2016-17 Faculty Demographics
Office of HS Faculty Affairs

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Professor of Pediatrics and Family Medicine and Public Health

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Professor of Pharmacology
2016-17 Health Sciences Faculty Demographics

Total number of faculty by rank & series

- **Assistant**: 419 (28%)
- **Associate**: 370 (24%)
- **Full**: 726 (48%)
- **Adjunct**: 172 (11%)
- **Clin X**: 136 (9%)
- **HS Clin**: 759 (50%)
- **In Res**: 104 (7%)
- **Ladder**: 344 (23%)
2016-17 Health Sciences Faculty Demographics

Total number of faculty by gender & ethnicity

- Men: 889 (59%)
- Women: 626 (41%)
- Majority: 1055 (70%)
- Minority: 347 (23%)
- URM: 113 (7%)
2016-17 Health Sciences Faculty Demographics
Percentage of women and URM faculty

WOMEN

<table>
<thead>
<tr>
<th></th>
<th>New (188)</th>
<th>SSPPS (49)</th>
<th>SOM (1466)</th>
<th>UC (5770)</th>
<th>AAMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>55%</td>
<td>43%</td>
<td>41%</td>
<td>37%</td>
<td>36%</td>
</tr>
</tbody>
</table>

URM

<table>
<thead>
<tr>
<th></th>
<th>New (188)</th>
<th>SSPPS (49)</th>
<th>SOM (1466)</th>
<th>UC (5770)</th>
<th>AAMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>URM</td>
<td>8%</td>
<td>10%</td>
<td>7%</td>
<td>7%</td>
<td>7.8%</td>
</tr>
</tbody>
</table>

UC and AAMC numbers obtained from the AAMC’s Faculty Roster (FAMOUS)
2016-17 Health Sciences Faculty Demographics

Gender
## 2016-17 Health Sciences Faculty Demographics

Percentage of faculty that are women by department / school

<table>
<thead>
<tr>
<th>Department / School</th>
<th>Percentage of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>DERM (19)</td>
<td>58%</td>
</tr>
<tr>
<td>PEDS (193)</td>
<td>57%</td>
</tr>
<tr>
<td>FMHP (96)</td>
<td>54%</td>
</tr>
<tr>
<td>PSYCH (174)</td>
<td>54%</td>
</tr>
<tr>
<td>REPRO MED (39)</td>
<td>51%</td>
</tr>
<tr>
<td>SSPPS (49)</td>
<td>43%</td>
</tr>
<tr>
<td>PATH (59)</td>
<td>42%</td>
</tr>
<tr>
<td>SOM (1,466)</td>
<td>41%</td>
</tr>
<tr>
<td>MEDICINE (415)</td>
<td>40%</td>
</tr>
<tr>
<td>PHARM (26)</td>
<td>39%</td>
</tr>
<tr>
<td>UROL (15)</td>
<td>33%</td>
</tr>
<tr>
<td>NEURO (59)</td>
<td>31%</td>
</tr>
<tr>
<td>ANES (69)</td>
<td>29%</td>
</tr>
<tr>
<td>RAD (69)</td>
<td>29%</td>
</tr>
<tr>
<td>SURG (93)</td>
<td>28%</td>
</tr>
<tr>
<td>EMERG (27)</td>
<td>26%</td>
</tr>
<tr>
<td>ORTHO (30)</td>
<td>23%</td>
</tr>
<tr>
<td>CMM (29)</td>
<td>22%</td>
</tr>
<tr>
<td>RAD MED (35)</td>
<td>17%</td>
</tr>
<tr>
<td>OPHTHAL (26)</td>
<td>15%</td>
</tr>
</tbody>
</table>

41% of SOM faculty are women

Total number of faculty displayed next to department / school name
2016-17 Health Sciences Faculty Demographics
Percentage of faculty that are women by department / school

Total number of faculty displayed next to department / school name
Departments without AAMC comparisons not displayed
2016-17 Health Sciences Faculty Demographics
Percentage of faculty that are women by rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>2009</th>
<th>2016</th>
<th>AAMC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>45%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>41%</td>
<td>45%</td>
<td>35%</td>
</tr>
<tr>
<td>Full</td>
<td>22%</td>
<td>33%</td>
<td>22%</td>
</tr>
</tbody>
</table>
2016-17 Health Sciences Faculty Demographics
Percentage of faculty that are women by series

- 43% of Adjunct faculty are women in 2016, compared to 25% in 2009.
- 32% of Clinical X faculty are women in 2016, compared to 25% in 2009.
- 50% of HS Clinical faculty are women in 2016, compared to 42% in 2009.
- 30% of In Residence faculty are women in 2016, compared to 29% in 2009.
- 17% of Ladder faculty are women in 2016, compared to 24% in 2009.

24% of FTE holders are women.
2016-17 Health Sciences Faculty Demographics

Percentage of women among **new** faculty by series

<table>
<thead>
<tr>
<th>Series</th>
<th>2014</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct</td>
<td>50%</td>
<td>57%</td>
</tr>
<tr>
<td>Clinical X</td>
<td>50%</td>
<td>25%</td>
</tr>
<tr>
<td>HS Clinical</td>
<td>51%</td>
<td>61%</td>
</tr>
<tr>
<td>Ladder</td>
<td>10%</td>
<td>36%</td>
</tr>
</tbody>
</table>

*36% of new FTEs went to women*

*Does not include existing faculty who underwent a change in series (CIS) to ladder rank
Gender difference for change in series to ladder rank not significant (p=.022) [Women: 5, Men:12]*
2016-17 Health Sciences Faculty Demographics

Under Represented Minority (URM) Faculty
2016-17 Health Sciences Faculty Demographics

