

## 2017-18 Retention Report for UC Davis School of Medicine Faculty

**This report contains information about retention/attrition of faculty in the UC Davis School of Medicine. Included in this report are the following:**

- 1) Faculty attrition rates for those under age 60 (in order to more likely exclude departures from retirements).
- 2) For individual years 2015, 2016 and 2017, Table 1 indicates years until 4% and 10% faculty attrition by Assistant and Associate Professor rank (all series).
- 3) For years 2013-2017, Table 2 indicates years until 1% faculty attrition by Assistant, Associate and full Professor rank in each of the five faculty series (Ladder, In-Residence, Clinical\_X, Adjunct and HSCP).
- 4) For years 2013-2017, Table 3 indicates years until 4% and 10% faculty attrition in Assistant, Associate and full Professor rank (all series) for male, female and undeclared gender.

### **Summary of Key Findings:**

- Assistant Professor are more likely to leave the Institution (indicated by fewer years until 4% and 10% attrition).
- Faculty in the HSCP series are far more likely to leave the Institution than those in other faculty series, especially at Assistant and Associate rank.
- *As a whole*, female faculty are less likely to leave the Institution.
- Faculty from underrepresented populations in medicine were too few in number to allow inclusion of ethnicity as a meaningful variable in this analysis.

This report is intended to serve as the indicator of the current state of the faculty and faculty trends to departure and retention in the UC Davis School of Medicine. These data compilations include data as of December 20, 2017. We look forward to your suggestions and input for future reports.

Study Group	Assistant Professors			Associate Professors		
	<i>Cohort Size</i>	Years until 4% Attrition	Years until 10% Attrition	<i>Cohort Size</i>	Years until 4% Attrition	Years until 10% Attrition
<b>Faculty 2015</b>	197	3.1	4.5	223	10.2	NA
<b>2016</b>	251	2.7	3.9	230	9.1	15.6
<b>2017</b>	297	3.9	6.6	232	9.3	11.4

**Table 1:** Faculty attrition rates for those under age 60 (in order to more likely exclude departures from retirements). For individual years 2015, 2016 and 2017, Table 1 indicates years until 4% and 10% faculty attrition by Assistant and Associate Professor rank (all series for part-time and full-time faculty). **NA:** Analysis for this group is not available because 10% attrition did not occur.

Study Group	Assistant Professors		Associate Professors		Professor	
	Cohort Size	Years until 1% Attrition	Cohort Size	Years until 1% Attrition	Cohort Size	Years until 1% Attrition
Ladder	28	NA	34	3.5	176	12.6
In Residence	15	3.3	17	5	34	8.7
Clinical X	87	1	56	6	104	10.3
Adjunct	32	2.3	24	9.3	16	9.8
HSCP	176	0.6	115	1.5	126	8.4

**Table 2:** For years 2013-2017, Table 2 indicates years until 1% faculty attrition by Assistant, Associate and full Professor rank in each of the five faculty series (Ladder, In-Residence, Clinical\_X, Adjunct and HSCP). **NA:** Analysis for this group is not available due to no departures.

Study Group	Assistant Professors			Associate Professors			Professor	
	<i>Cohort Size</i>	Years until 4% Attrition	Years until 10% Attrition	<i>Cohort Size</i>	Years until 4% Attrition	Years until 10% Attrition	<i>Cohort Size</i>	Years until 4% Attrition
<b>Faculty</b>	338	1.9	3	246	5	9.1	456	17.6
<b>Men</b>	172	1.5	2.3	131	3.9	9.3	321	18
<b>Women</b>	164	2.7	3.6	114	7.6	9.1	134	17.6
<b>Unknown</b>	2			1			1	

**Table 3:** For years 2013-2017, Table 3 indicates years until 4% and 10% faculty attrition in Assistant, Associate and full Professor rank (all series) for male, female and undeclared gender (part-time and full-time). **Note:** Analysis for full Professor 10% attrition is not available because 10% attrition did not occur.