

# UNIVERSITY OF CALIFORNIA ANNUAL ACCOUNTABILITY REPORT

## PART III. Universitywide Indicators with Campus Comparisons

### Section 7. Faculty

#### **Goals**

The University of California's faculty are crucial to its success as a leading research university and to the excellent educational experience it provides. Accordingly, the recruitment and retention of a world-class, diverse faculty are the University's most important overarching goals.

UC faculty deliver excellence in academic programs, research productivity and public service to fulfill the University's goals. They educate the workforce that keeps California's economy competitive, create new jobs, and generate billions of tax dollars in state revenues. Their scientific discoveries, meantime, are translated into technological and other innovations and advances in healthcare.

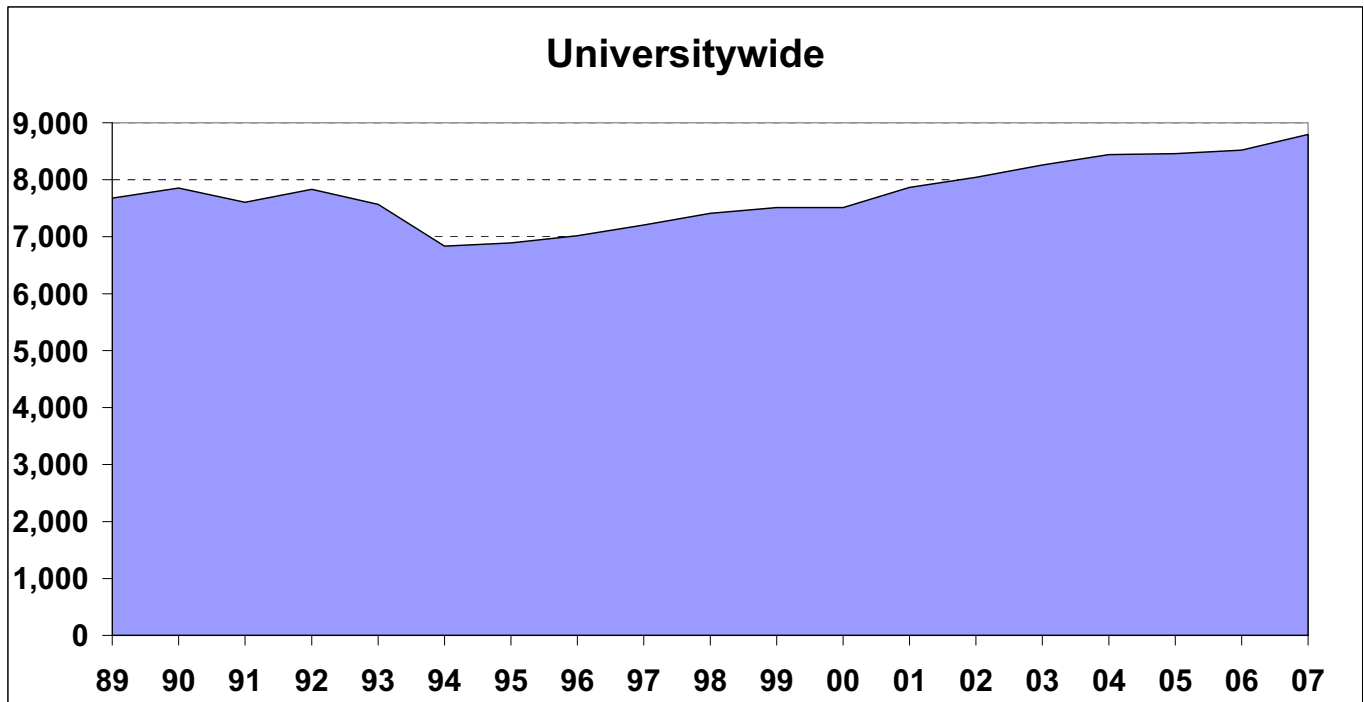
#### **Measures**

As with graduate student data, data on faculty are disparate and complicated to aggregate. Accordingly, this section will receive a great deal of attention as the framework is developed in the years to come. In addition, the University will present a faculty accountability sub-report annually to the Regents, which will include a more detailed description of the faculty and emerging issues and trends.

The data presented here cover the size and diversity of the University of California faculty. The small percentages of women and minority faculty are a major challenge for the University. To respond to the challenge, efforts must be made to identify and overcome the barriers preventing women from obtaining faculty appointments and to expand the pipeline and pool of women and minority students entering graduate and professional programs.

This section also contains data on student-faculty ratios. The undergraduate educational experience is tied in part to the level of contact that students have with their teachers; a low student-faculty ratio is paramount. The section also contains data on the teaching activity of UC faculty and faculty salaries at UC and the comparison institutions.

**Indicator 7.1**  
**Full-Time Ladder-Rank Faculty, Fall 1989 to 2007**

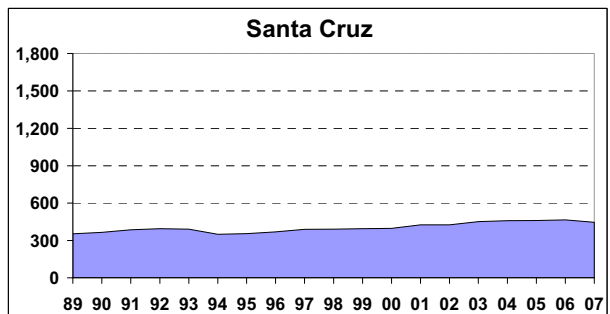
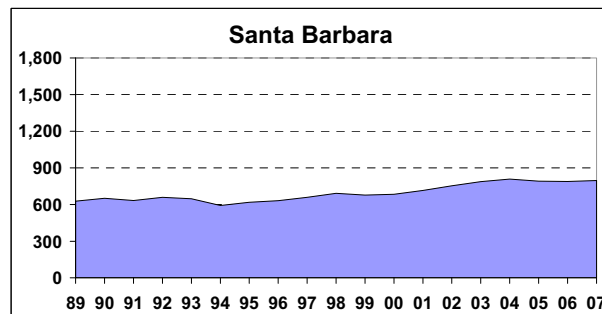
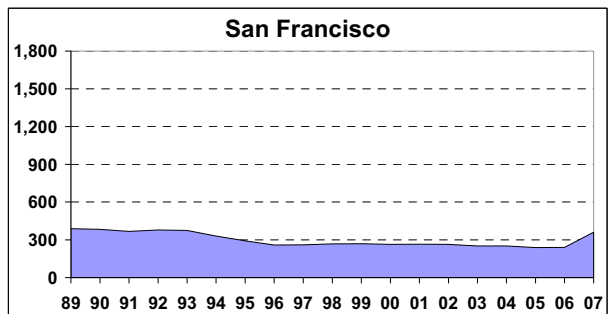
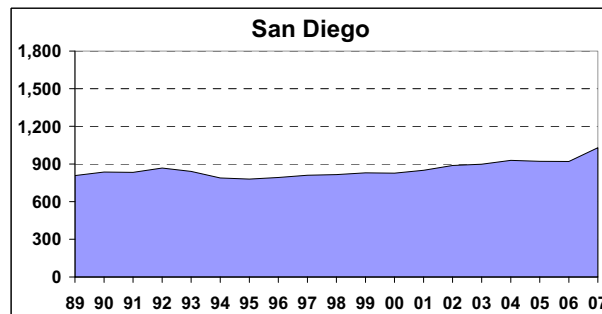
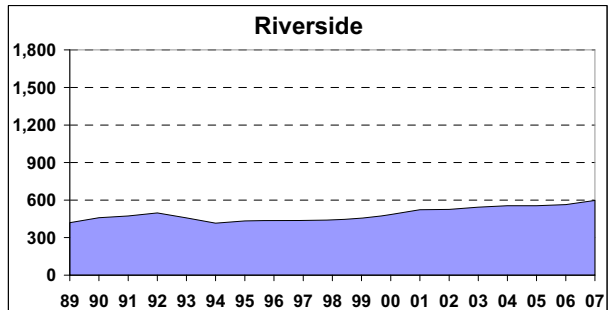
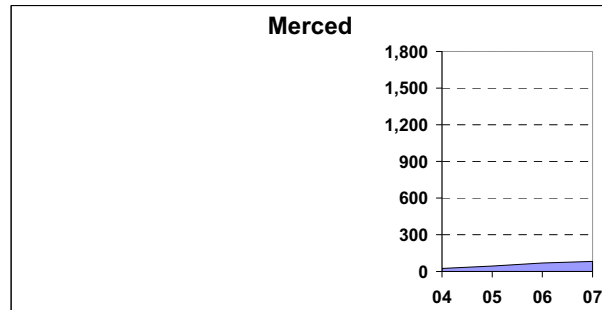
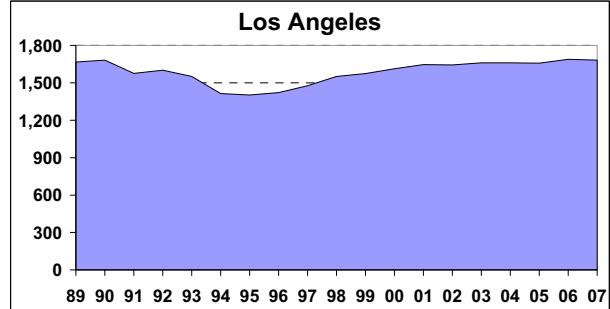
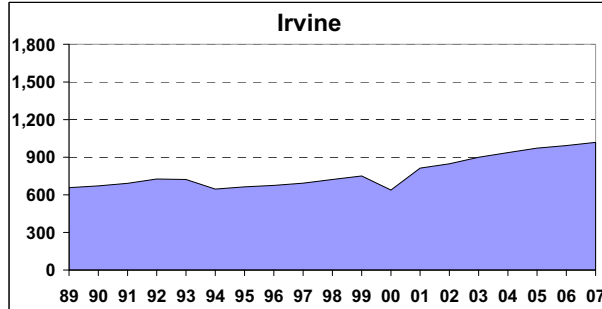
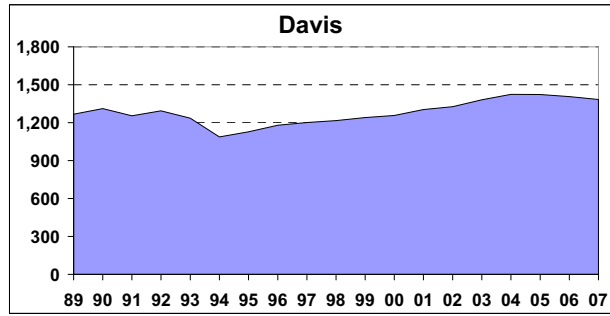
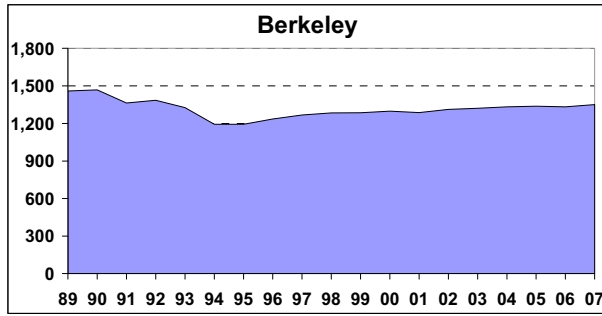


Source: IPEDS Staff Survey.

