

Draft for Discussion

UNIVERSITY OF CALIFORNIA ACCOUNTABILITY FRAMEWORK

PART II. Universitywide Indicators with Campus Comparisons

Section 7. Faculty

Goals

UC's faculty are crucial to its success as a leading research university and to the nature of the educational experience it provides. Accordingly, the recruitment and retention of a world-class faculty are the University's most important overarching goals. In addition, the faculty's gender, ethnic and racial composition is indicative of the University's progress in achieving the Regents' diversity goals.

Measures

As with graduate students, data on faculty are disparate and complicated to aggregate. Accordingly, this section too is expected to absorb a great deal of attention as the framework is developed in the years to come.

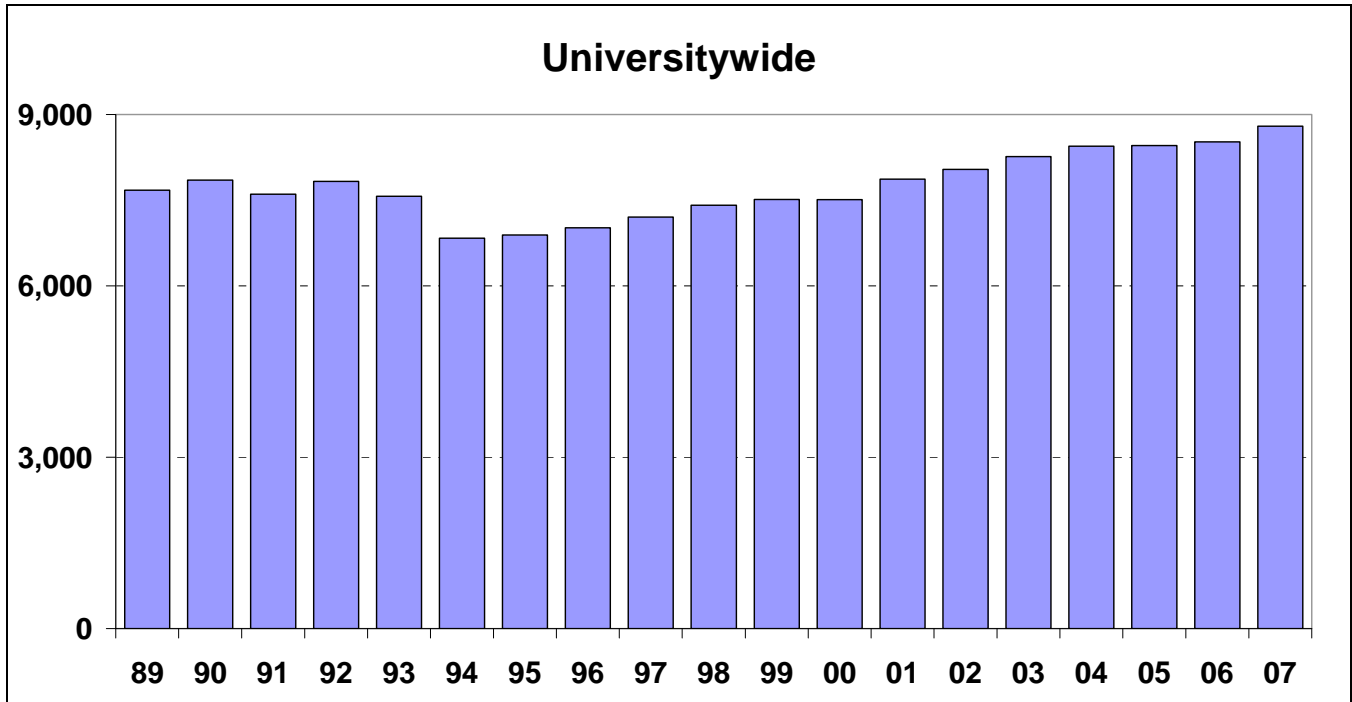
The data presented at this stage cover the size and diversity of the University of California faculty. The small percentages of women and minority faculty are a major challenge for the University. To respond to the challenge, efforts must be made to identify and overcome the barriers preventing women 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 are able to 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.

