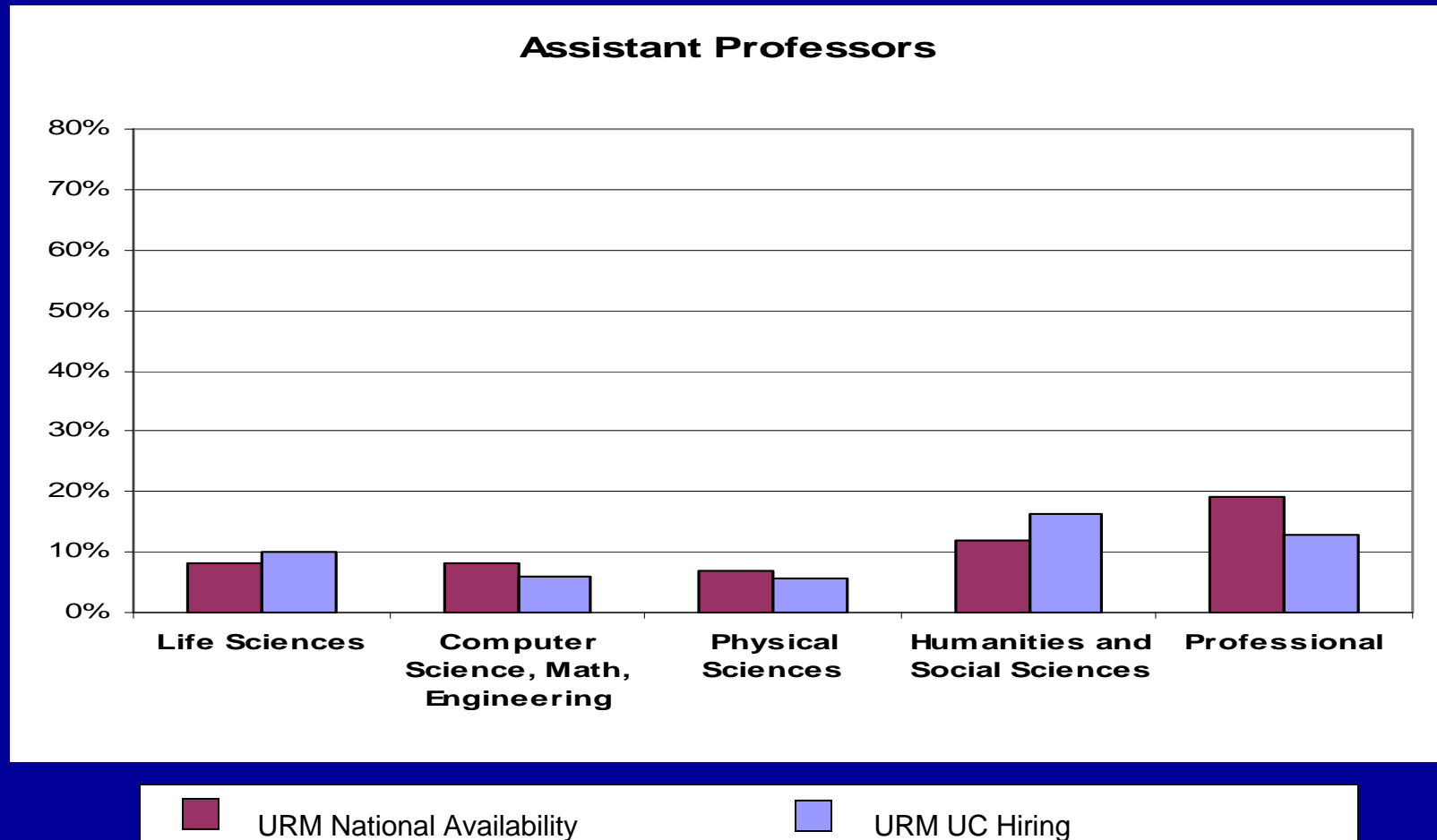
Source: IPEDS Faculty and Staff
Survey, October 2007

Ladder Rank Faculty New Appointments by Race/Ethnicity 1998-99 through 2007-08



	<u>98-99 99-00</u>	<u>00-01 01-02</u>	<u>02-03 03-04</u>	<u>04-05 05-06</u>	<u>06-07 07-08</u>
Unk/Int'l	11%	10%	9%	11%	7%
Whites	68%	66%	66%	63%	66%
Asian Am	14%	16%	17%	15%	18%
URM	7%	8%	8%	11%	9%
Unk/Int'l	80	91	103	111	78
Whites	495	627	732	622	746
Asian Am	103	155	187	143	204
URM	53	79	88	106	102
Total	731	952	1,110	982	1,130

UC Ladder Rank Hiring Compared to Availability¹ by Field and Gender 2004-05 to 2007-08 New Appointments



¹ Assistant professor availability based on national doctoral degrees earned 2002 through 2006

* Professional excludes Law (JD) and all Health Sciences

Faculty Retention

Reasons Why Faculty Leave

- Recruitment to administrative positions
- Opportunity to work with excellent faculty in area of specialization
- Low UC salaries
- Family reasons including spousal employment opportunities
- Perceived lack of state support for UC