- The drop in faculty numbers in 1993 and 1994 was due to a series of three Voluntary Early Retirement Incentive Programs between 1991 and 1994 that were instituted in response to state budget shortfalls.

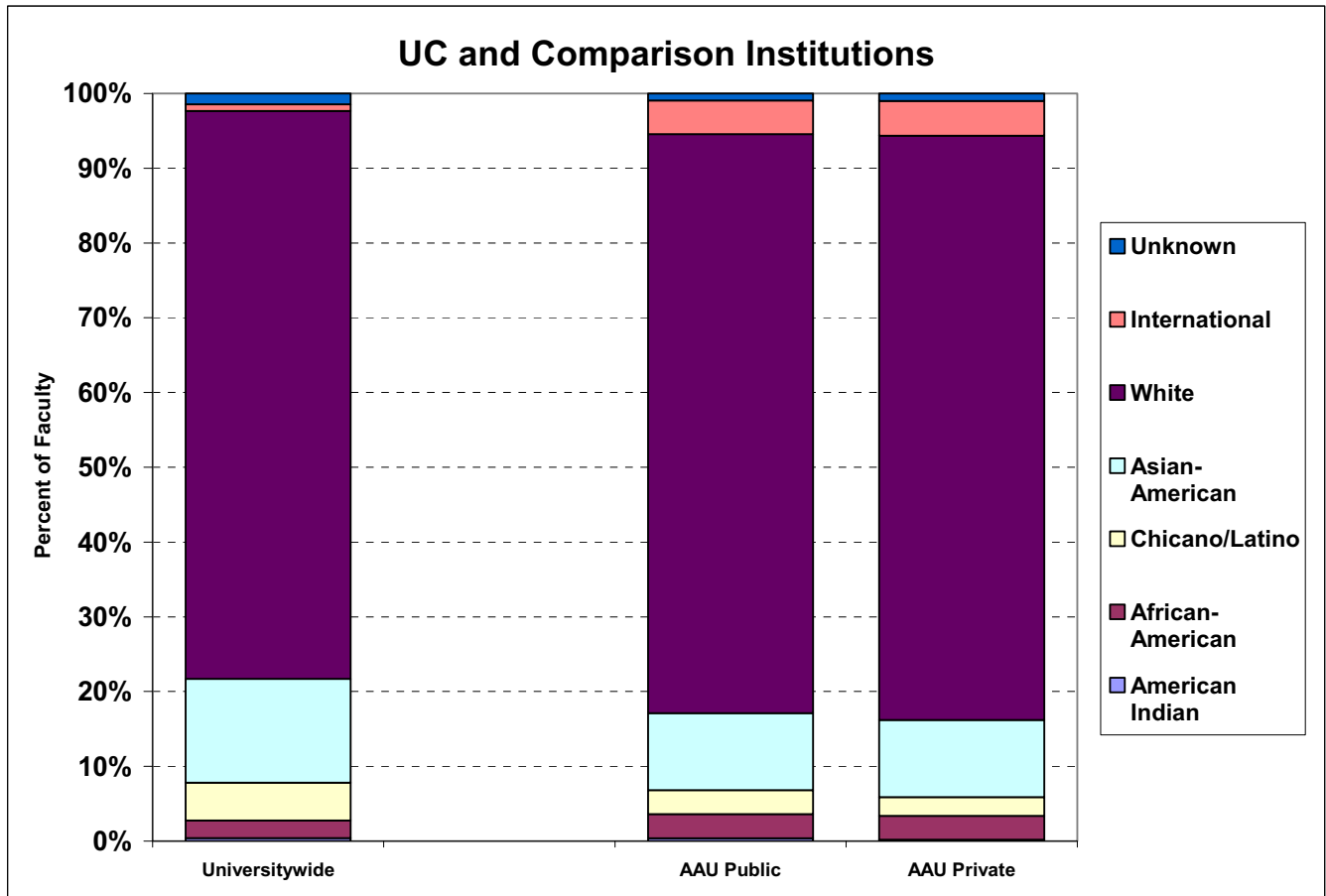
Note: Counts of full-time ladder-rank faculty include professorial series faculty, agronomists, astronomers, acting faculty, faculty on sabbatical leave and lecturers with security of employment or potential security of employment.

7.1 (continued) Full-Time Ladder-Rank Faculty, Fall 1989 to 2007



**Indicator 7.2**

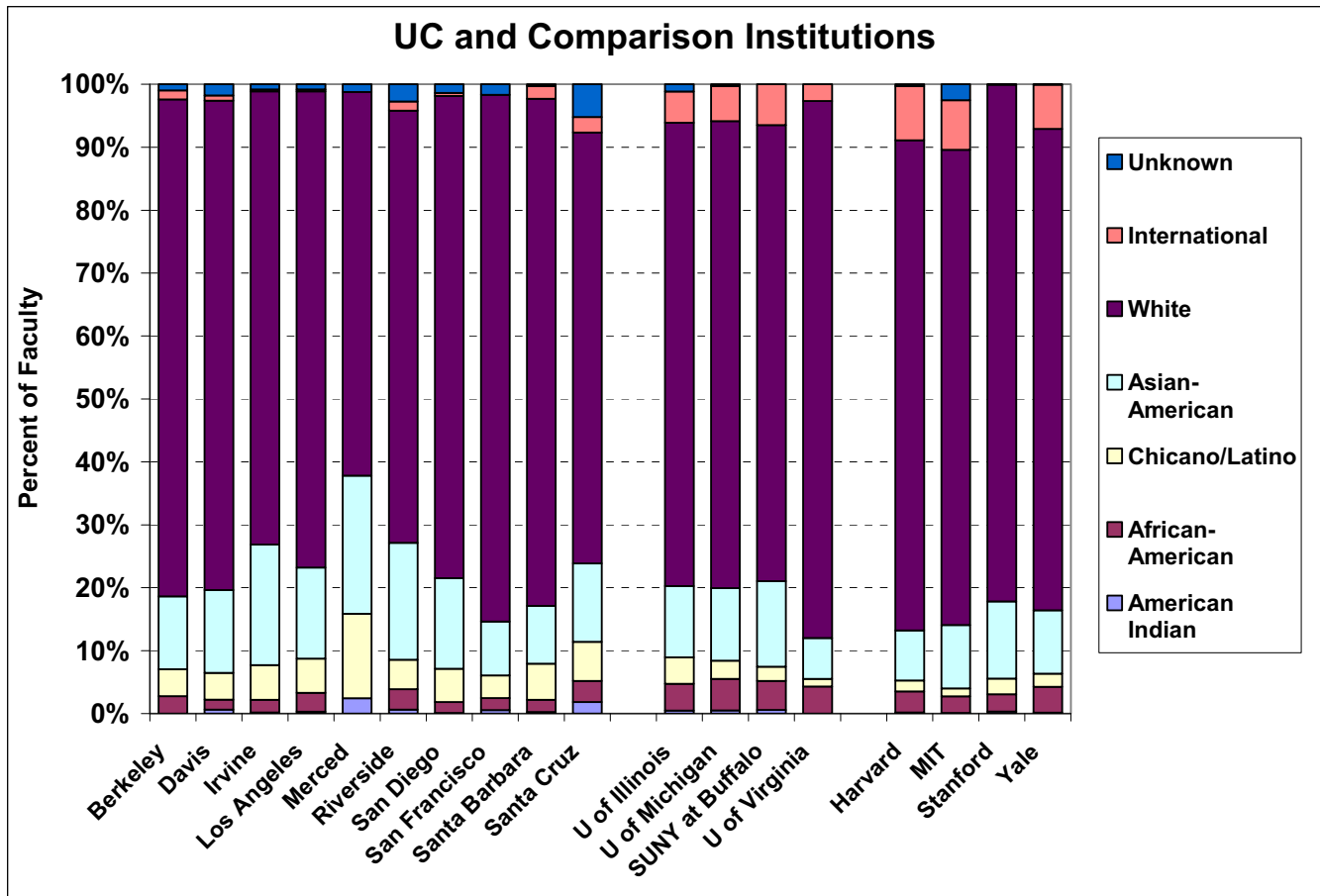
**Full-Time Ladder-Rank Faculty by Race/Ethnicity – UC and Comparison Institutions, Fall 2007**



Source: IPEDS Staff Survey.

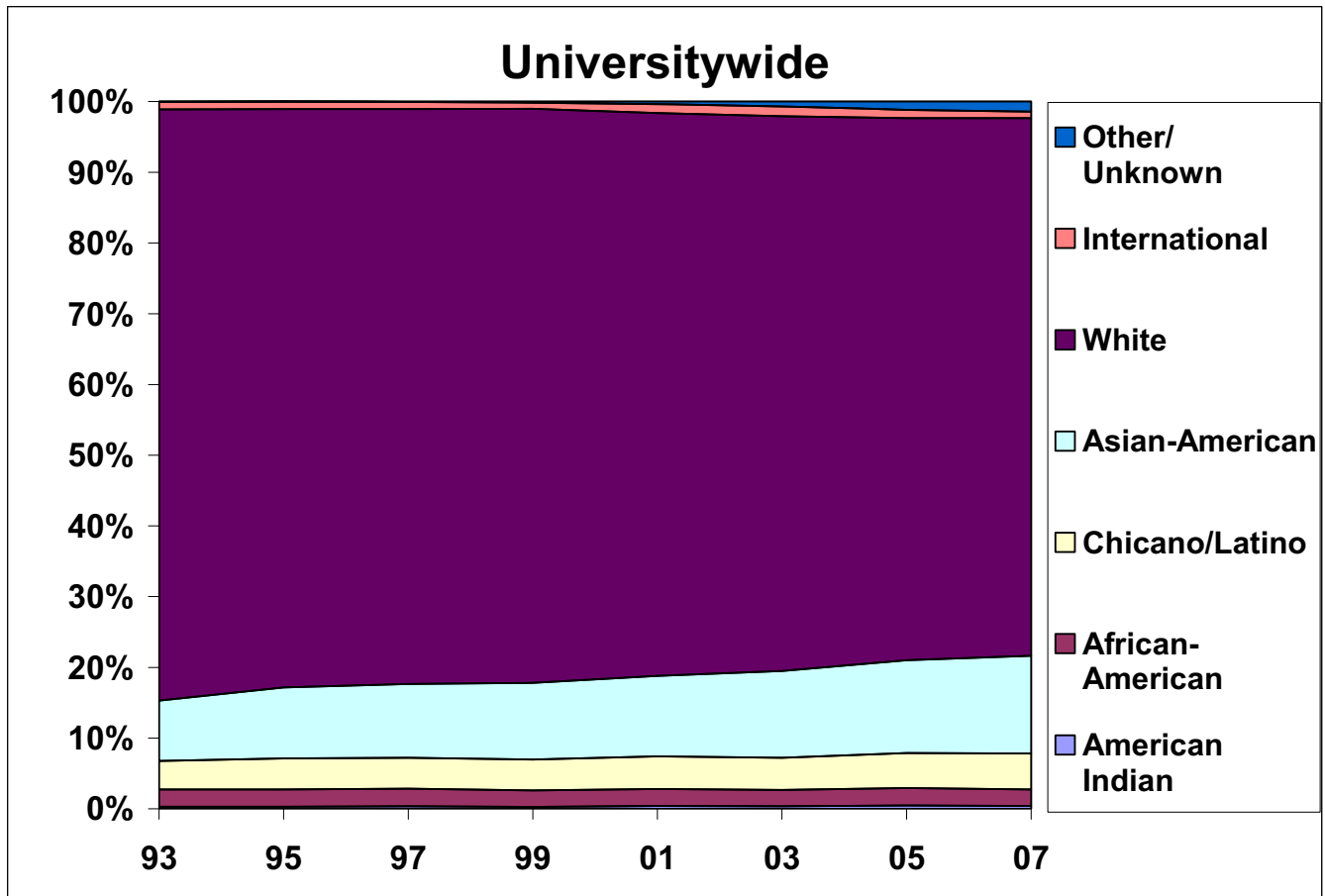
- The UC campuses have a higher proportion of minority faculty (Asian-American, Chicano/Latino, African-American and American Indian) than our public or private comparison institutions, reflecting UC’s commitment to increasing faculty diversity.