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Indicator 7.1

UC Full-Time Ladder-Rank Faculty, Fall 1989 to Fall 2007

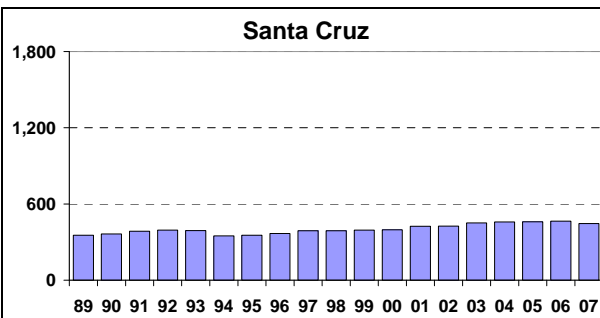
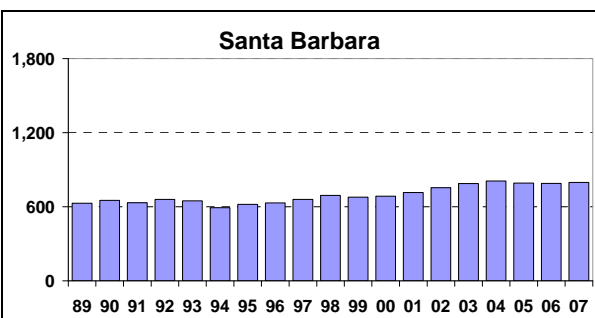
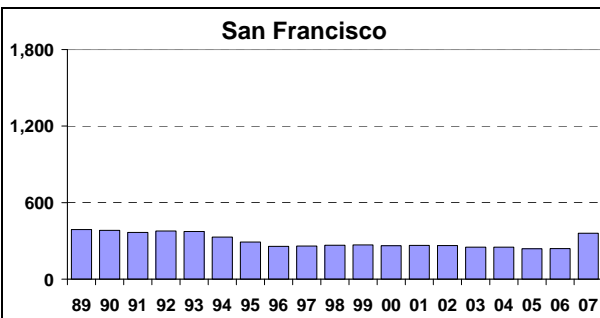
