2022-23 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, 2, 3 and 4).
2) Longitudinal data showing changes in the number of faculty series since 2016 (Figure 5).
3) Step Plus progress rates (since 2014 for Senate and 2015 for Federation) for faculty merits and promotions are compared by series. (Figure 6). (Statistical significance for these data is shown in Figure 7). Progress rates were calculated using current faculty titles.
4) Denial rates for merits and promotions are shown for 2016-2022 (Figure 8).
5) Progress rates for merits and promotions since the inception of step plus are shown grouped by gender (Figure 9), series and gender (Figure 10) and ethnicity (Figure 11) (since 2014 for Senate series and since 2015 for Federation series).

Summary of Key Findings:

- The HSCP series has grown rapidly in the last 7 years.
- Adjunct faculty progress significantly slower than other series faculty.
- As a whole, female faculty have progressed slowly than male faculty since the inception of Step Plus, but closer examination of the data by series shows that female faculty in the ladder series advance faster than male.

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 February 1, 2023. We look forward to your suggestions and input for future reports.

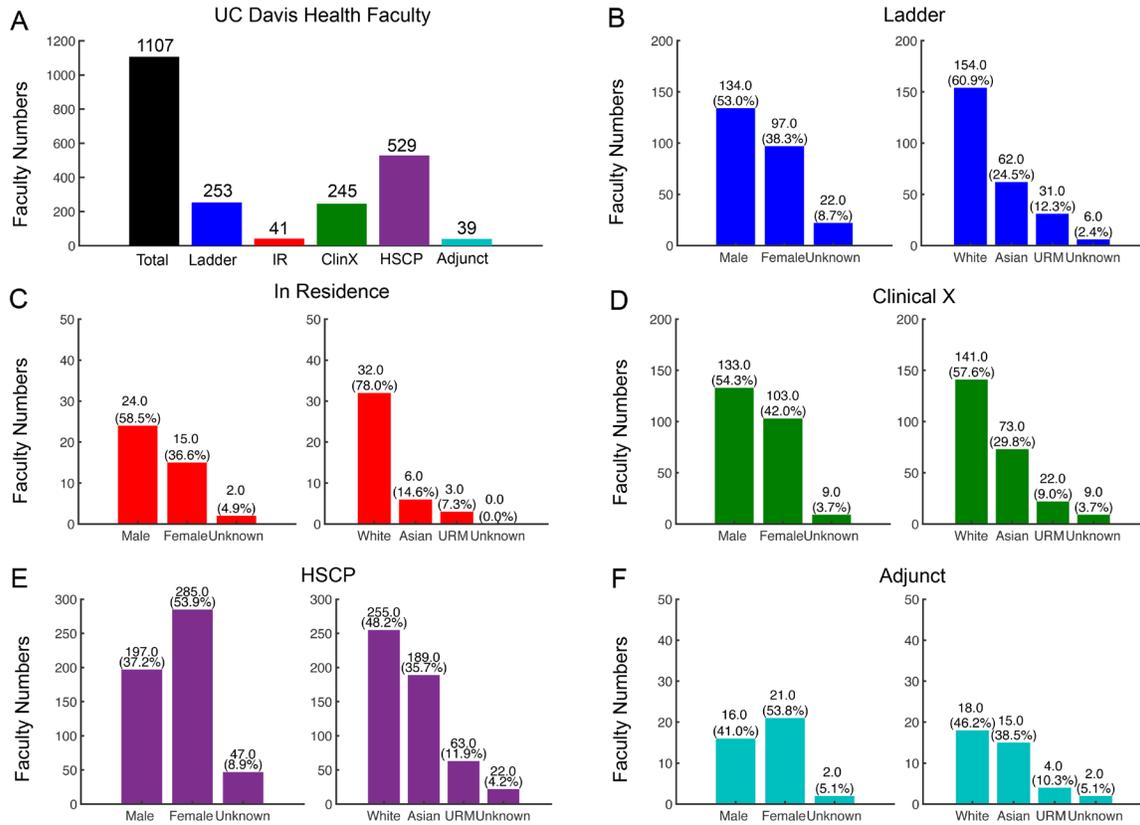**Gender and ethnicity profile for five faculty series.**