FACULTY PRIORITIES

GRADUATE STUDENT SUPPORT

FACULTY SALARIES

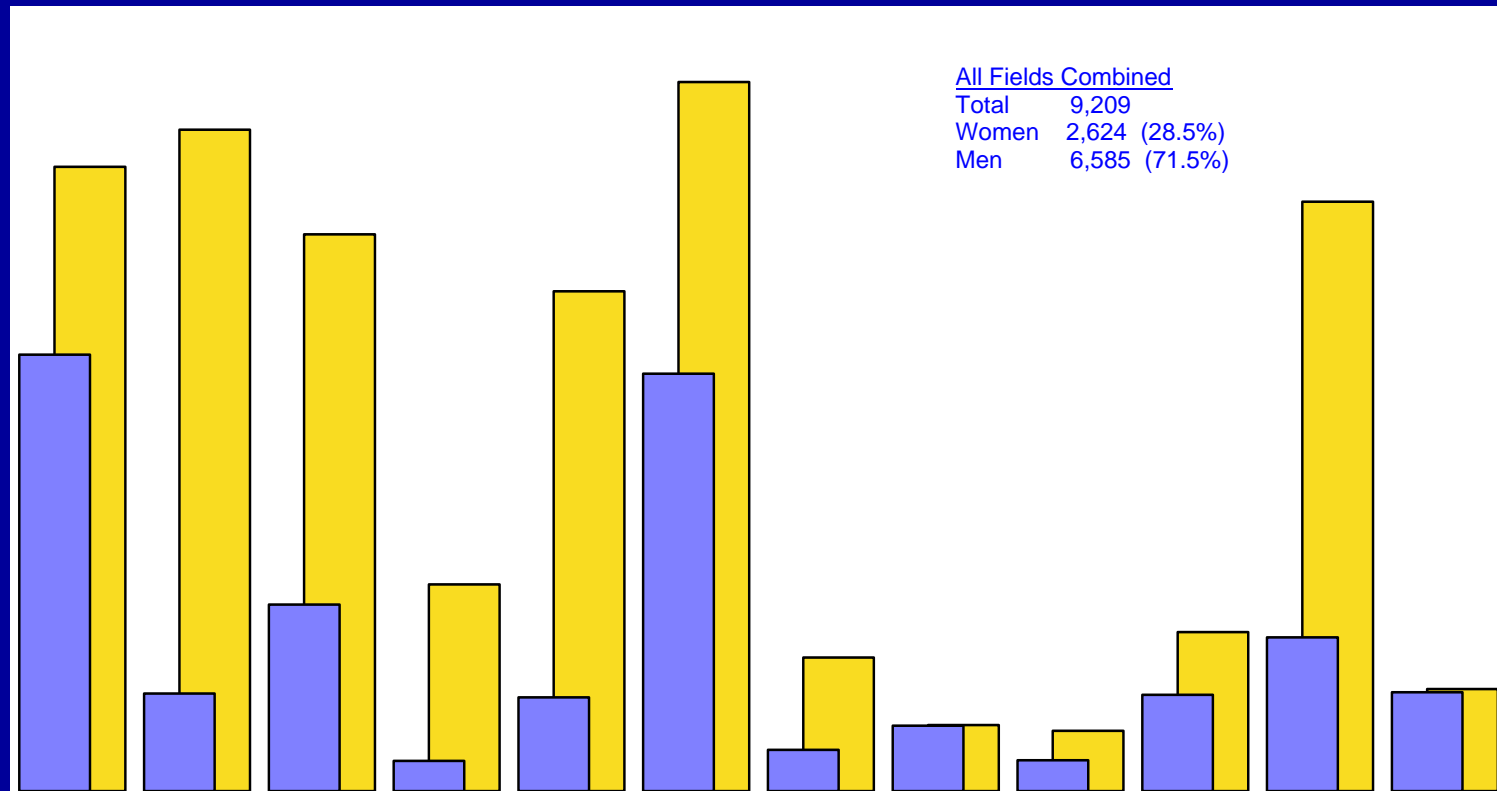
RETIREMENT PLAN HEALTH

DIVERSITY

QUESTIONS?

THE END

Ladder Rank Faculty by Field and Sex October 2007

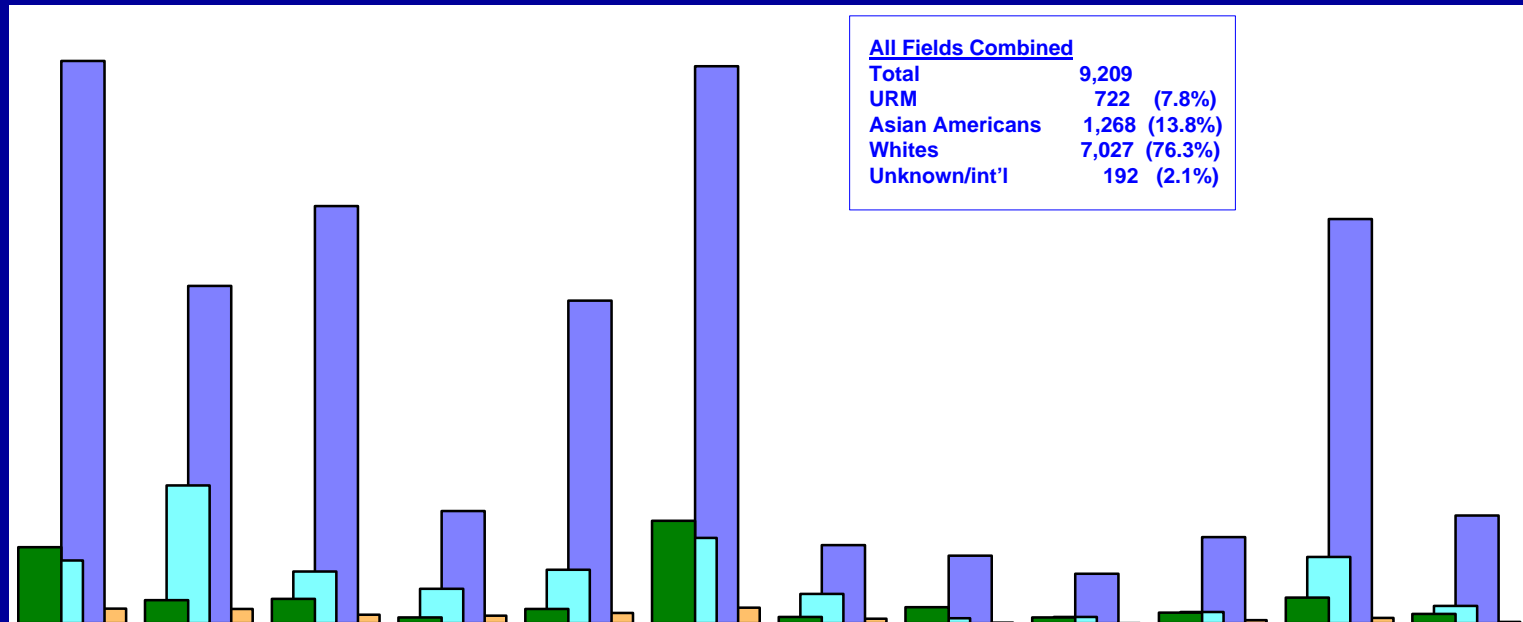


All Fields Combined
 Total 9,209
 Women 2,624 (28.5%)
 Men 6,585 (71.5%)

	<u>ARTS/HUM</u>	<u>ENG/CS</u>	<u>LIFE SCI</u>	<u>MATH</u>	<u>PHYS SCI</u>	<u>SOC/PSY</u>	<u>BUSINESS</u>	<u>EDUCATION</u>	<u>LAW</u>	<u>O/GENCAMP</u>	<u>MED</u>	<u>OTH/HLTH</u>
Total	1,621	1,160	1,136	362	907	1,722	267	201	139	390	1,136	307
Women ■	667	149	285	46	143	638	63	100	47	147	235	151
Men ■	954	1,011	851	316	764	1,084	204	101	92	243	901	156
Women	41%	13%	25%	13%	16%	37%	24%	50%	34%	38%	21%	49%
Men	59%	87%	75%	87%	84%	63%	76%	50%	66%	62%	79%	51%

Notes: includes all ladder rank faculty regardless of FTE; O/GEN CAMP includes Architecture, Communications, Interdisciplinary Studies, Library Sciences, and Social Welfare.