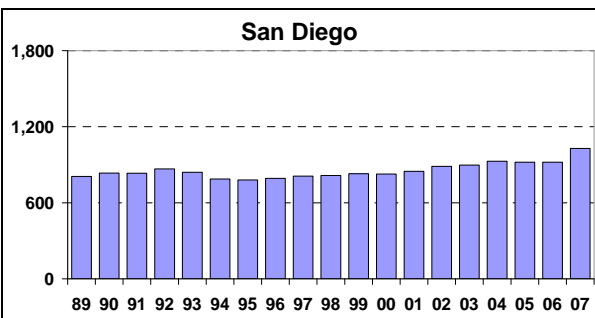
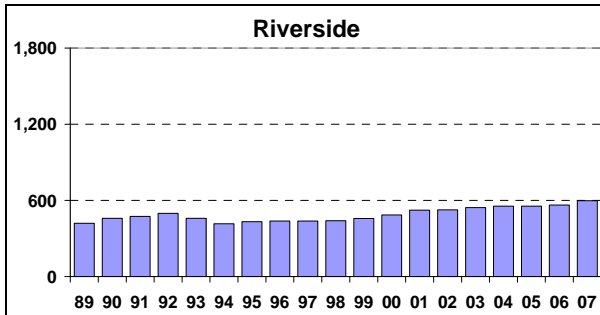
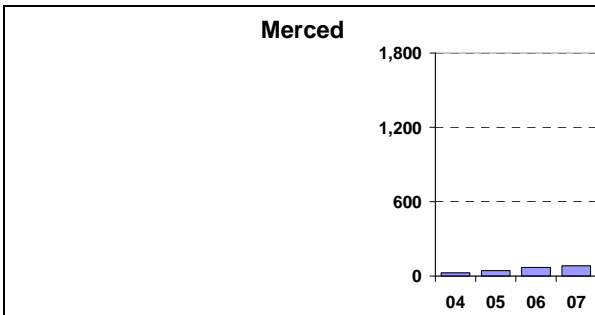
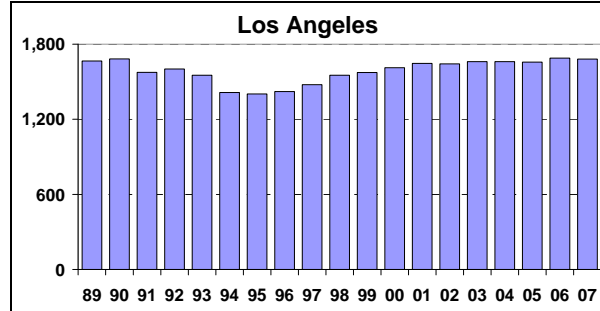
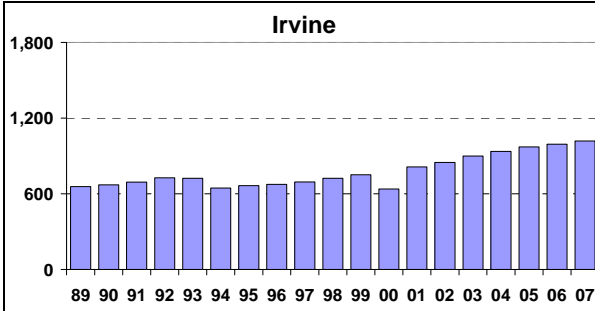
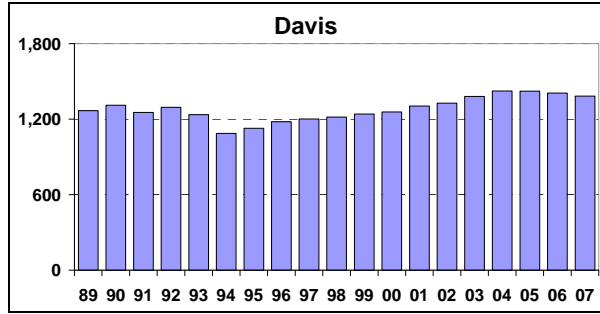
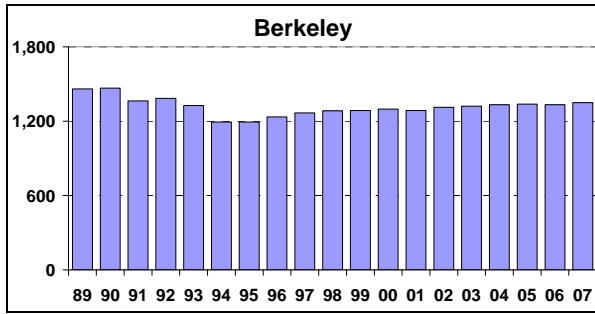