Figure 1: Shown on the Y-axis is absolute faculty numbers in each faculty series. Percentages are indicated in parentheses.
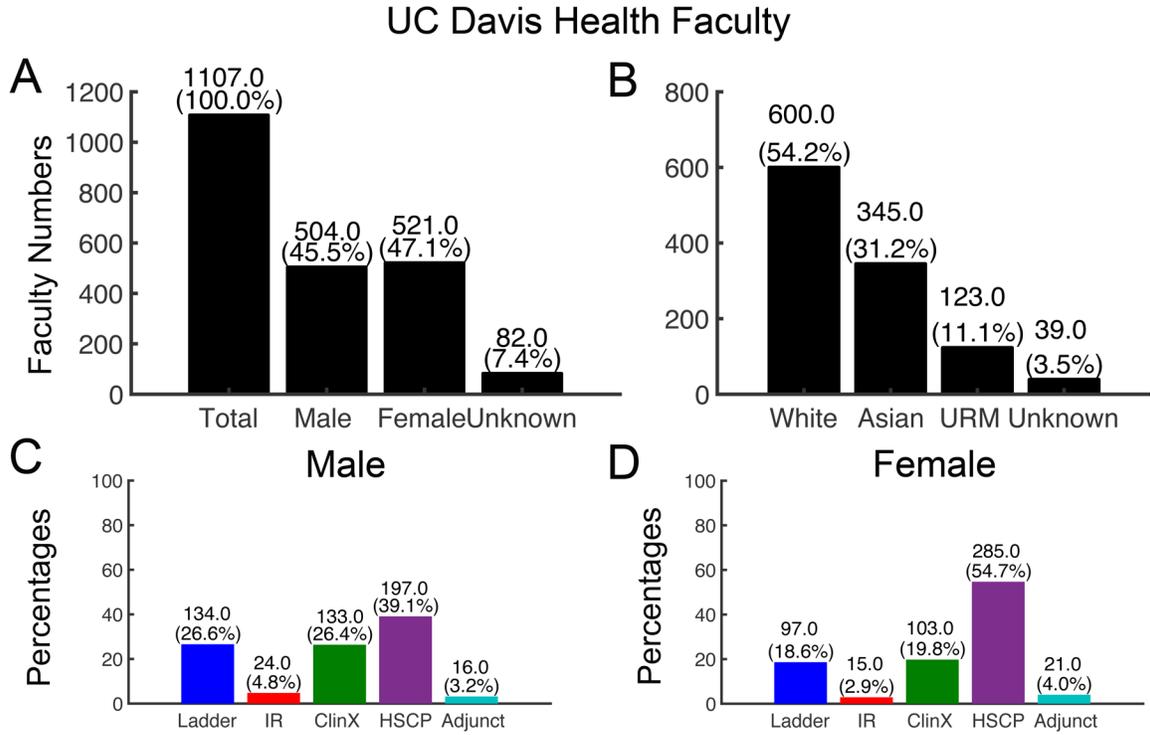
UC Davis Health Faculty