7.2 (continued) Full-Time Ladder-Rank Faculty by Race/Ethnicity – UC and Comparison Institutions, Fall 2007



**Indicator 7.3**

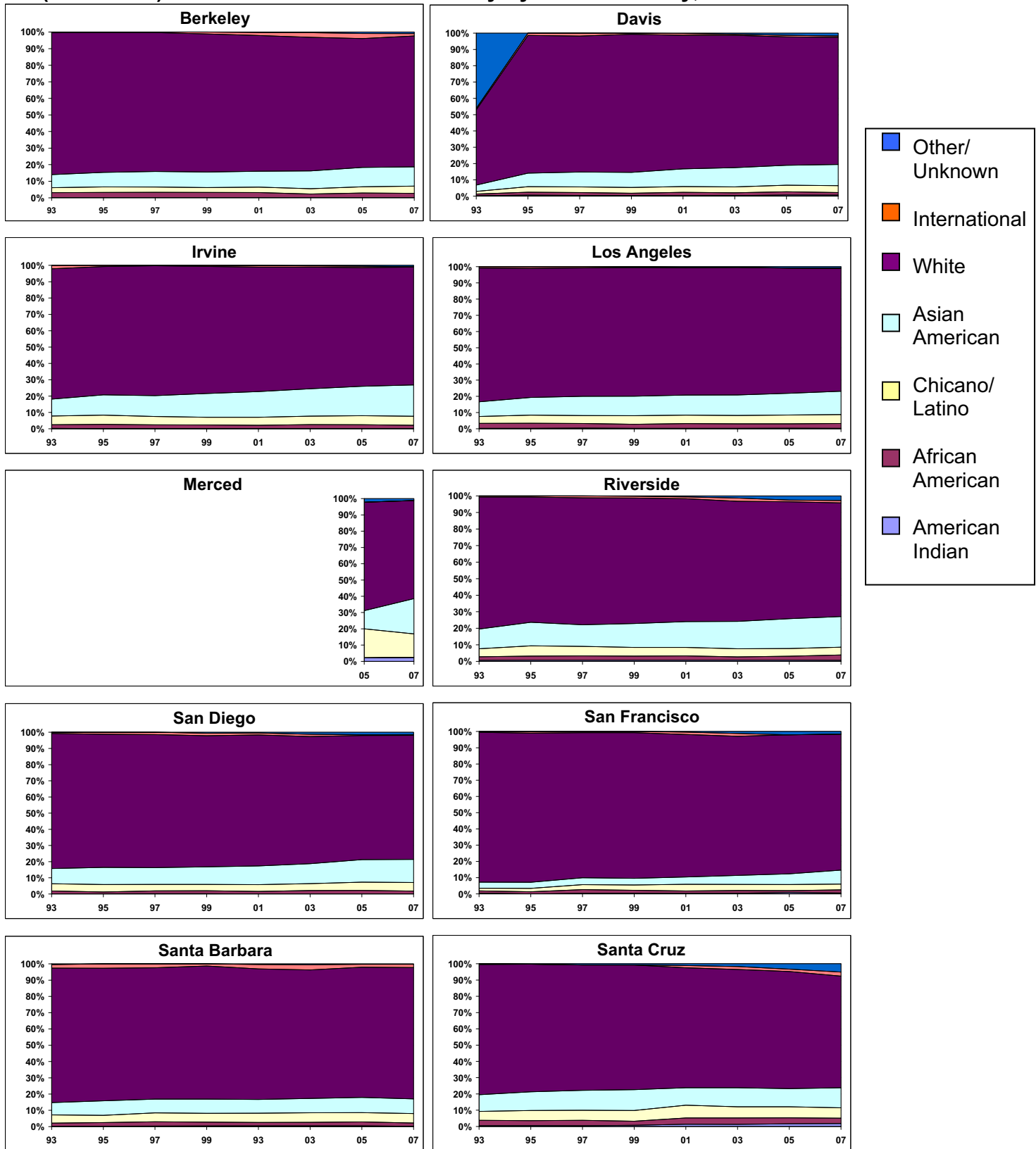
**Full-Time Ladder-Rank Faculty by Race/Ethnicity, Fall 1993 to 2007**



Source: IPEDS Staff Survey.

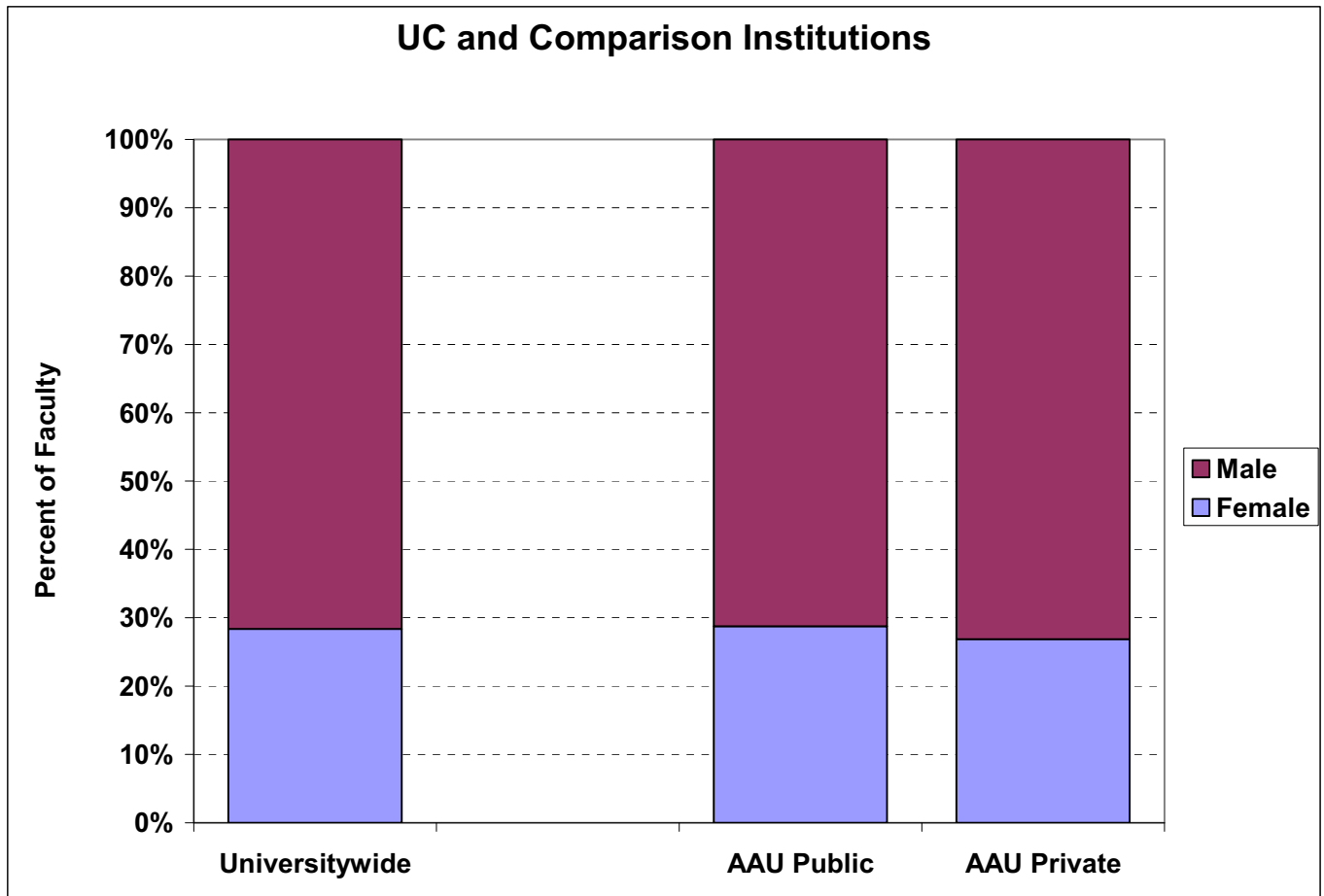
- The percentage of African-American, American Indian and Chicano/Latino faculty varies by discipline. Data on this variation will be included in the September 2009 Accountability Sub-Report on Diversity.