- In 1993 and 1994, the University lost many faculty in response to a Voluntary Early Retirement Incentive Program that was instituted in response to state budget shortfalls. This is responsible for the drop in faculty members during that period.

Source: UCOP Academic Advancement Office

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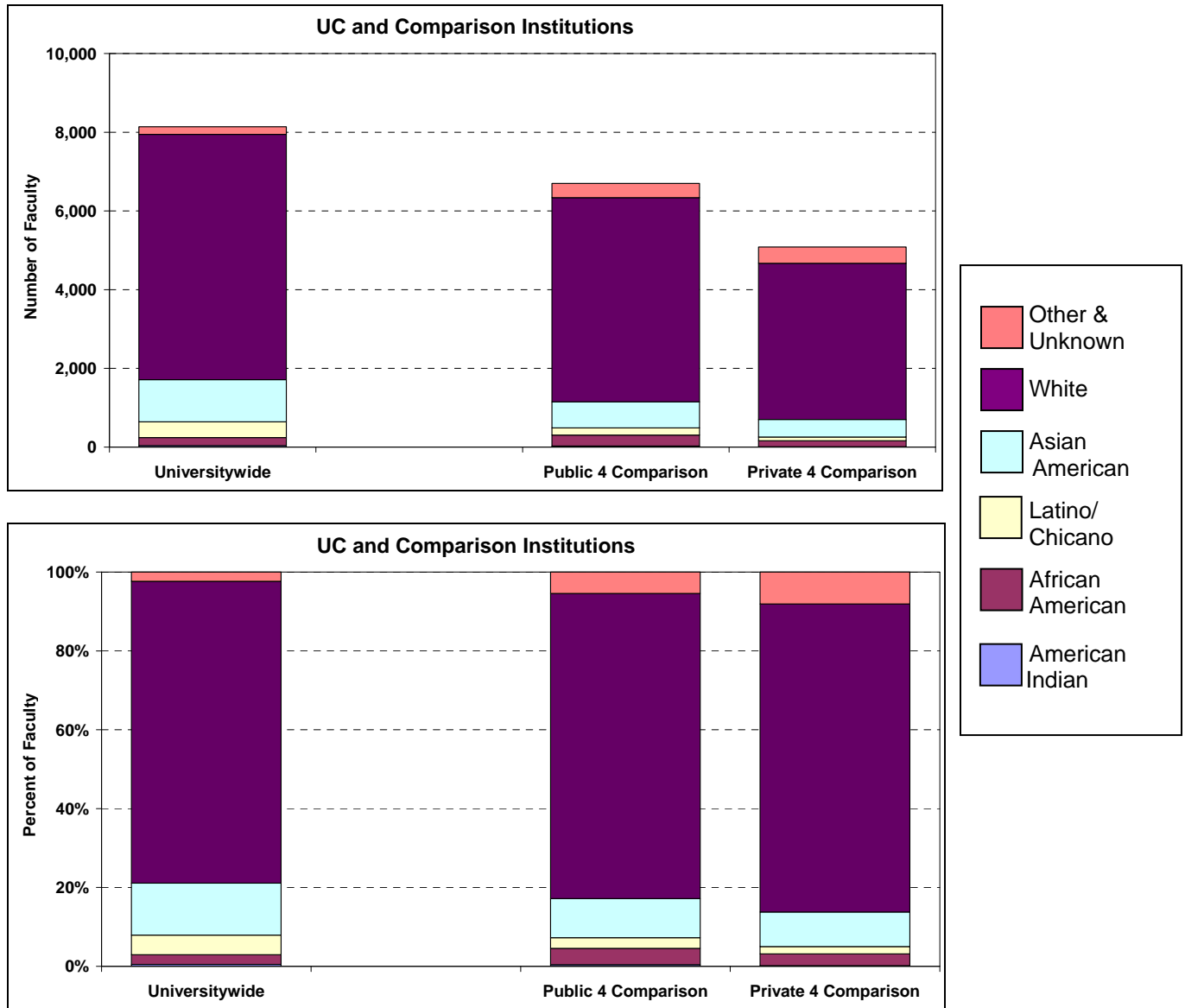
7.1 (continued) Full-Time Ladder-Rank Faculty, Fall 1989 to Fall 2007