Figure 2: (A – B) Shown on the Y-axis is absolute faculty numbers by ethnicity. Percentages are indicated in parentheses. (C – D) Shown on the Y-axis is percentages of each faculty series by gender. Absolute faculty numbers are indicated on top of each bar. Percentages are indicated in parentheses.
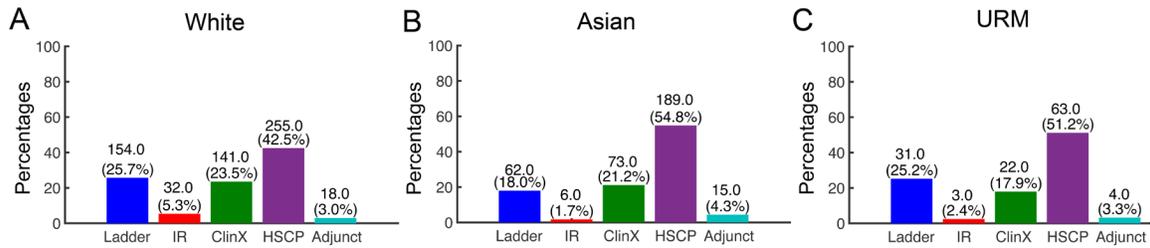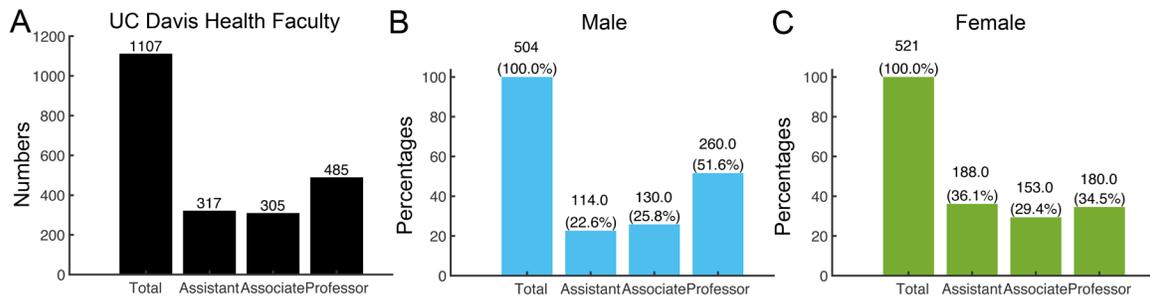

Figure 3: Shown on the Y-axis is percentages of each faculty series by ethnicity. Absolute faculty numbers are indicated on top of each bar. Percentages are indicated in parentheses.
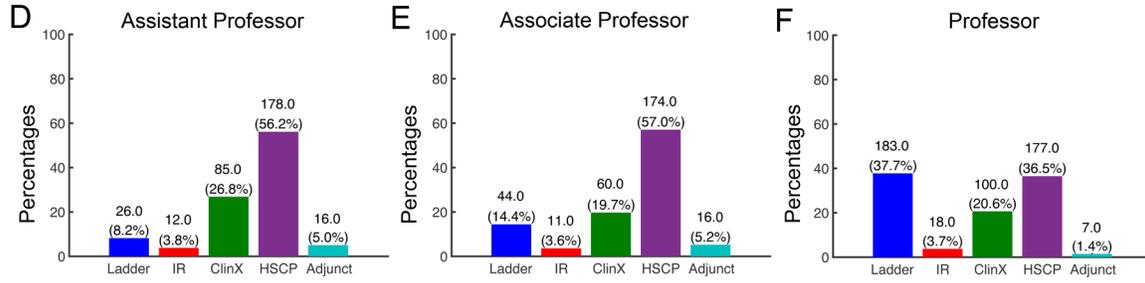
Figure 4: (A) Shown on the Y-axis is number of each faculty rank. (B – C) Shown on the Y-axis is percentages of each faculty rank by gender. (D – F) Shown on the Y-axis is percentages of each faculty rank by series. Absolute faculty numbers are indicated on top of each bar. Percentages are indicated in parentheses.

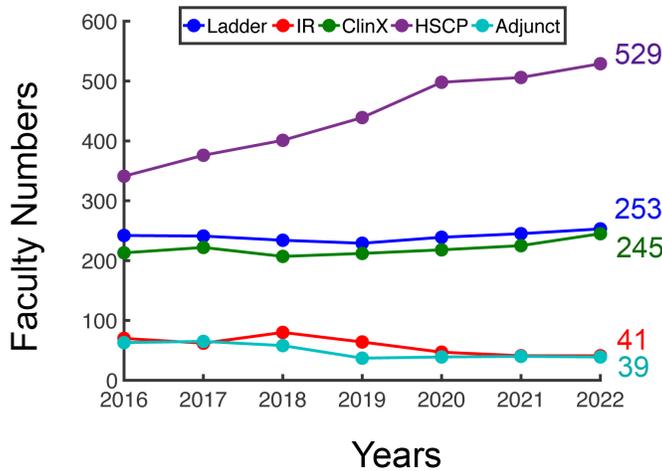**Historical data showing the growth in HSCP faculty compared to other series.**

Figure 5: Shown on the Y-axis is the number of each faculty series since 2016. Years are shown on the X-axis.