Ladder Rank Faculty by Field and Race/Ethnicity October 2007

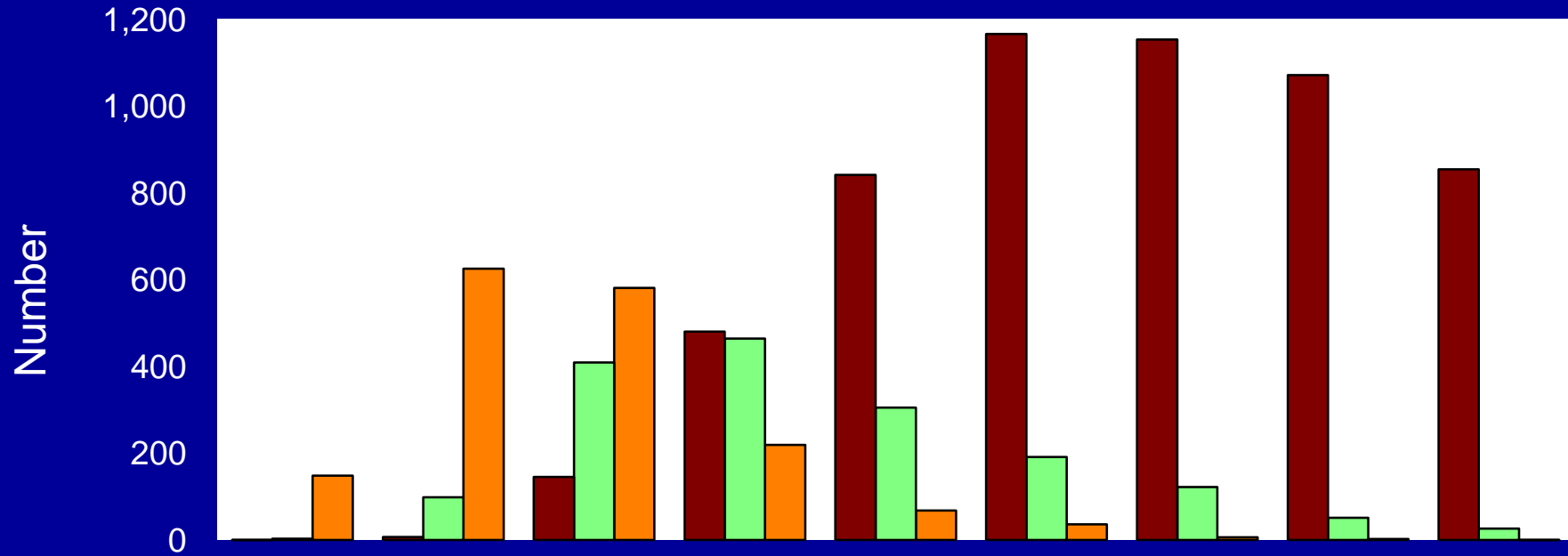


All Fields Combined
 Total 9,209
 URM 722 (7.8%)
 Asian Americans 1,268 (13.8%)
 Whites 7,027 (76.3%)
 Unknown/int'l 192 (2.1%)

	ARTS/HUM	ENG/CS	LIFE SCI	MATH	PHYS SCI	SOC/PSY	BUSINESS	EDUCATION	LAW	OTH/GEN CAMP	MED	OTH/HLTH
Total	1,621	1,160	1,136	362	907	1,722	267	201	139	251	1,136	307
URM	172	52	55	13	32	232	14	36	13	24	58	21
ASIAN	142	312	117	78	121	193	66	11	14	25	150	39
WHITE	1,274	764	945	254	731	1,262	177	153	112	195	916	244
UNK/INT'L	33	32	19	17	23	35	10	1	0	7	12	3
URM	10.6%	4.5%	4.8%	3.6%	3.5%	13.5%	5.2%	17.9%	9.4%	9.6%	5.1%	6.8%
ASIAN	8.8%	26.9%	10.3%	21.5%	13.3%	11.2%	24.7%	5.5%	10.1%	10.0%	13.2%	12.7%
WHITE	78.6%	65.9%	83.2%	70.2%	80.6%	73.3%	66.3%	76.1%	80.6%	77.7%	80.6%	79.5%
UNK/INT'L	2.0%	2.8%	1.7%	4.7%	2.5%	2.0%	3.7%	0.5%	0.0%	2.8%	1.1%	1.0%