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Indicator 7.2

Full-Time Ladder-Rank Faculty by Race/Ethnicity, Fall 2005

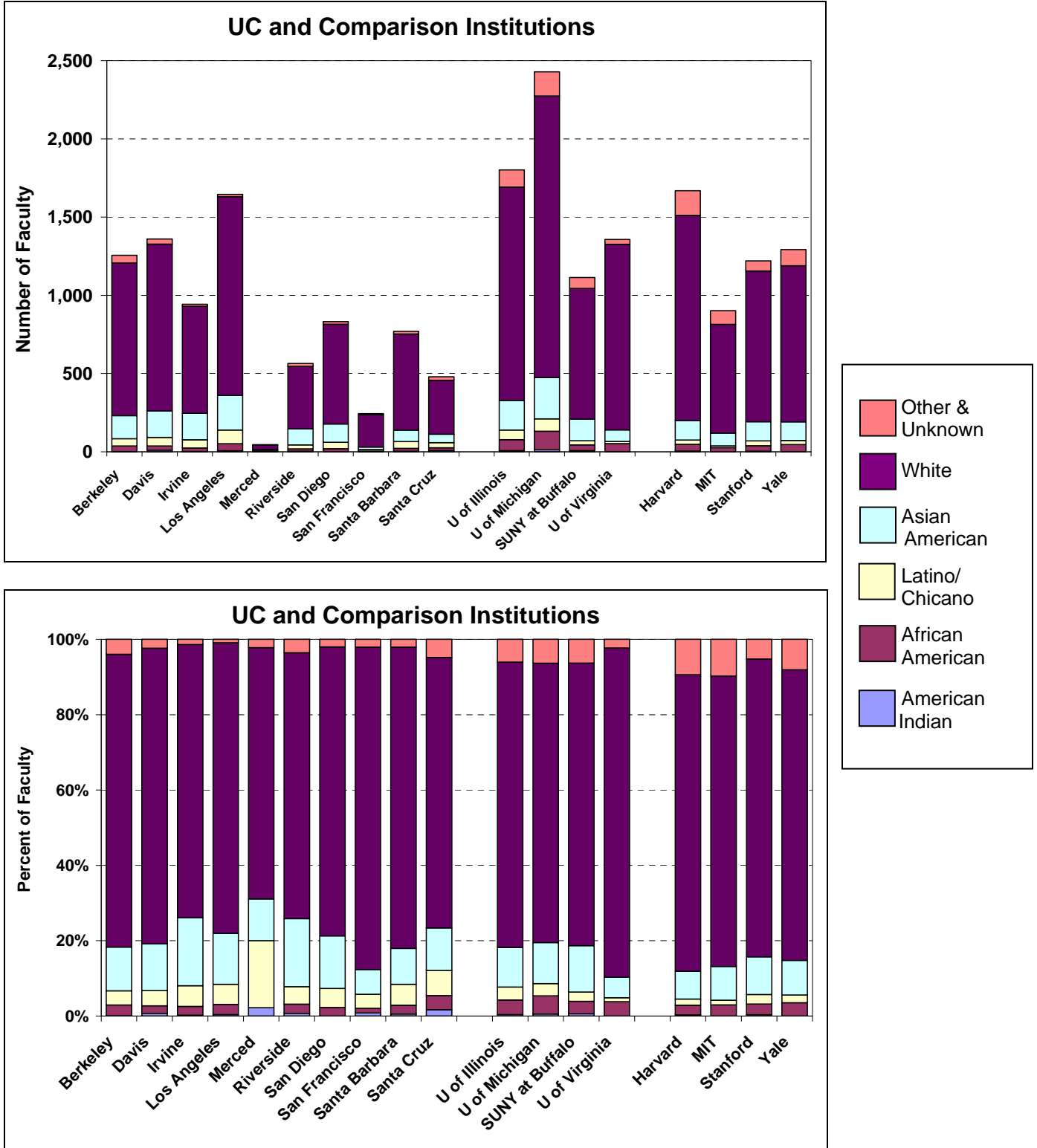


- Proportionately speaking, the UC campuses have more minority faculty – Asian-American, Latino/Chicano, African American and American Indian – than our public or private comparison institutions. This reflects UC's commitment to increasing faculty diversity.

Source: IPEDS Fall Staff Survey, 2005-06; data are the most recent available.