Step-plus progress rates through merits and promotions.

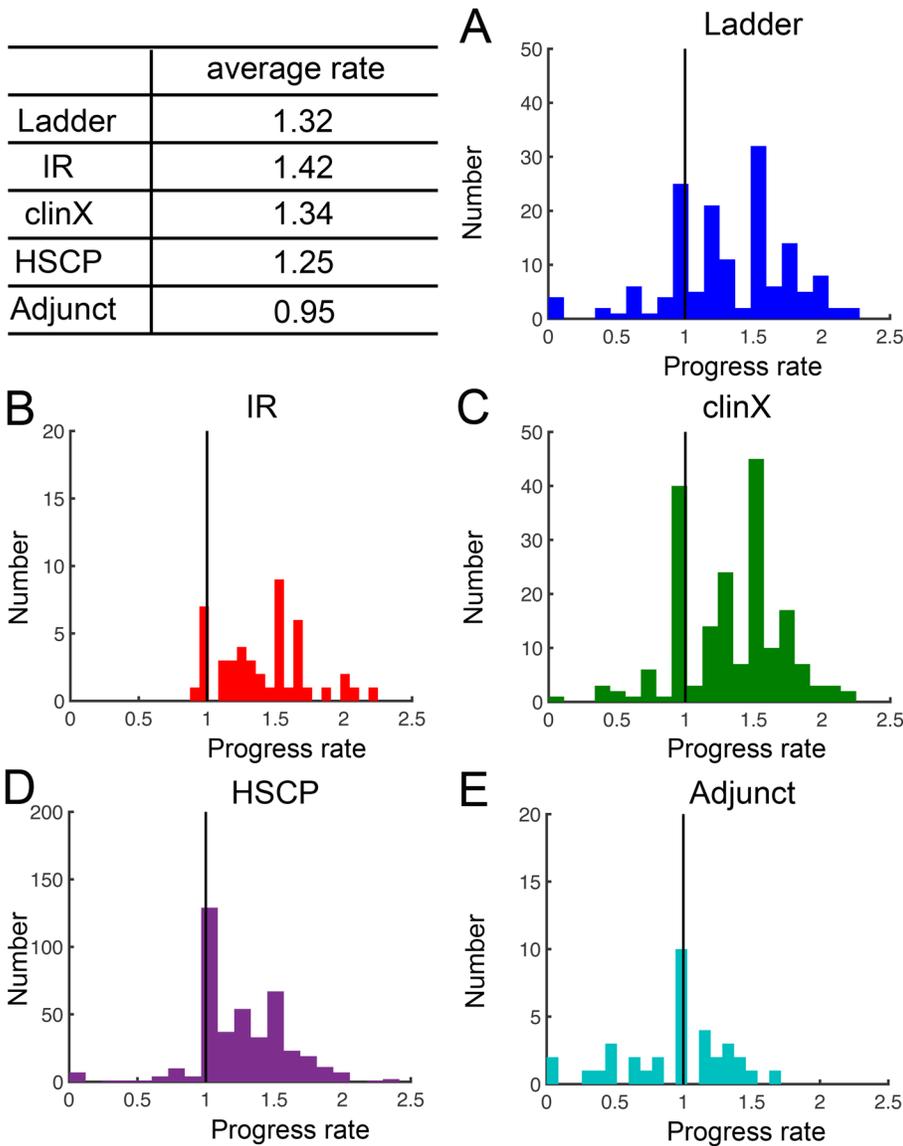|	average rate
Ladder	1.32
IR	1.42
clinX	1.34
HSCP	1.25
Adjunct	0.95