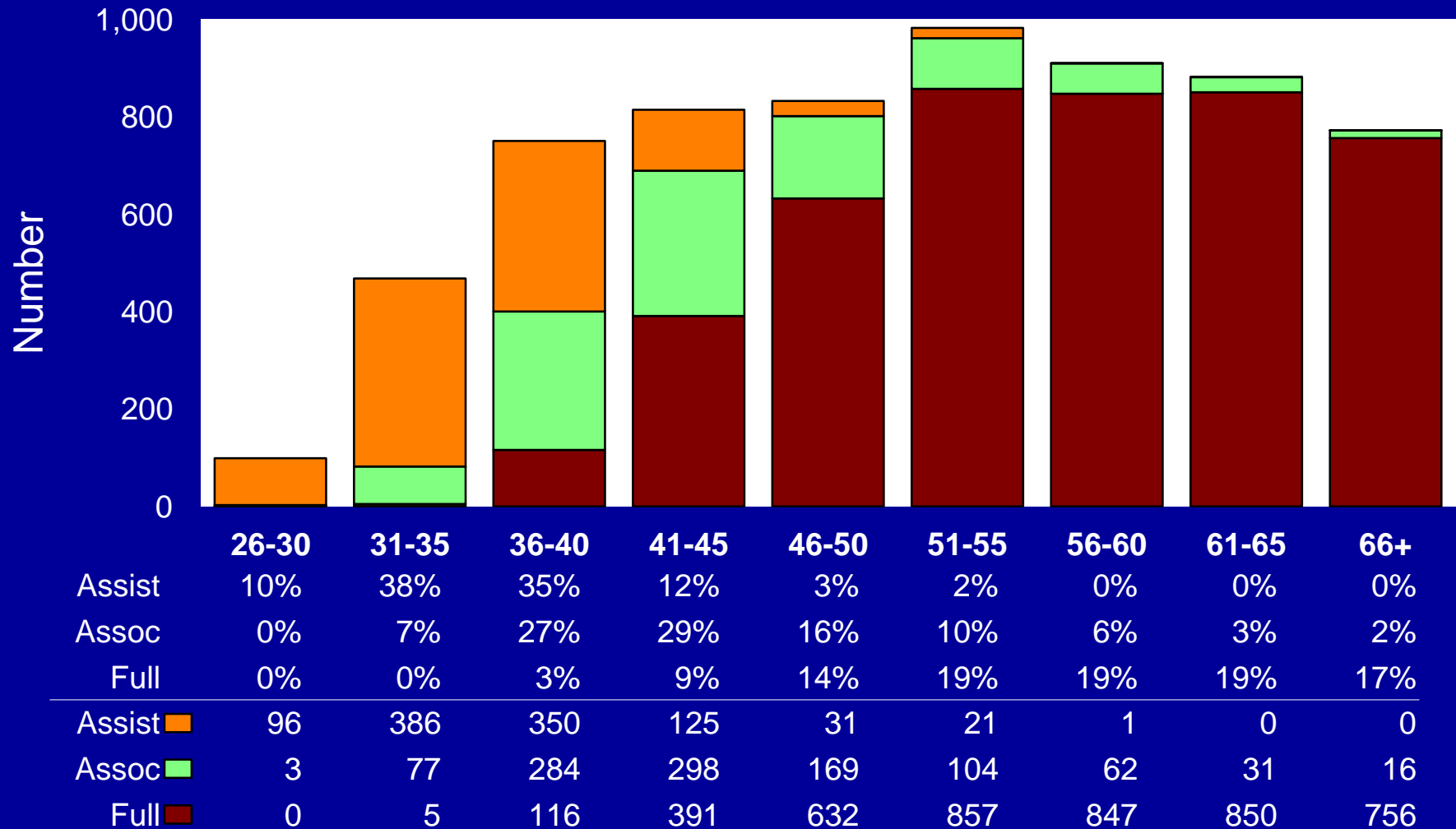
Notes: URM: American Indian, African Americans and Chicanos/Latinos; includes all ladder rank faculty regardless of FTE; OTH/GEN CAMP includes Architecture, Communications, Interdisciplinary Studies, Library Sciences, and Social Welfare.

Ladder Rank Faculty Age Distribution by Rank October 2007

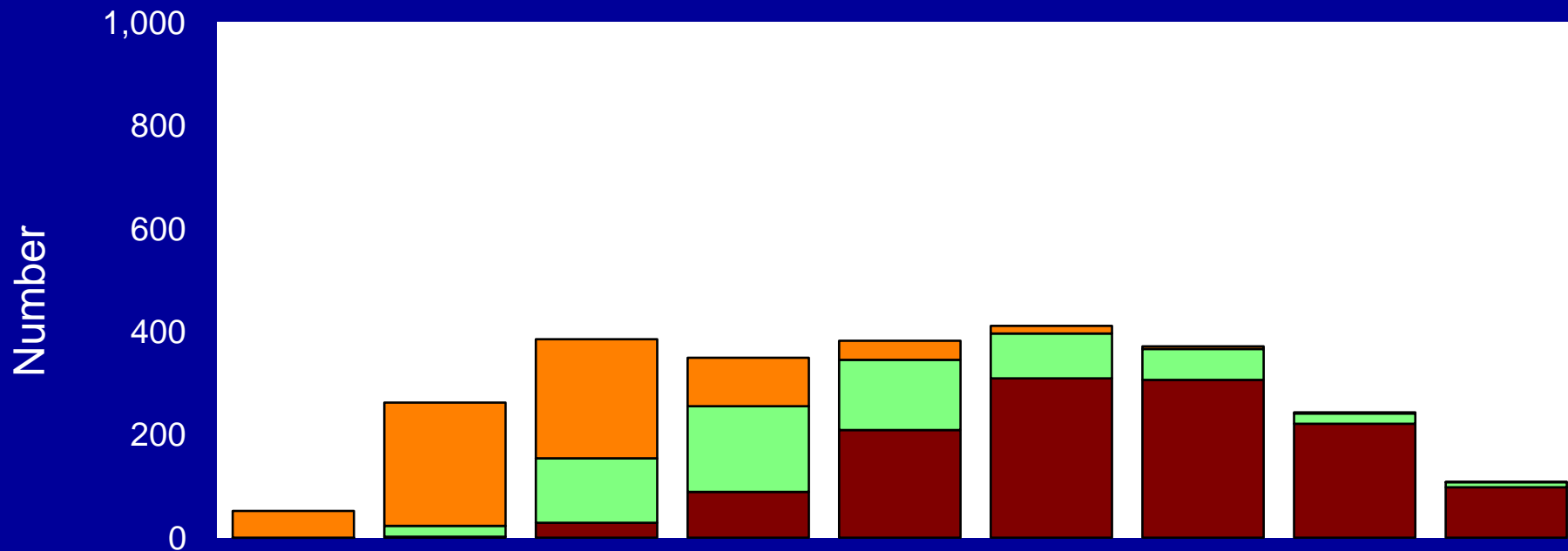


	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+
Full	0	7	145	480	841	1,166	1,153	1,071	854
Assoc	3	98	409	464	305	191	122	51	26
Assist	148	625	581	219	68	36	6	2	0
Full	0%	0%	3%	8%	15%	20%	20%	19%	15%
Assoc	0%	6%	25%	28%	18%	11%	7%	3%	2%
Assist	9%	37%	34%	13%	4%	2%	0%	0%	0%