### 7.3 (continued) Full-Time Ladder-Rank Faculty by Race/Ethnicity, Fall 1993 to 2007



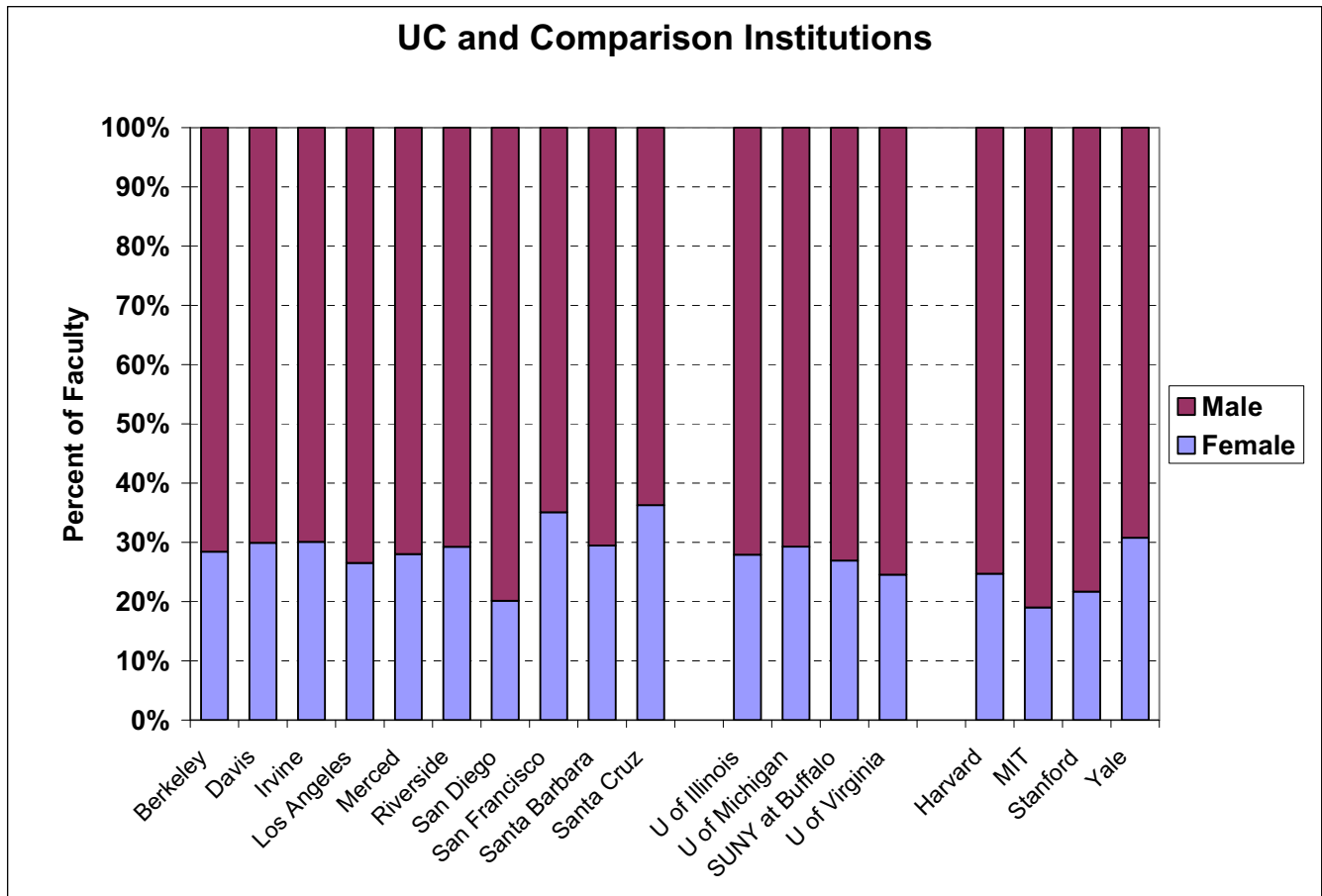
**Indicator 7.4**

**Full-Time Ladder-Rank Faculty by Gender – UC and Comparison Institutions, Fall 2007**

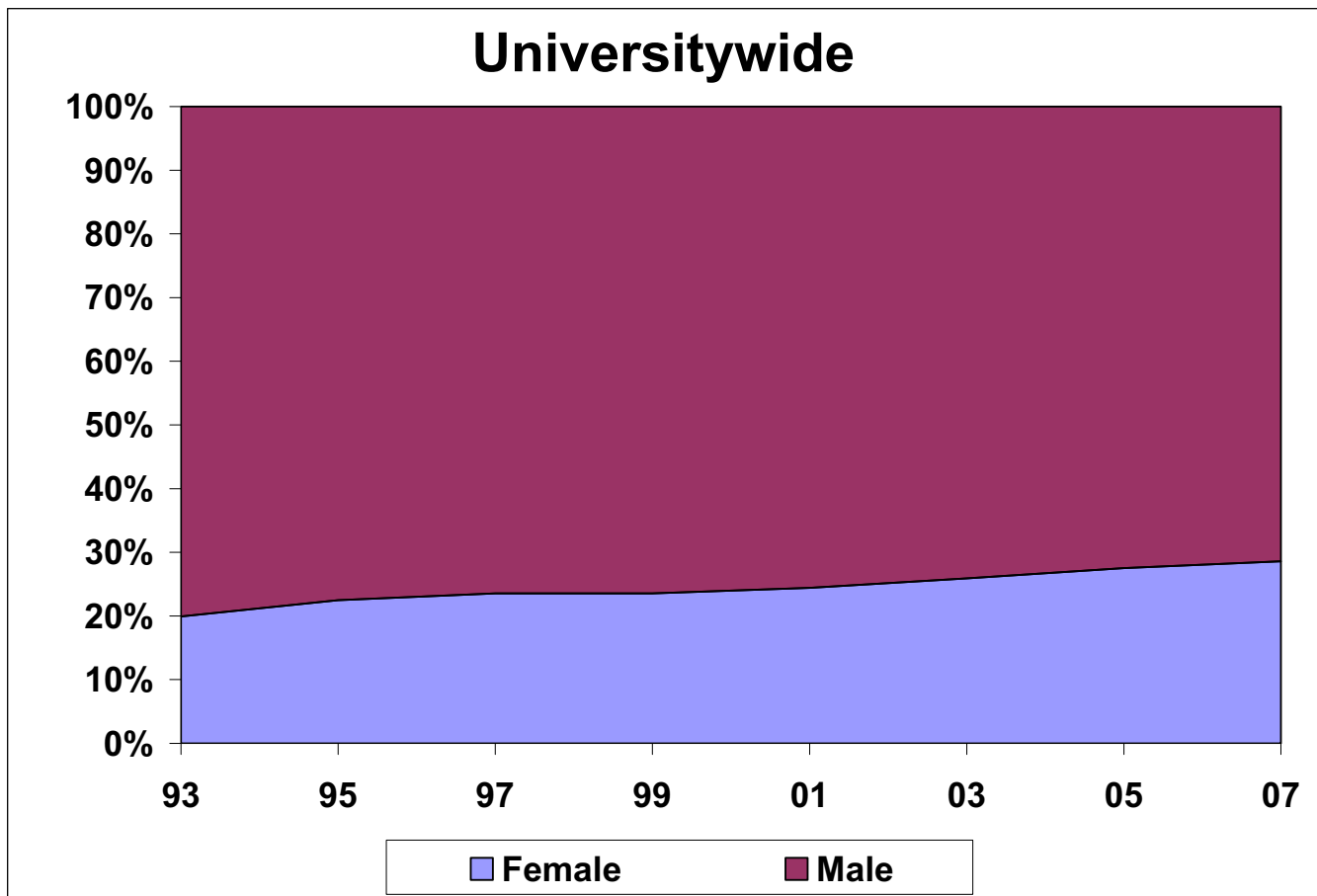


Source: IPEDS Staff Survey.

**7.4 (continued) Full-Time Ladder-Rank Faculty by Gender – UC and Comparison Institutions, Fall 2007**



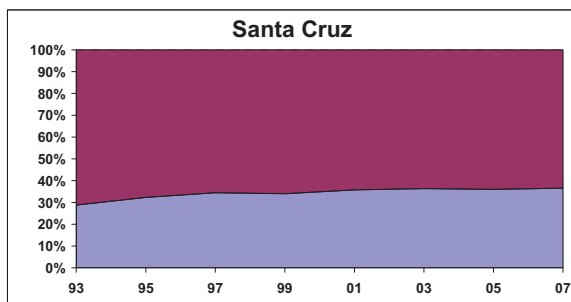
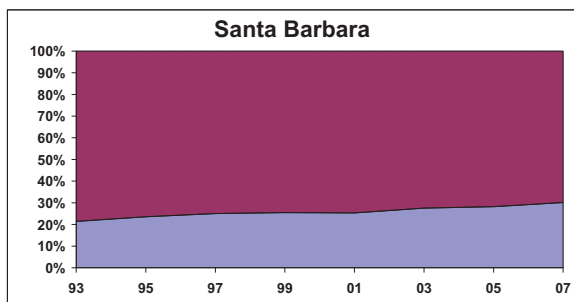
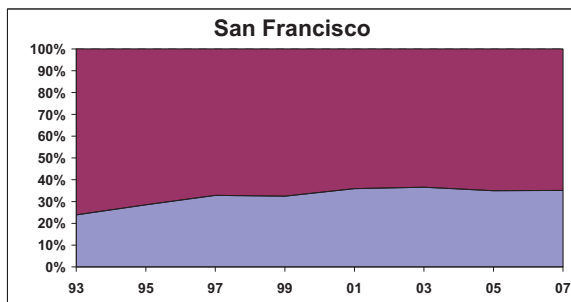
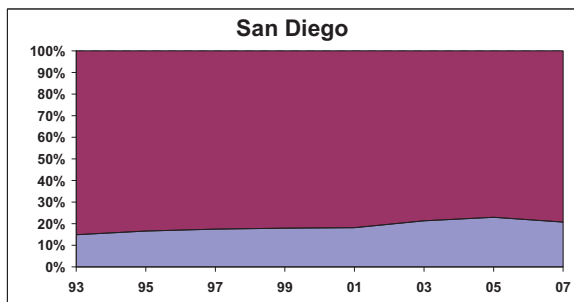
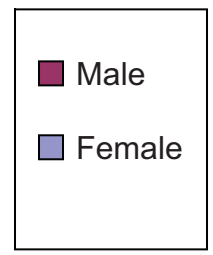
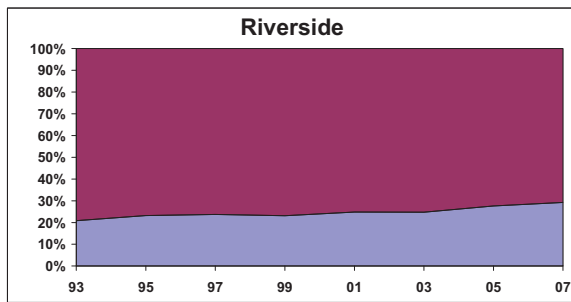
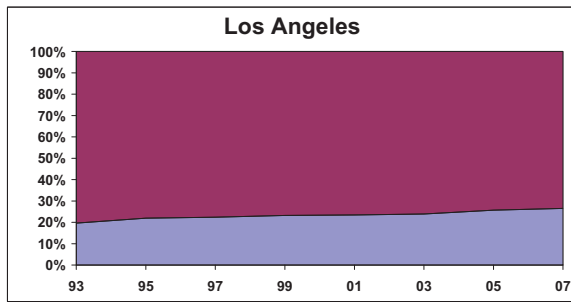
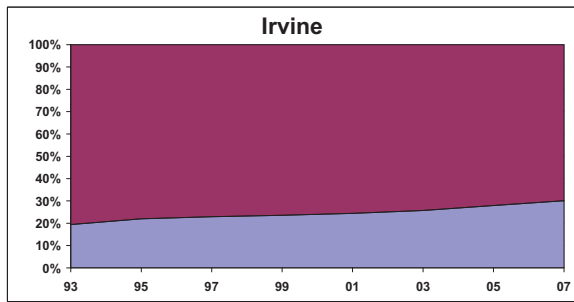
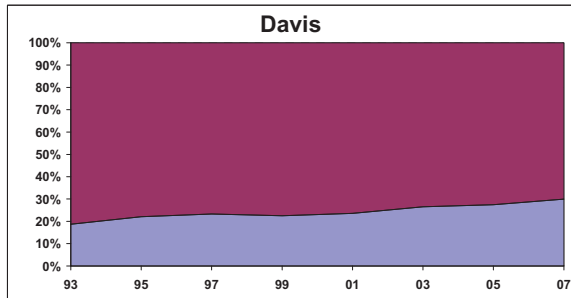
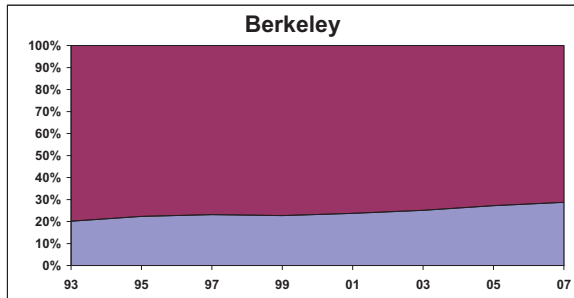
**Indicator 7.5**  
**Full-Time Ladder-Rank Faculty by Gender, Fall 1993 to 2007**



Source: IPEDS Staff Survey.