Figure 6: 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 **2022** were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from **2015** to **2022** using current faculty titles. These are the years for which STEP PLUS has been active.
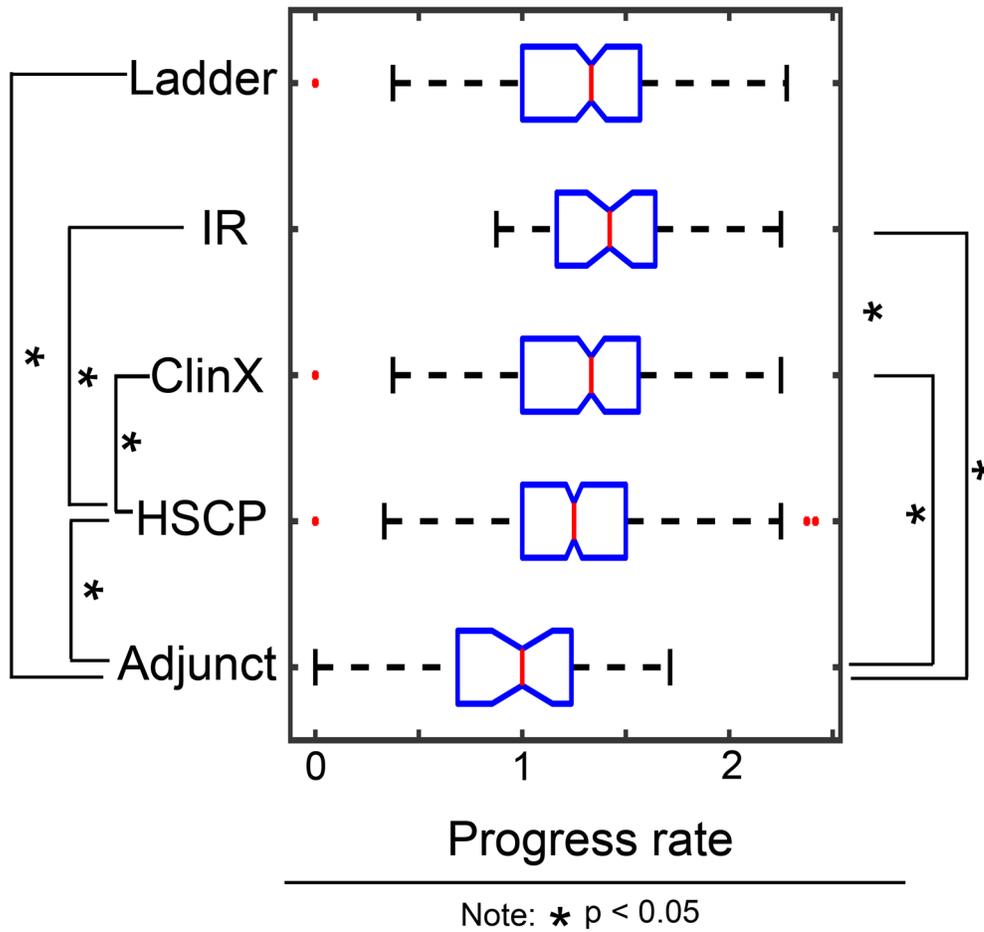
Progress rates comparison between faculty series.

Figure 7: Differences between faculty series are statistically significant - p < 0.05.

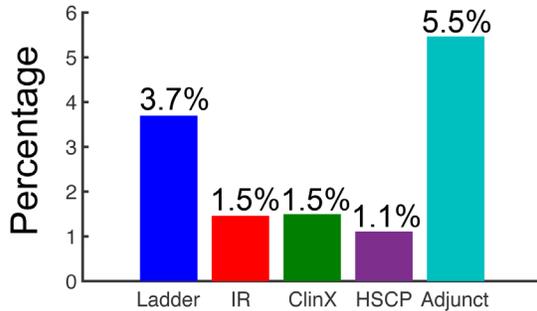**Merits and promotions denial rates from 2016 to 2022.**

Figure 8: Y-axis represents action denial percentage of each faculty series between **2016 and 2022**. NOTE: The denial rates do not include "**above Scale denied**", and "promotion denied but merit approved".