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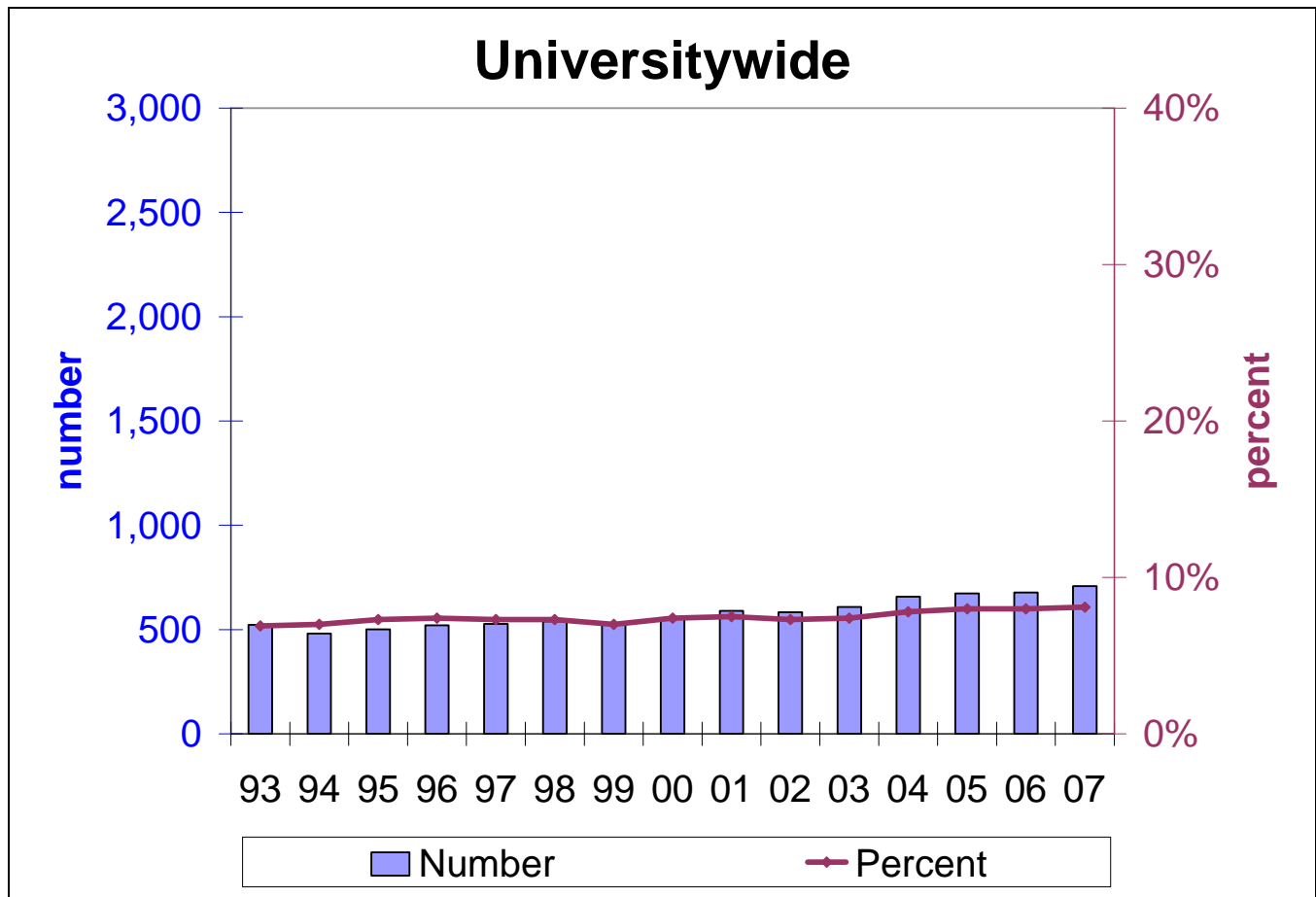
7.2 (continued) Full-Time Ladder-Rank Faculty by Race/Ethnicity, UC and Comparison Institutions, Fall 2005



Draft for Discussion

Indicator 7.3

UC Full-Time Ladder-Rank African American, Latino/Chicano and American Indian Faculty, Fall 1993 to Fall 2007