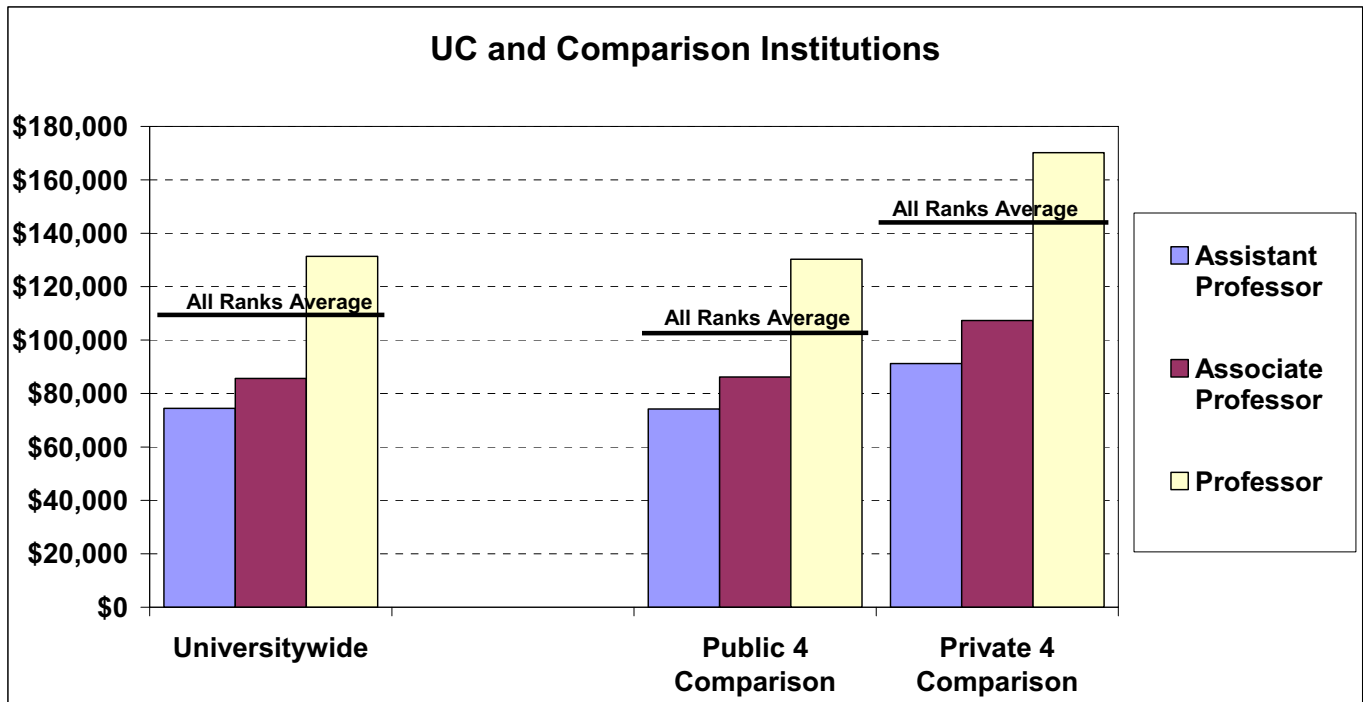
- The proportion of women faculty varies by discipline. Data on this variation will be included in the September 2009 Accountability Sub-Report on Diversity.

## 7.5 (continued) Full-Time Ladder-Rank Faculty by Gender, Fall 1993 to 2007



**Indicator 7.6**

**Average Faculty Salaries – UC and Comparison Institutions, 2007-08**

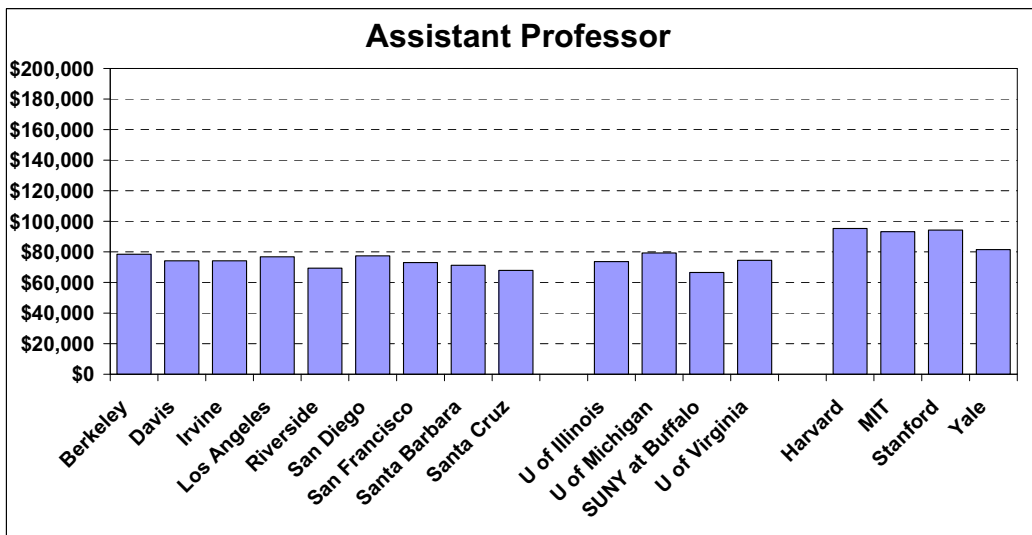
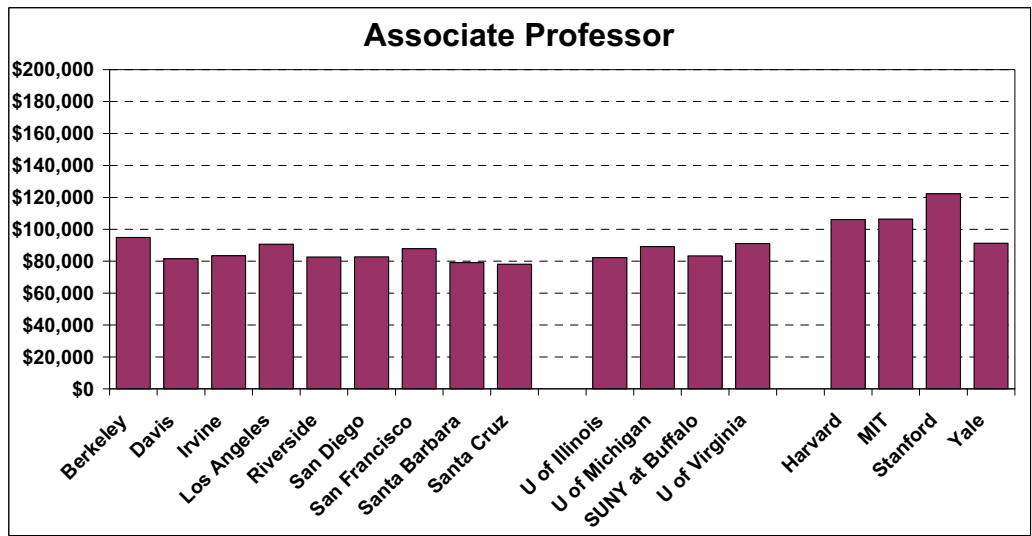
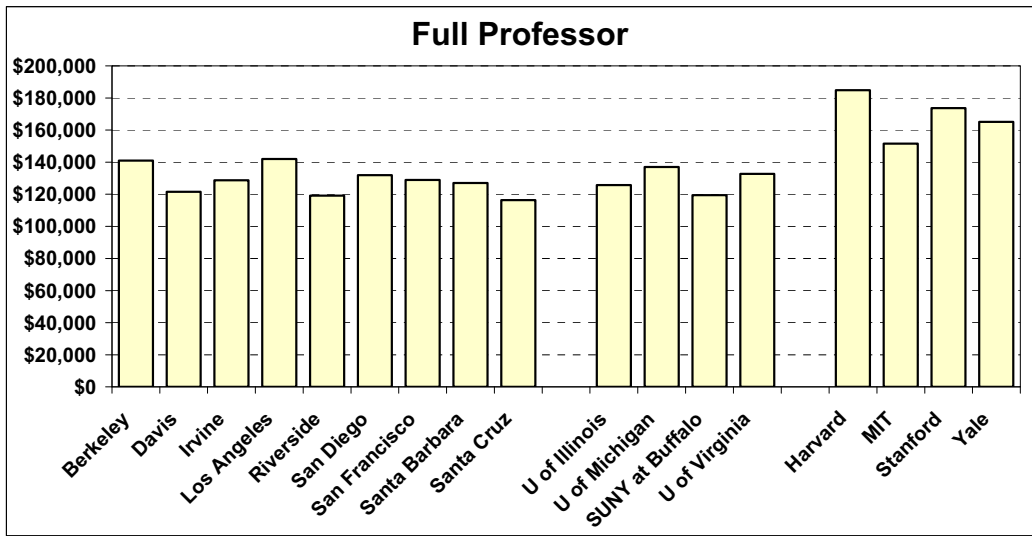


Source: American Association of University Professors (AAUP) Faculty Compensation Survey.

- In 2007-08, the average faculty salary at UC (\$109,333) was between UC’s four private comparison institutions (\$143,850) and four public comparison institutions (\$102,240).