Step-plus progress rates through merits and promotions
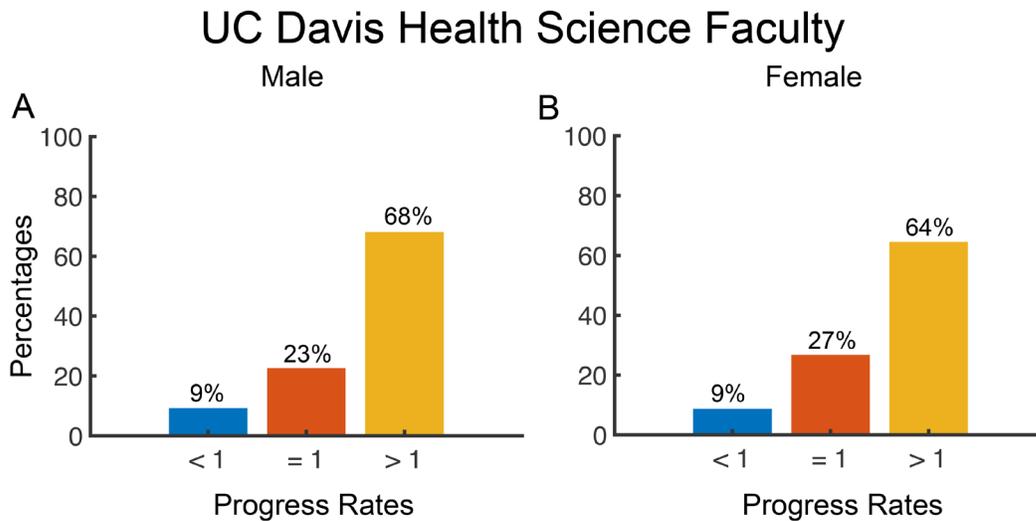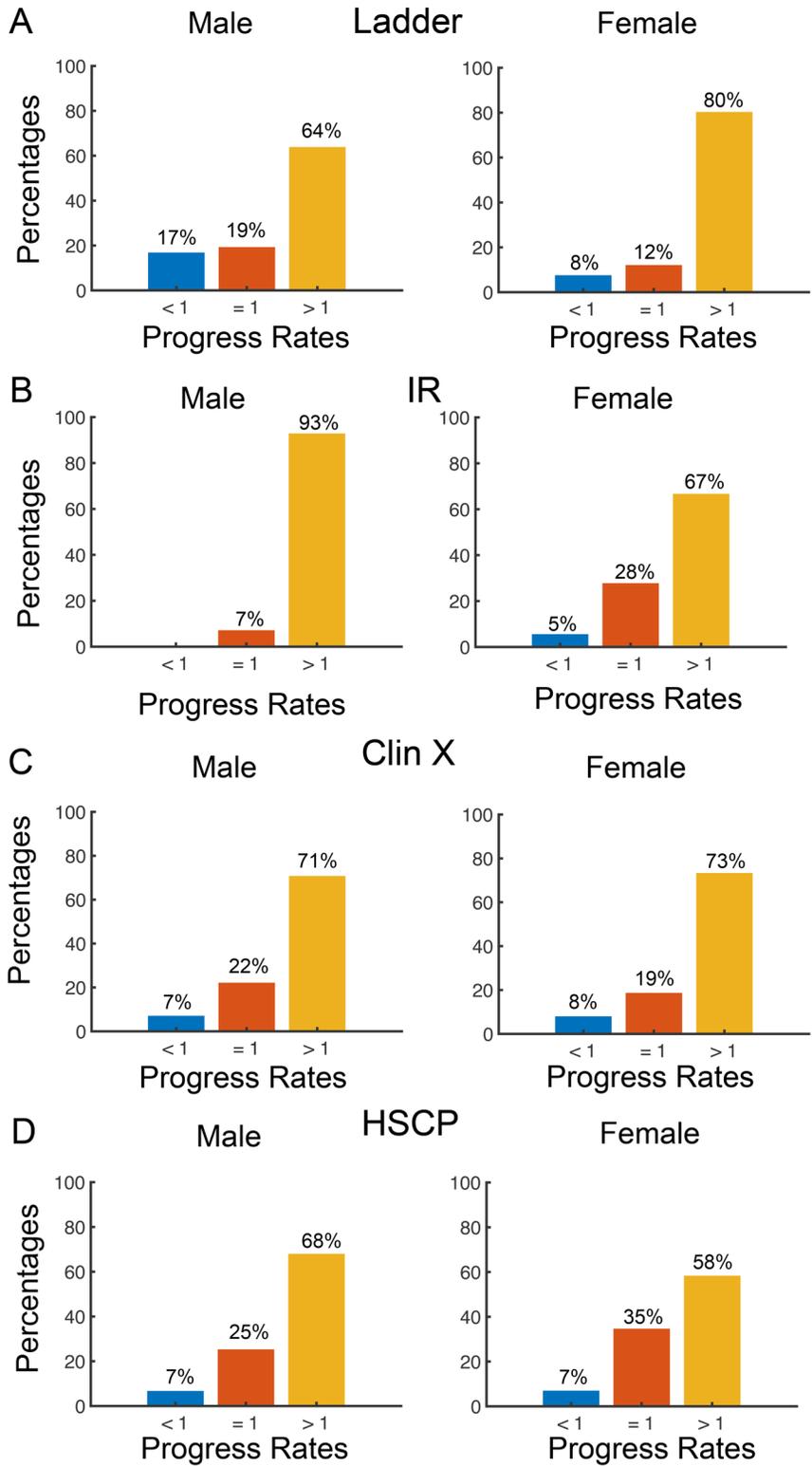
Grouped by gender