Ladder Rank Faculty Age Distribution of Men by Rank October 2007

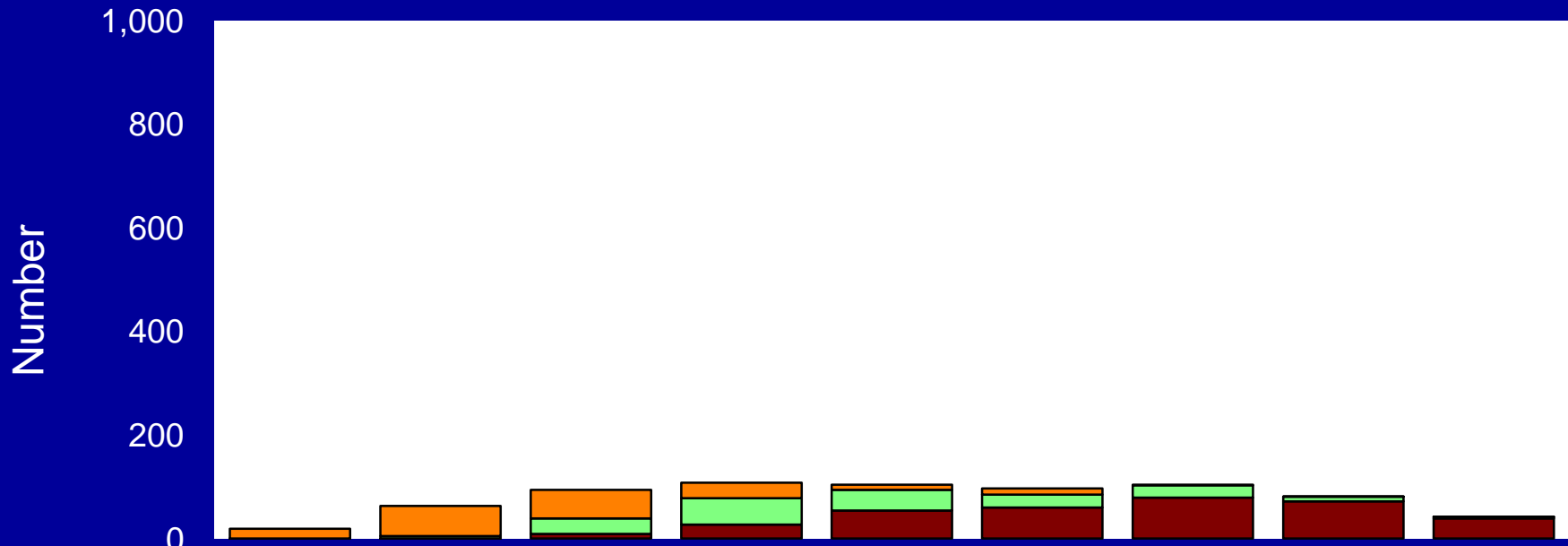


Ladder Rank Faculty Age Distribution of Women by Rank October 2007



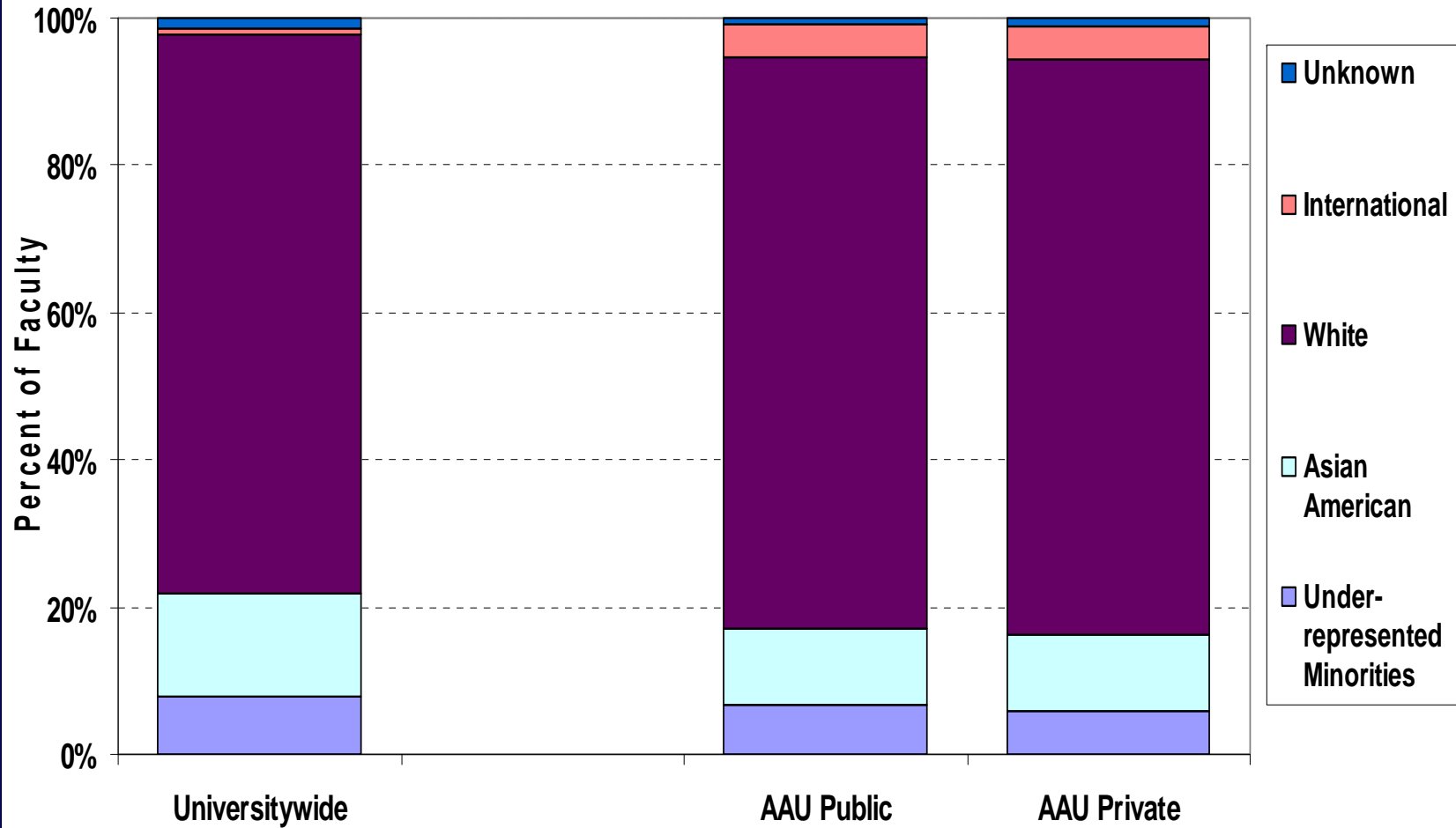
	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+
Assist	8%	35%	34%	14%	5%	2%	1%	0%	0%
Assoc	0%	3%	20%	27%	22%	14%	10%	3%	2%
Full	0%	0%	2%	7%	17%	24%	24%	17%	8%
Assist ■	52	239	231	94	37	15	5	2	0
Assoc ■	0	21	125	166	136	87	60	20	10
Full ■	0	2	29	89	209	309	306	221	98