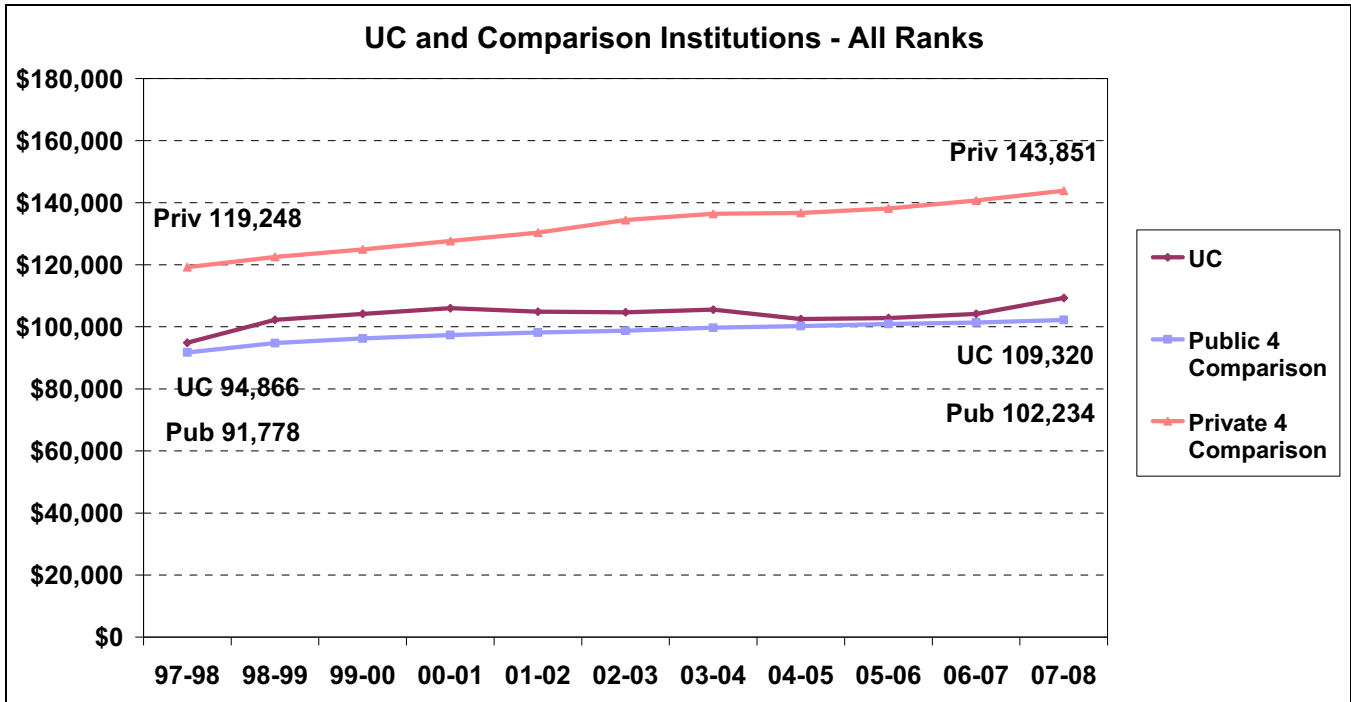
Note: The data presented in Indicators 7.6 and 7.7 come from the annual faculty compensation survey published by the American Association of University Professors. In addition to the AAUP survey, the University conducts other faculty salary comparison studies, such as the *Faculty Salaries at Public Institutions* report, which is submitted to the California Postsecondary Education Commission (CPEC). The average weighted faculty salaries reported here using AAUP data will not completely match average faculty salaries reported to CPEC due to differences in population definitions, time frames and methodologies. However, the general trends reported are comparable from one faculty salary survey to another.

7.6 (continued) Average Faculty Salaries – UC and Comparison Institutions, 2007-08



**Indicator 7.7**

**Average Faculty Salaries – UC and Aggregated Comparison Institutions, 1997-98 to 2007-08**

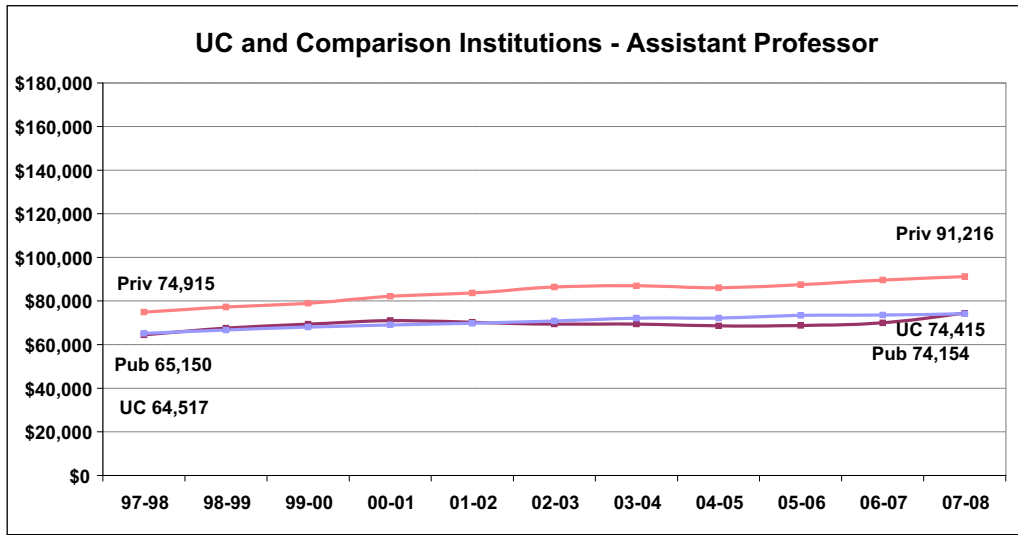
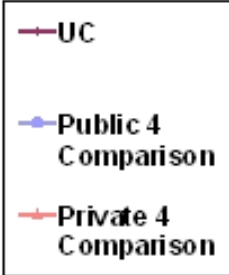
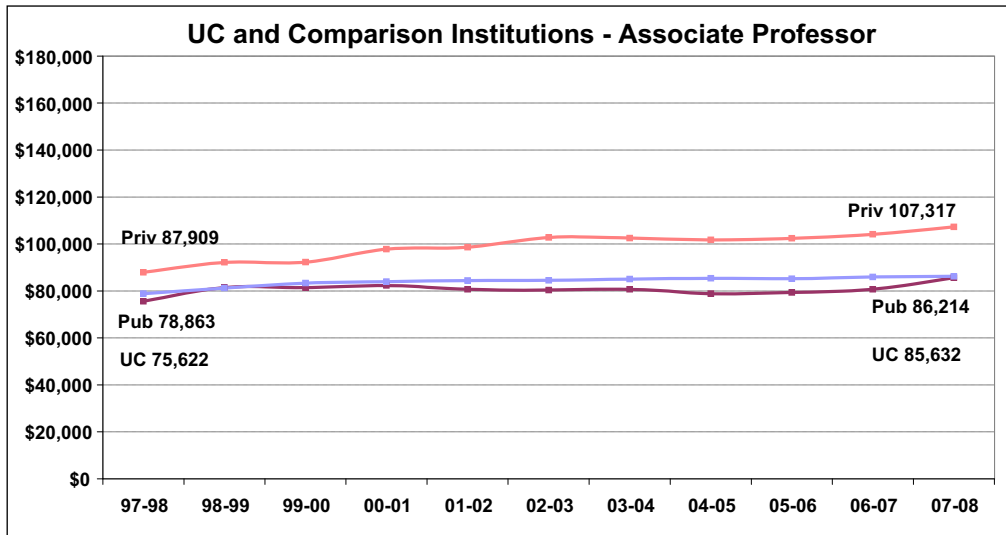
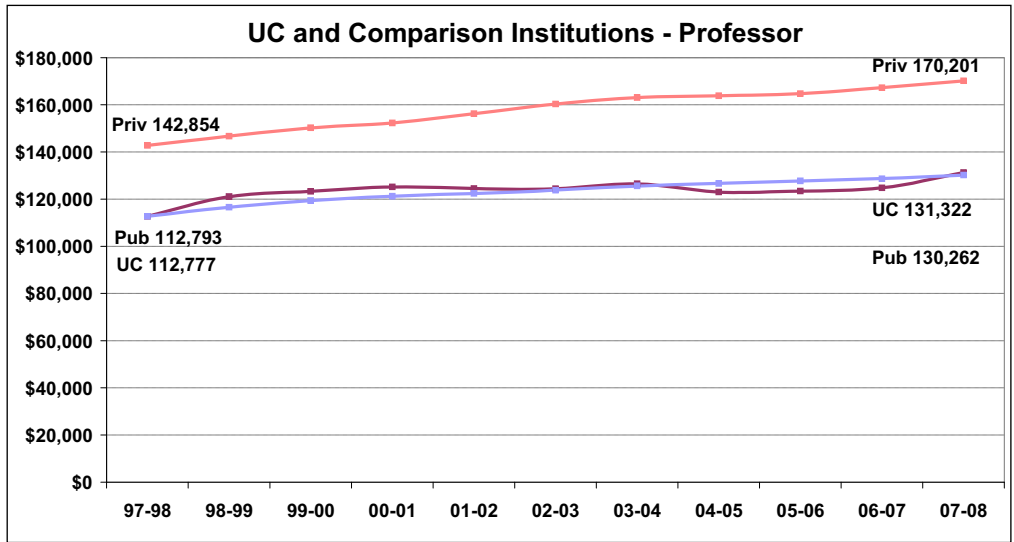


Source: American Association of University Professors (AAUP) Faculty Compensation Survey.

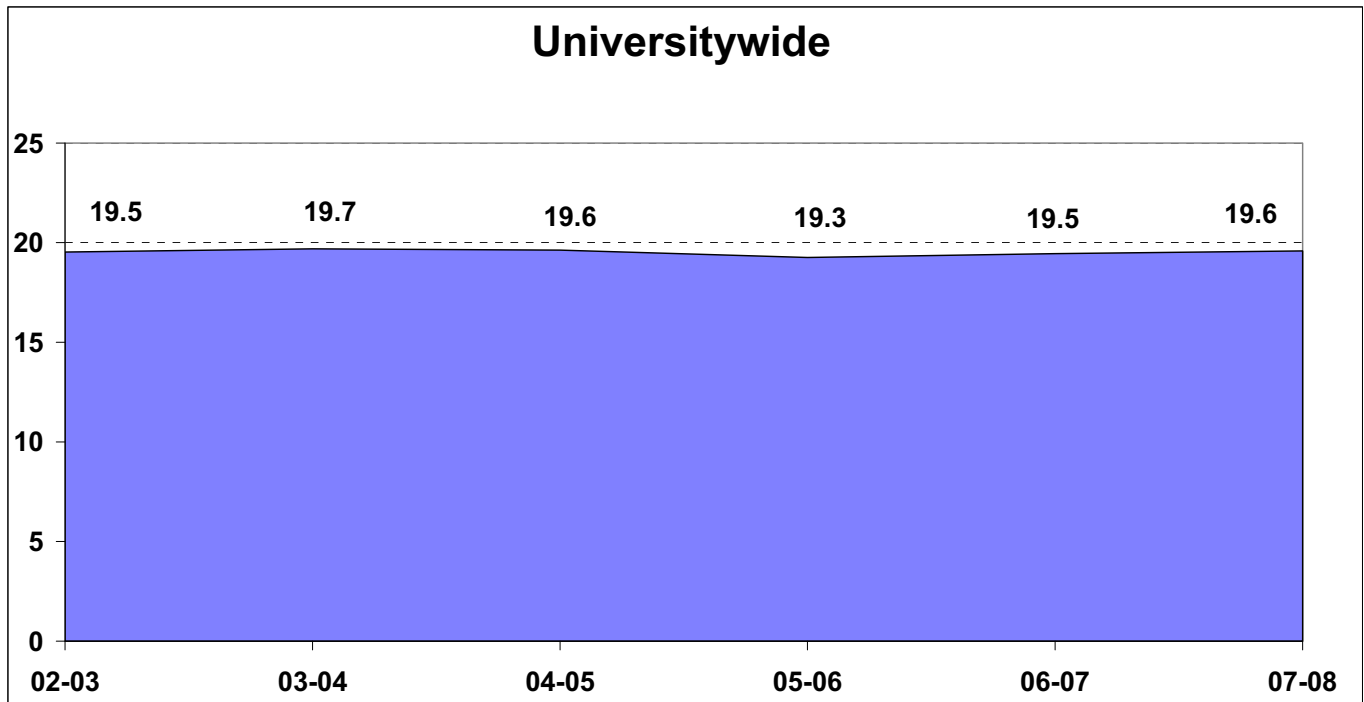
- The gap in faculty salaries between private and public institutions has widened over the past 10 years for faculty at all ranks.
- In 2007-08, the University implemented the first year of a four-year plan to raise faculty salaries, which slightly closed the gap between average faculty salaries at UC and its comparison private institutions.