Percentage of faculty that are URM by school / department

<table>
<thead>
<tr>
<th>Department</th>
<th>URM Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FMPH (96)</td>
<td>16%</td>
</tr>
<tr>
<td>EMERG (27)</td>
<td>15%</td>
</tr>
<tr>
<td>PHARM (26)</td>
<td>12%</td>
</tr>
<tr>
<td>DERM (19)</td>
<td>11%</td>
</tr>
<tr>
<td>ANES (68)</td>
<td>10%</td>
</tr>
<tr>
<td>SSPPS (49)</td>
<td>10%</td>
</tr>
<tr>
<td>MED (415)</td>
<td>8%</td>
</tr>
<tr>
<td>OPHTHAL (26)</td>
<td>8%</td>
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<tr>
<td>PEDS (193)</td>
<td>8%</td>
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<td>7%</td>
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<tr>
<td>PATH (59)</td>
<td>7%</td>
</tr>
<tr>
<td>UROL (15)</td>
<td>7%</td>
</tr>
<tr>
<td>RAD MED (35)</td>
<td>6%</td>
</tr>
<tr>
<td>SURG (39)</td>
<td>5%</td>
</tr>
<tr>
<td>REPRO MED (39)</td>
<td>5%</td>
</tr>
<tr>
<td>PYSCH (174)</td>
<td>4%</td>
</tr>
<tr>
<td>RAD (69)</td>
<td>3%</td>
</tr>
<tr>
<td>CMM (23)</td>
<td>0%</td>
</tr>
<tr>
<td>ORTHO (30)</td>
<td>0%</td>
</tr>
</tbody>
</table>

7% of SOM faculty are URM

Total number of faculty displayed next to department / school name
2016-17 Health Sciences Faculty Demographics
Percentage of faculty that are URM by department

Total number of faculty displayed next to department / school name
Departments without AAMC comparisons not displayed
2016-17 Health Sciences Faculty Demographics

Percentage of faculty that are URM by rank

- **Assistant**
  - 2009: 6%
  - 2016: 9%
  - AAMC 2016: 9%

- **Associate**
  - 2009: 9%
  - 2016: 10%
  - AAMC 2016: 8%

- **Full**
  - 2009: 4%
  - 2016: 6%
  - AAMC 2016: 6%
Faculty Attrition
2016-17 Health Sciences Faculty Demographics
Faculty attrition as a percentage of headcount \((n=108)\)
2016-17 Health Sciences Faculty Demographics

Attrition Rate by Department / School

Total number of faculty displayed next to department / school name
Departments with zero separations not displayed

7% of SOM faculty separated last year
2016-17 Health Sciences Faculty Demographics
10 Year Survival Rate

67% of women faculty from 2006 are still here

UC and AAMC data obtained from AAMC Faculty Retention Report
2016-17 Health Sciences Faculty Demographics
Faculty Attrition: Where do they go?

2009
- Academic: 38%
- Family/Health: 3%
- Industry: 21%
- Private Practice: 35%
- Retirement: 3%
N=29

2016
- Academic: 23%
- Family/Health: 6%
- Industry: 25%
- Private Practice: 23%
- Retirement: 16%
N=108

Academic: Employed at another academic institution or national service (NIH, CDC, etc)
Family/Health: Left to take care of children, for medical reasons or death
Industry: Independent consultants or employed at biotechnology, pharmaceutical companies, start-ups, etc.
Private Practice: Employed in a private medical practice or at the VA
Retirement: Formally retired (includes faculty who return as RTADs)
Change in Series: Changed to a non-salaried title or MSP staff physician contract
2016-17 Health Sciences Faculty Demographics

Academic Leadership
2016-17 Health Sciences Faculty Demographics
Percentage of academic leaders that are women

Vice Chancellors: faculty with vice chancellor titles (including assistant & associate)
Deans: faculty appointed as assistant, associate, sr. associate or deputy dean
Departmental Leadership: vice chairs or division/section chiefs

Faculty with multiple leadership positions only counted once per category
Total number of leaders displayed next to leadership category
2016-17 Health Sciences Faculty Demographics
Percentage of academic leaders that are women

- SOM Deans (19): 42%
- SOM Deans (AAMC): 33%
- Dept Chairs (18): 11%
- Dept Chairs (AAMC): 15%
- Vice Chairs & Division Chiefs (157): 29%
- Vice Chairs & Division Chiefs (AAMC): 24%

Deans: faculty appointed as assistant, associate, sr. associate or deputy dean
Department Chairs: faculty appointed as chair for academic department (includes interim)
Vice Chairs/Division Chiefs: faculty appointed as vice chair, division chief or section chief

Faculty with multiple leadership positions only counted once per category
Total number of leaders displayed next to leadership category
2016-17 Health Sciences Faculty Demographics
Percentage of academic leaders that are women by department

26% of SOM department leaders are women

Departmental Leadership: vice chairs and division/section chiefs
Total number of leaders displayed next to department name
Departments without women leadership not displayed
2016-17 Health Sciences Faculty Demographics

Percentage of academic leaders that are women compared to percentage of women in department (availability)

Departmental Leadership: vice chairs and division/section chiefs

Total number of leaders displayed next to department name
Summary

- 5% growth in total size of faculty (predominately clinical)
- Gender parity exceeds AAMC and UC benchmarks
- URM faculty distribution has risen to national average with equitable FTE allocation
- Faculty attrition is stable at 8% annually with no gender difference
- SOM faculty ten year retention rate exceeds both UC and national averages with no gender difference
- Proposed areas of focus:
  - Continue to improve gender parity for ladder rank faculty
  - Increase URM faculty
  - Increase representation of women and URM in leadership positions