Ladder Rank Faculty Age Distribution of URMs by Rank October 2007



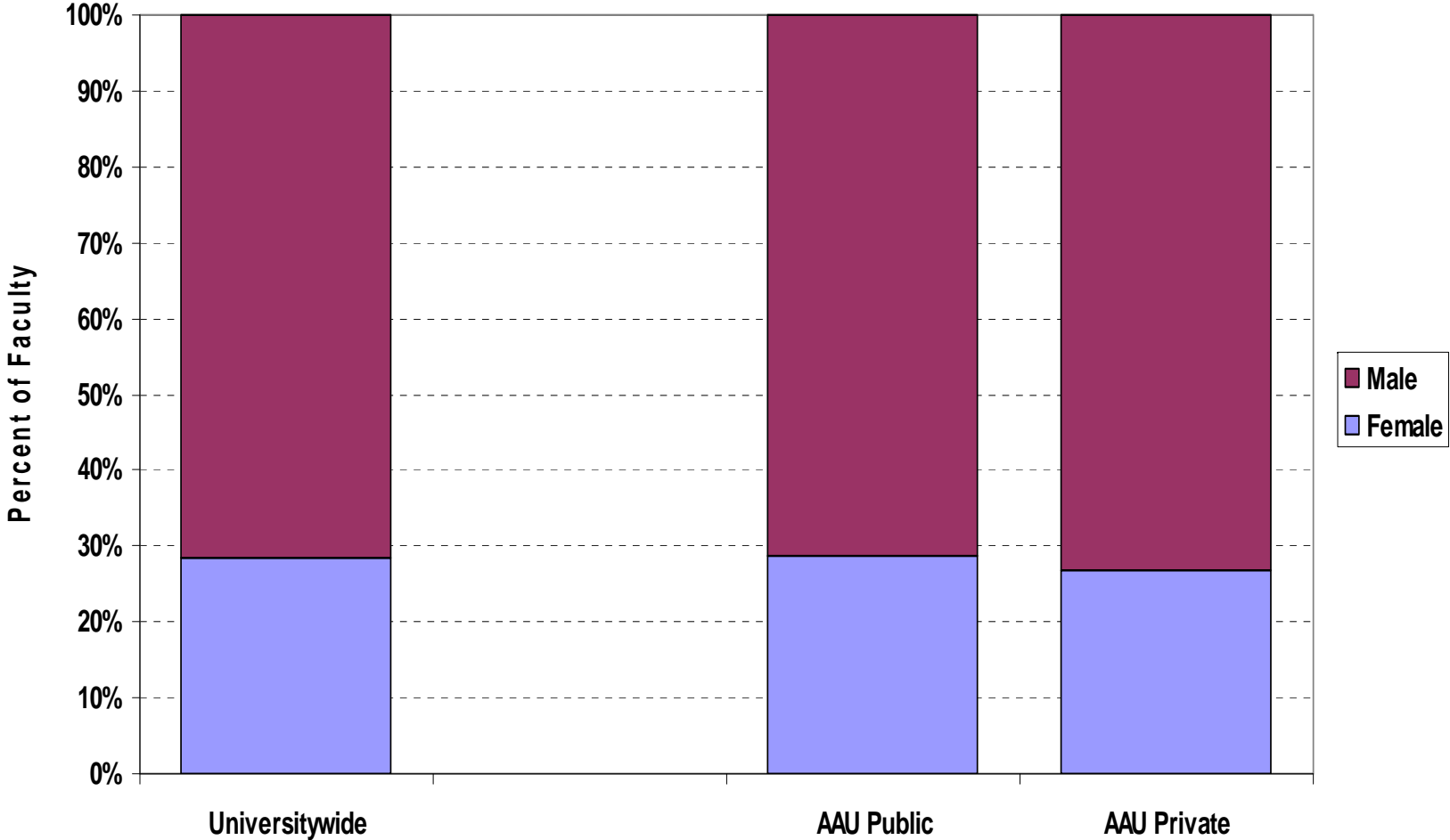
	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66+
Assist	10%	31%	30%	16%	5%	6%	1%	0%	0%
Assoc	0%	3%	16%	27%	21%	13%	13%	5%	2%
Full	0%	0%	3%	8%	16%	18%	23%	21%	11%
Assist ■	19	58	55	30	10	12	1	0	0
Assoc ■	0	5	30	51	40	25	24	9	3
Full ■	0	0	9	27	54	60	79	72	39

UC and AAU Institutions October 2007



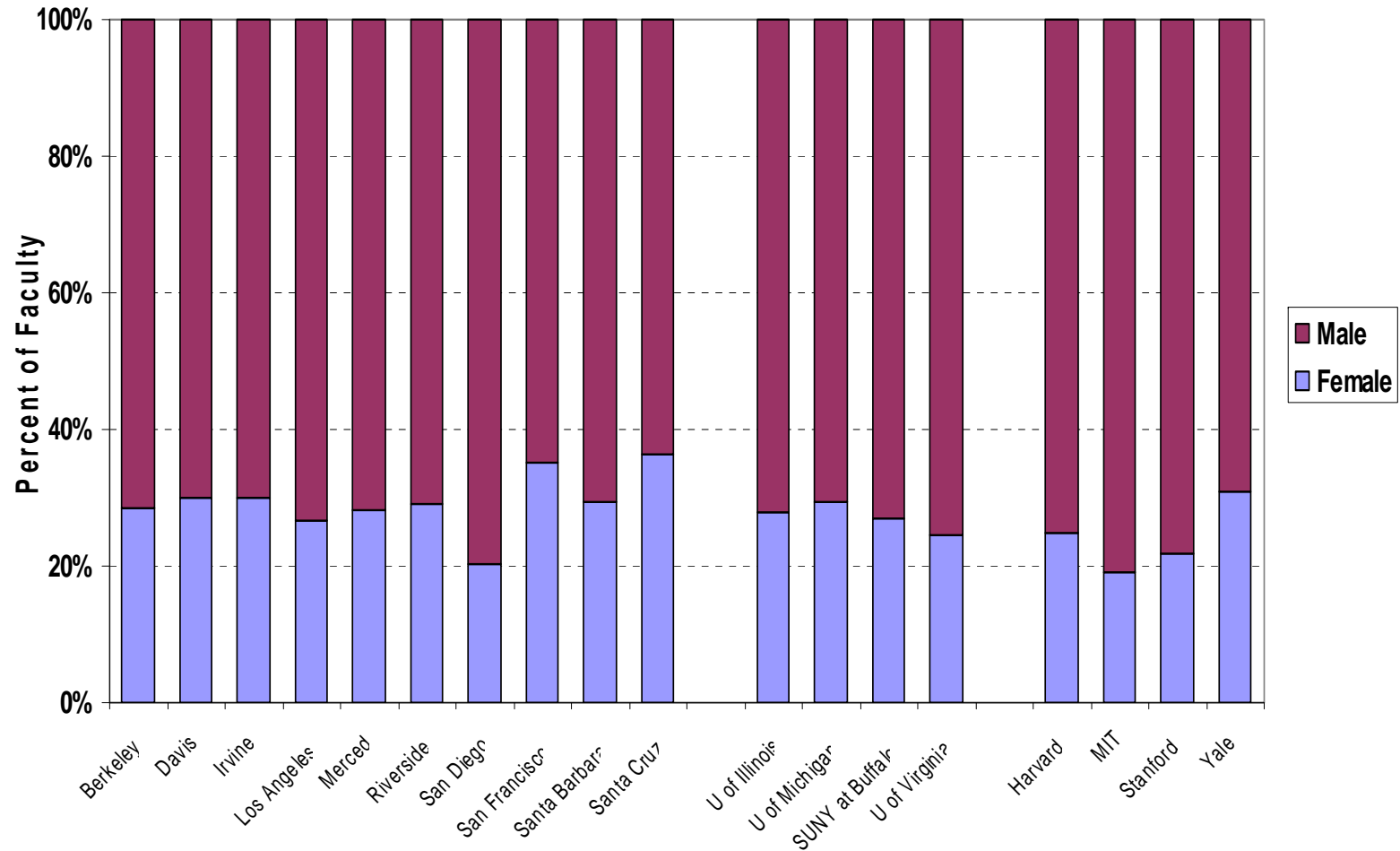
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UC and Comparison Institutions October 2007