Note: Figures are in constant inflation-adjusted 2007-08 dollars.

**7.7 (continued) Average Faculty Salaries – UC and Aggregated Comparison Institutions, 1997-98 to 2007-08**



**Indicator 7.8**  
**Student-Faculty Ratios, 2002-03 to 2007-08**

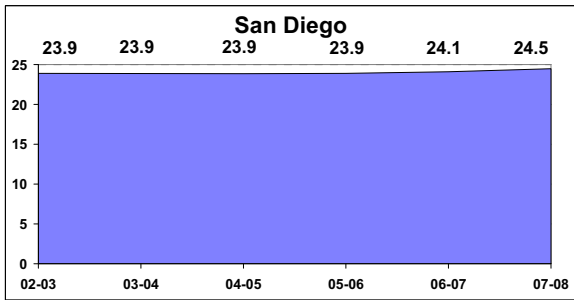
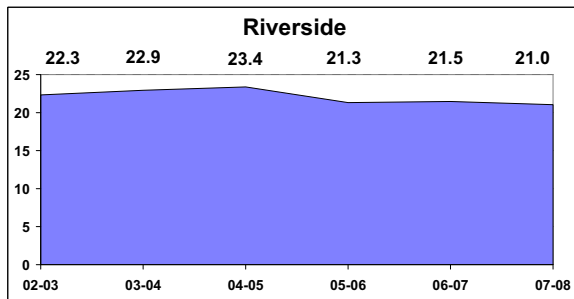
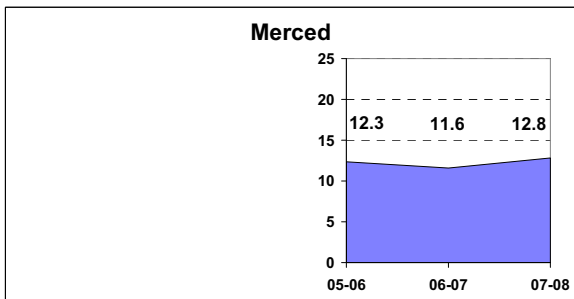
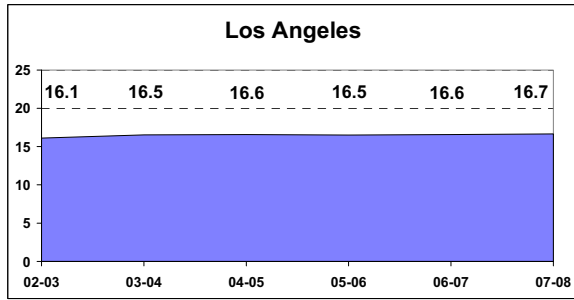
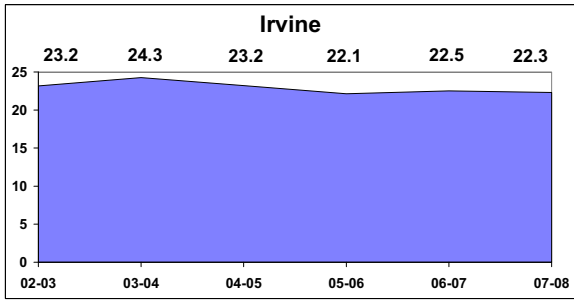
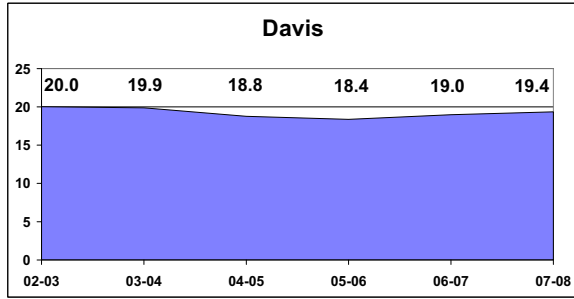
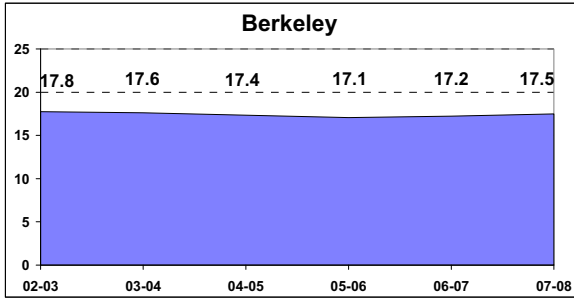


Source: UC Budget and Capital Resources.

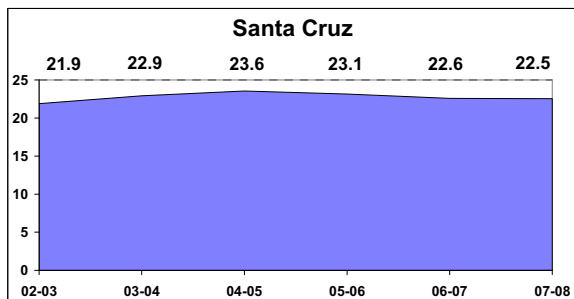
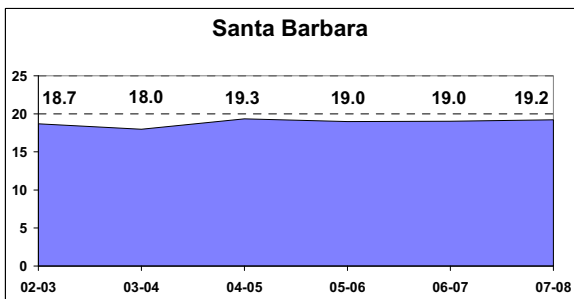
- The student faculty ratios reported here are computed by dividing full-year campus FTE student enrollment by estimated campus FTE faculty. The computations exclude health sciences faculty and enrollments.
- The National Center for Education Statistics is currently developing a national standard for computing student-faculty ratios. When the standard is available, UC will be able to provide data comparing student-faculty ratios across institutions.

Note: FTE refers to “full-time equivalent,” which is a standard unit of measurement for counting employees and students. For example, a full-time employee (or full-time student) constitutes 1.0 FTE; a half-time employee (or half-time student) constitutes .5 FTE. Two employees each working half-time (or two half-time students) together constitute 1.0 FTE.

**7.8 (continued) Student-Faculty Ratios, 2002-03 to 2007-08**

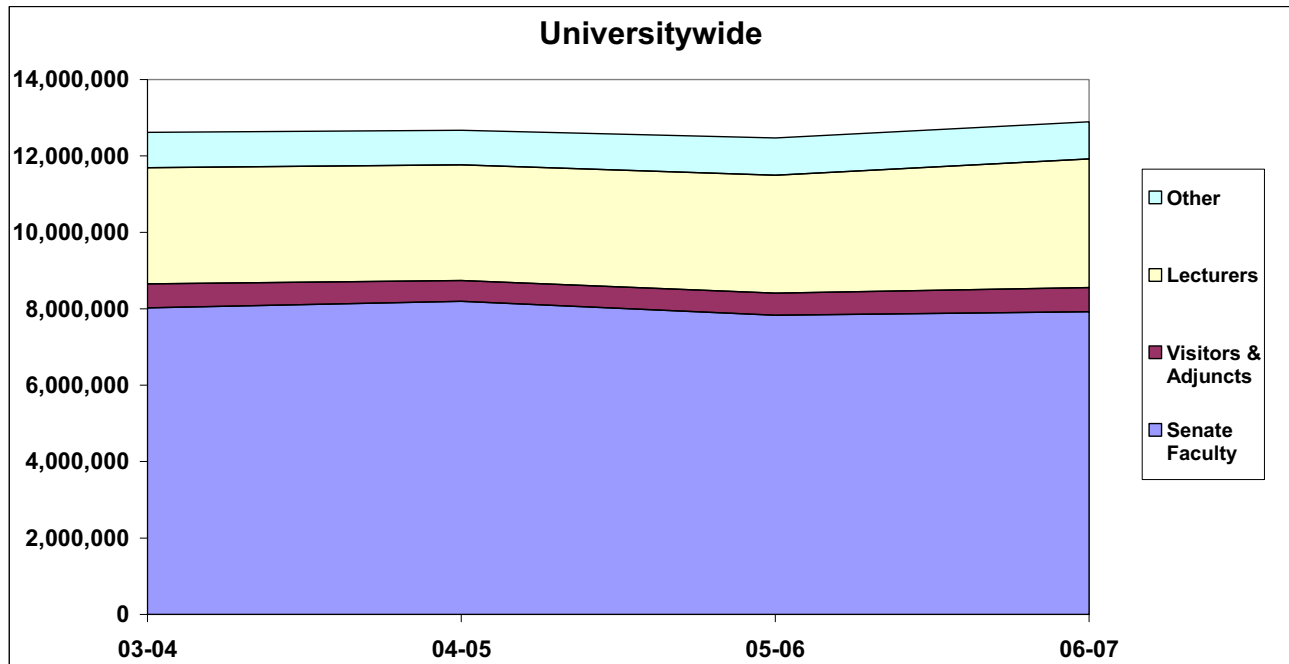


(San Francisco is a health sciences campus; these statistics are for general campus enrollment.)