Figure 9: 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 **2022** were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from **2015** to **2022.** These are the years for which STEP PLUS has been active.

Grouped by series and gender

A **Ladder**

B **IR**
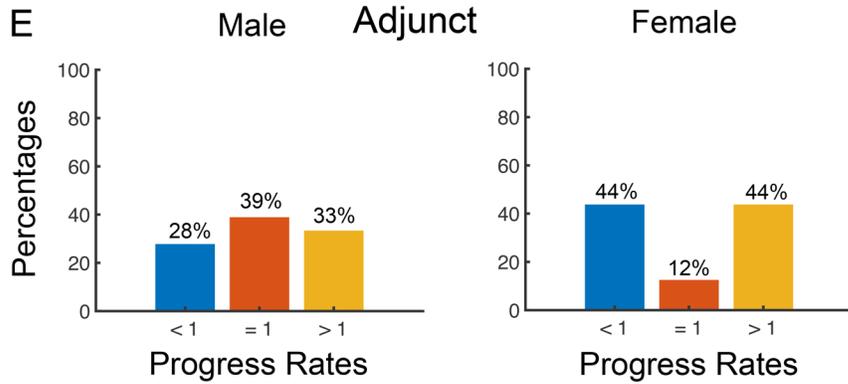
C **Clin X**

D **HSCP**

Figure 10: 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 **2022** were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from **2015** to **2022**.
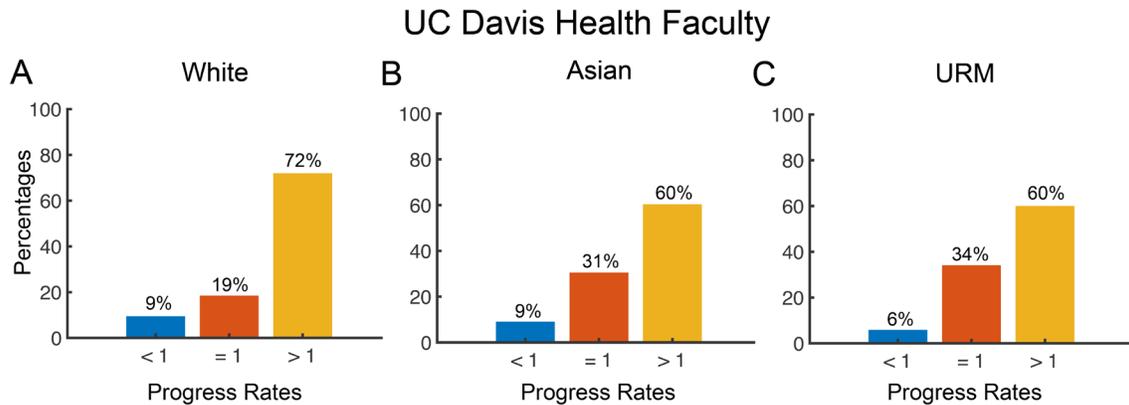
UC Davis Health Science Faculty by ethnicity

Figure 11: 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 **2022** were used to calculate the progress rates. For HSCP and adjunct series, the rates were calculated from **2015** to **2022.** These are the years for which STEP PLUS has been active.