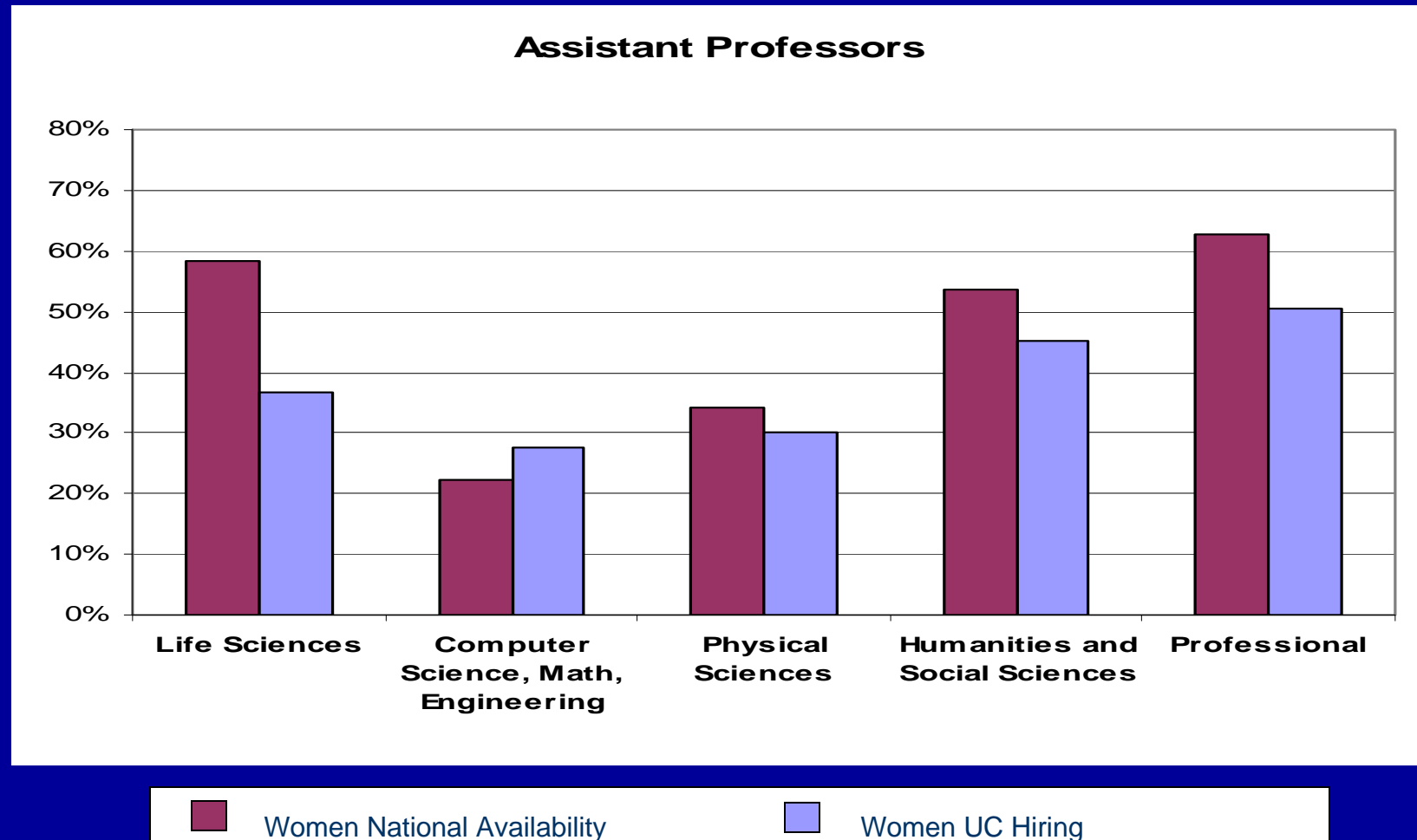
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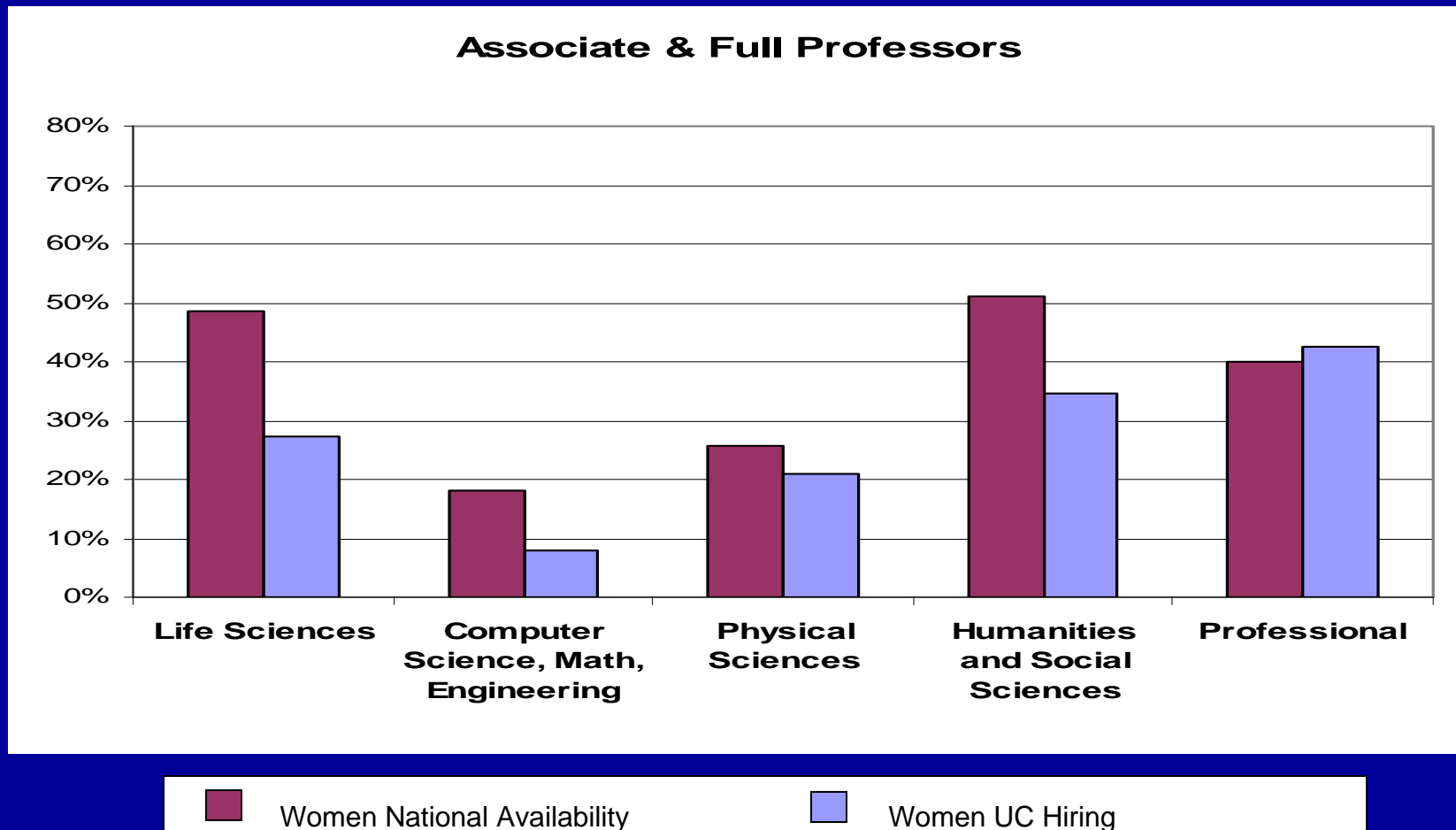
UC Ladder Rank Hiring Compared to Availability¹ by Field and Race/Ethnicity 2004-05 to 2007-08 New Appointments