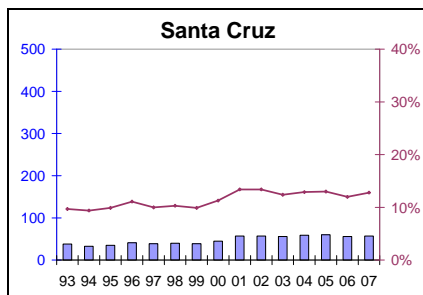
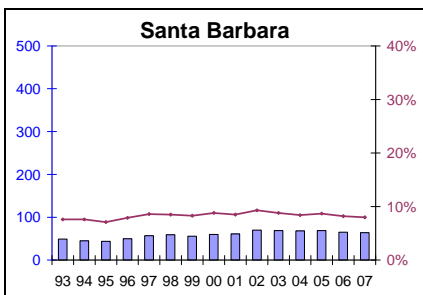
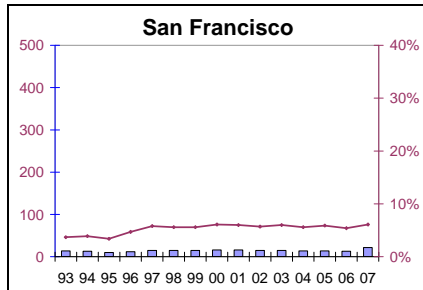
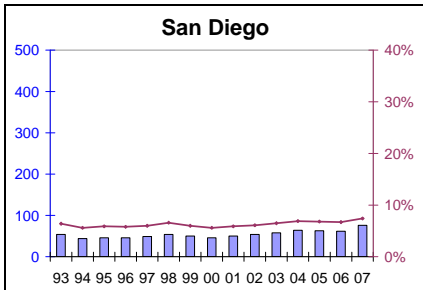
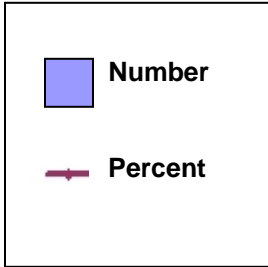
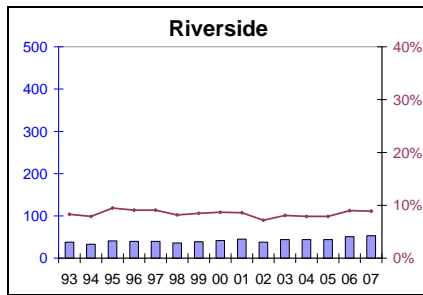
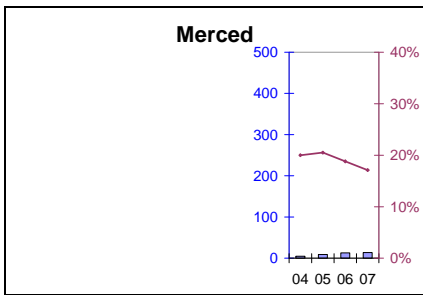
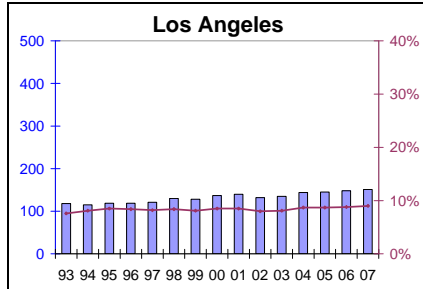
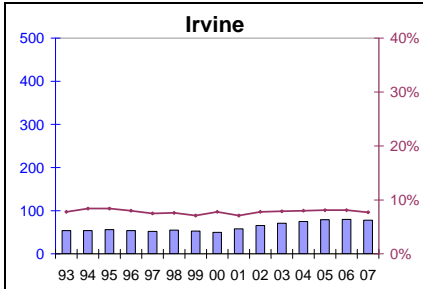
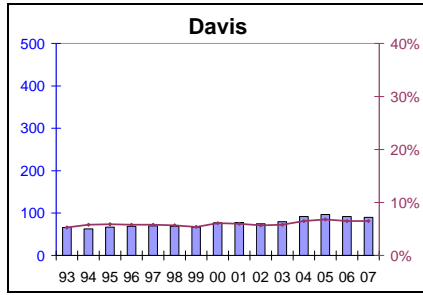
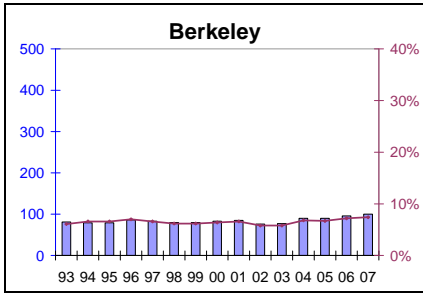


- The percentage of African American, American Indian and Latino/Chicano faculty varies by discipline.