## Indicator 7.9

### Student Credit Hours by Course Level and Faculty Appointment, 2003-04 to 2006-07

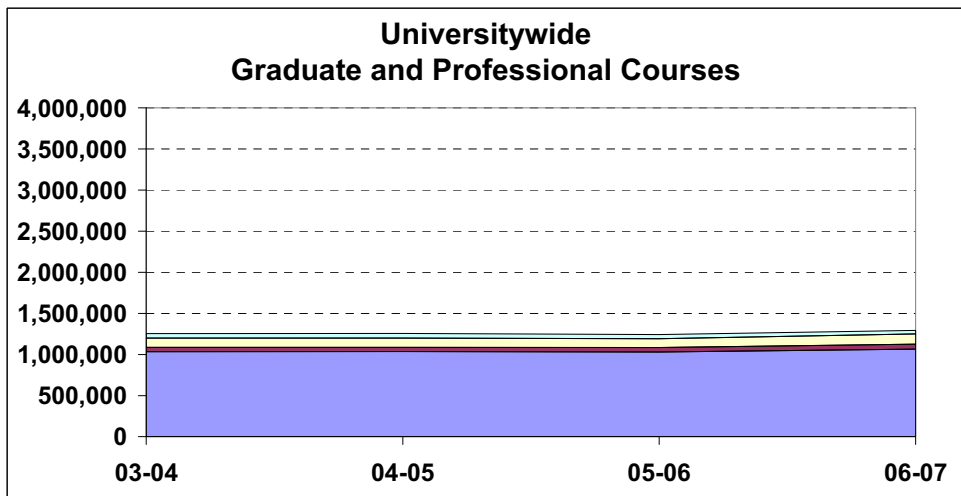
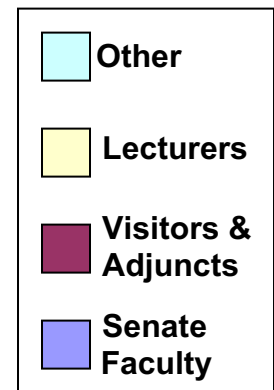
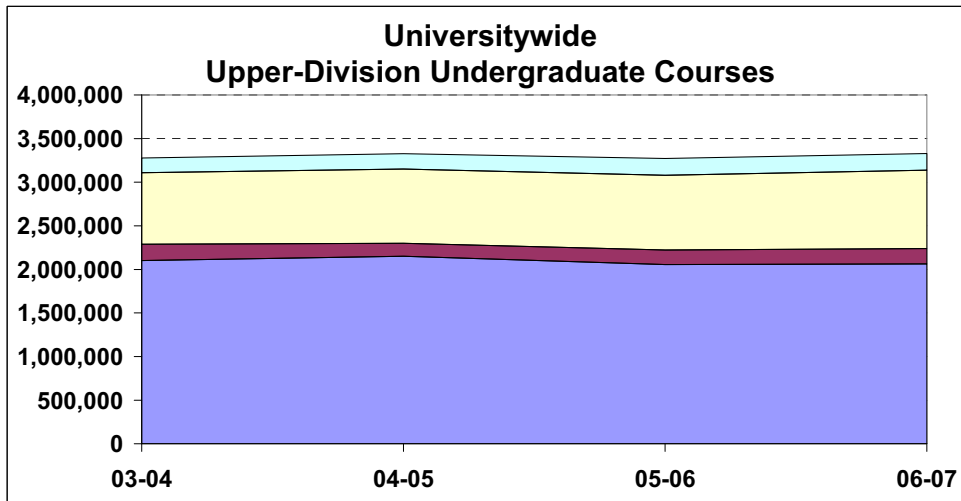
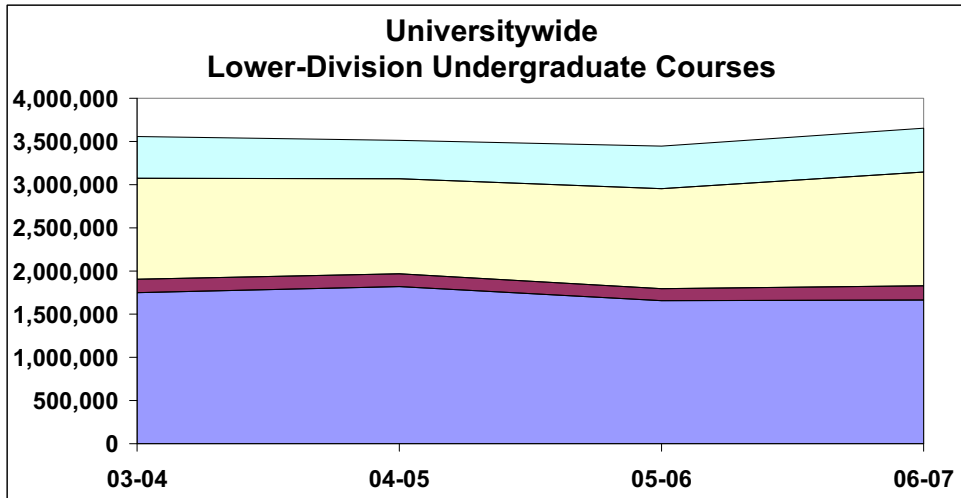


Source: University of California Annual Report to the Legislature on Faculty Instructional Activities.

- Student credit hours (SCH) is one measure used to assess faculty teaching activities.
- SCH is defined as the number of enrollments in a course times the number of units. A four-unit class of 50 students would generate 200 SCH; a two-unit class of 15 students would generate 30 SCH. In this respect, SCH is a measure of the amount of teaching faculty do across classes of different size and intensity.

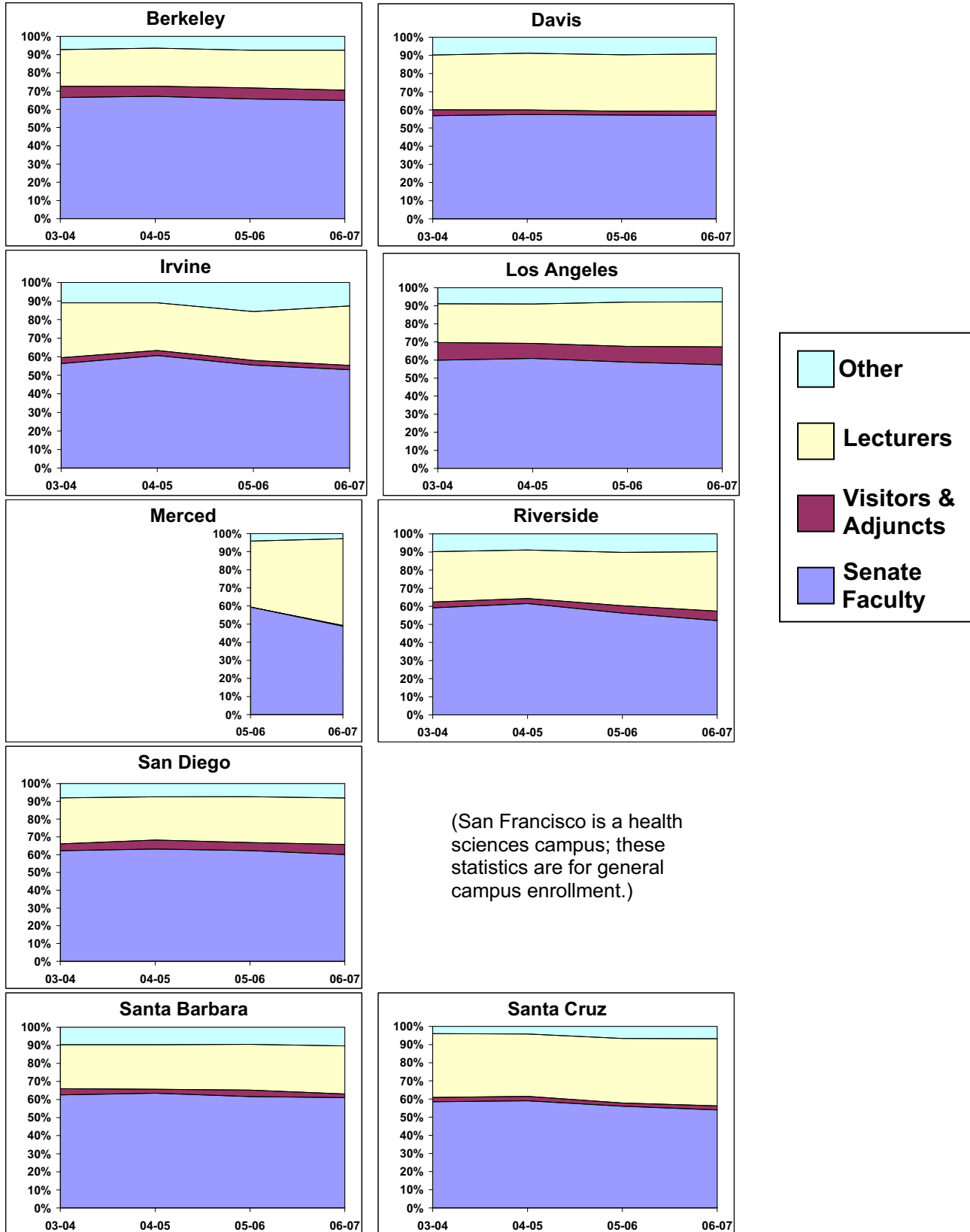
Note: Senate faculty includes regular rank, recalled faculty, senate lecturers and health sciences faculty teaching general campus courses; lecturers refers to Unit 18 lecturers; other includes graduate student instructors and miscellaneous faculty. Data reported are for general campus classes only and exclude health sciences courses.

7.9 (continued) Student Credit Hours by Course Level and Faculty Appointment, 2003-04 to 2006-07



7.9 (continued) Student Credit Hours by Course Level and Faculty Appointment, 2003-04 to 2006-07

All Courses



**Indicator 7.10**  
**Faculty Recipients of National and International Awards, Cumulative**

Award	Recipients
Fields Medal	7
National Medal of Science	57
Nobel Prize	55
Pulitzer Prize	15

Source: University of California Higher Education Compact Performance Measures.

- National and international lifetime achievement awards, memberships in the nation's most distinguished academic societies and other annual awards are one measure of the quality of the faculty.
- Of the 55 Nobel Prizes received by UC faculty, 22 have been awarded since 1995.

Note: Awards effective as of October 2008. The numbers include current, emeriti, retired, former and deceased faculty at the UC campuses, the Office of the President and the National Laboratories managed by UC.

**Indicator 7.11**  
**Total Faculty Memberships**

Membership	Recipients
American Academy of Arts and Sciences	370
American Association for the Advancement of Science	585
American Chemical Society	78
American Council of Learned Societies	85
American Geophysical Union	61
American Philosophical Society	56
American Physical Society	155
Institute of Medicine	106
National Academy of Education	22
National Academy of Engineering	107
National Academy of Sciences	232

Source: University of California Higher Education Compact Performance Measures.

Note: Awards effective as of October 2008. The numbers include current faculty at UC campuses, the Office of the President and the National Laboratories managed by UC. The list does not include emeriti, retired, former or deceased faculty.

**Indicator 7.12**  
**Annual Faculty Awards and Honors, 2003-04 to 2007-08**

Award	2003	2004	2005	2006	2007
American Academy in Rome Fellowships	2	1			
American School of Classical Studies in Athens					
Memberships	3	5			
Balzan Prize	1	1	1		
California Scientist of the Year	1				
Ford Foundation Fellowships	3	1	2	3	1
Fulbright Scholars	26	20	23	20	11
Guggenheim Fellowships	8	17	9	18	13
Harvey Prize					1
(Alexander von) Humboldt Awards					1
IEEE Fellows	9	9	6	16	4
Lasker Foundation Award		1		1	
(E.O.) Lawrence Fund Fellowships					1
MacArthur Fellowships	1	2	4	1	2
National Endowment for the Arts					2
National Endowment for the Humanities		1	3	4	4
NSF Early Career Development Program	13	28	20	11	16
Packard Fellowships	3	3	4	2	2
Presidential Early Career Award for Science and Engineering	2	1		2	
Residency at the Getty Center for Arts and Humanities	4	4			
Residency at the Institute for Advanced Study		15		3	
Residency at the National Humanities Center	4	1	2	1	
Residency at the Woodrow Wilson Center for Scholars		1			
Revelle Medal		1			
Rockefeller Fellowships	10	9	2	1	
Searle Scholars	2	2	4	1	
Sloan Fellows	40	24	27	20	20
Vannevar Bush Award	1			1	

Source: Campus reports and University of California Higher Education Compact Performance Measures.

- UC's youngest faculty members are also leaders in their fields, as illustrated by the number who have earned Sloan Fellowships and NSF Early Career Development Awards.

Note: Awards effective as of October 2008. The numbers include current faculty at UC campuses, the Office of the President and the National Laboratories managed by UC. The list does not include emeriti, retired, former or deceased faculty.