¹ Assistant professor availability based on national doctoral degrees earned 2002 through 2006

* Professional excludes Law (JD) and all Health Sciences

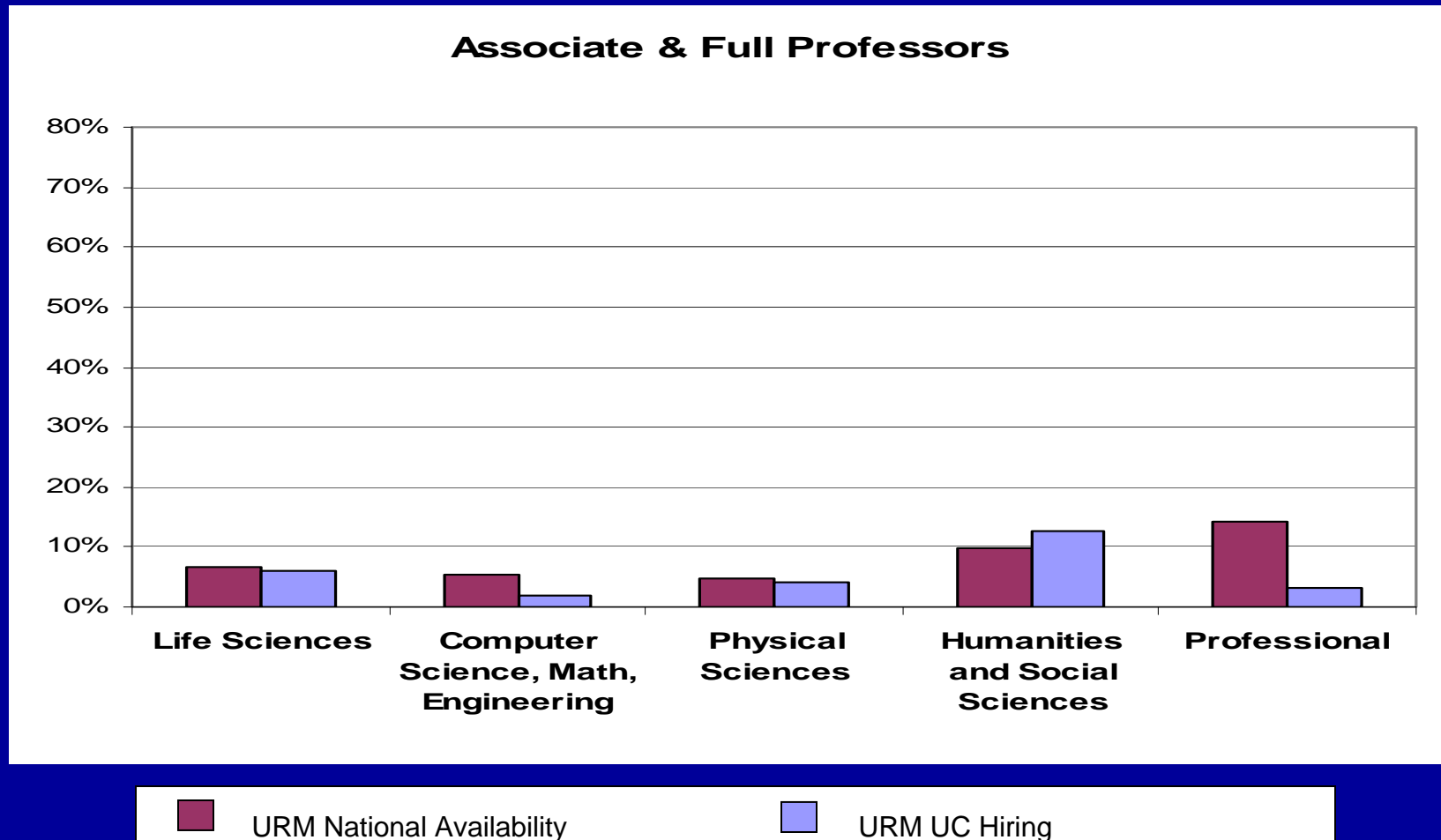
UC Ladder Rank Hiring Compared to Availability¹ by Field and Race/Ethnicity 2004-05 to 2007-08 New Appointments



¹ Associate and full professor availability based on national doctoral degrees earned 1994 through 2001

* Professional excludes Law (JD) and all Health Sciences

UC Ladder Rank Hiring Compared to Availability¹ by Field and Gender 2004-05 to 2007-08 New Appointments



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