Source: UCOP Academic Advancement Office

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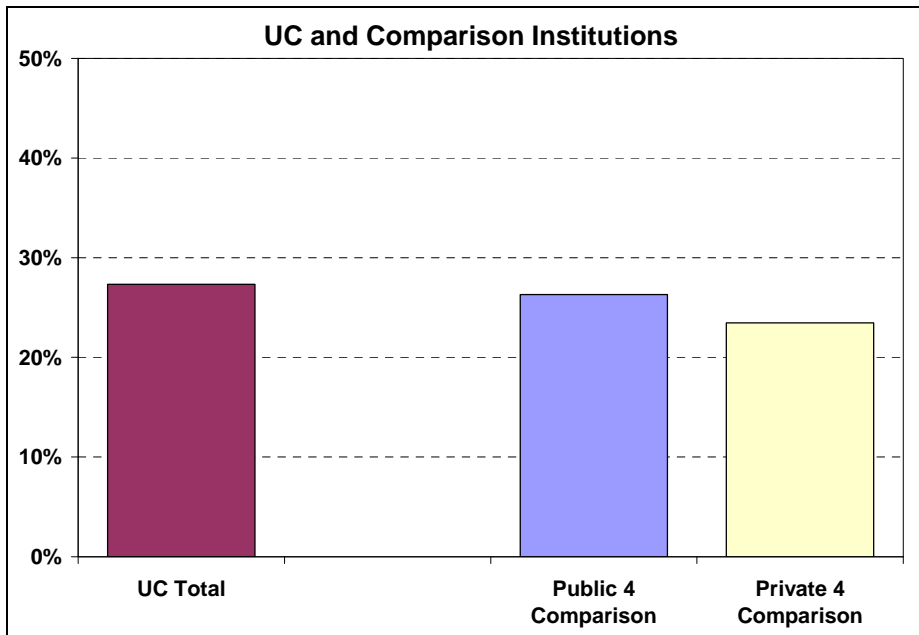
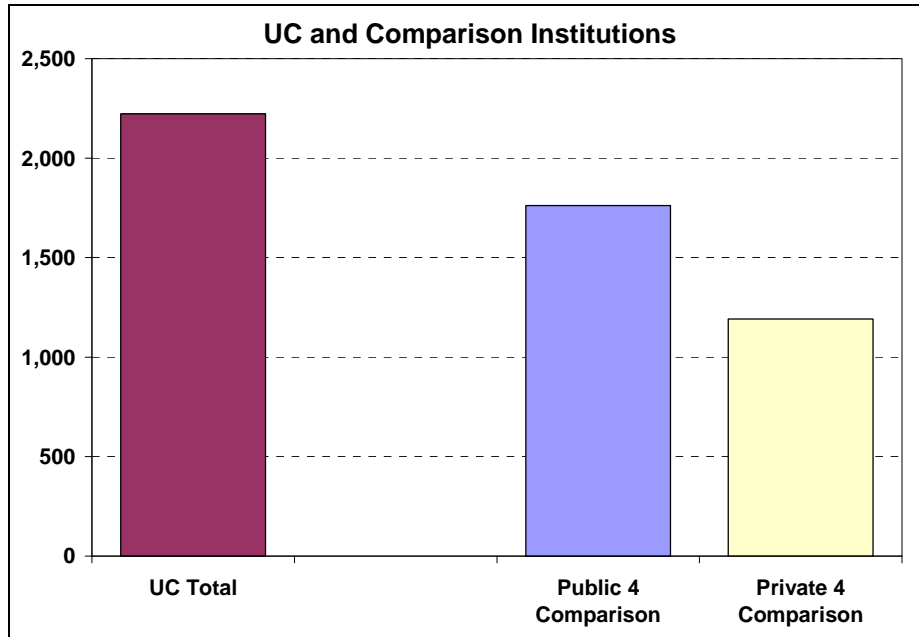
7.3 (continued) UC Trend in Full-Time Ladder-Rank African American, Latino/Chicano and American Indian Faculty, Fall 1993 to Fall 2007



Draft for Discussion

Indicator 7.4

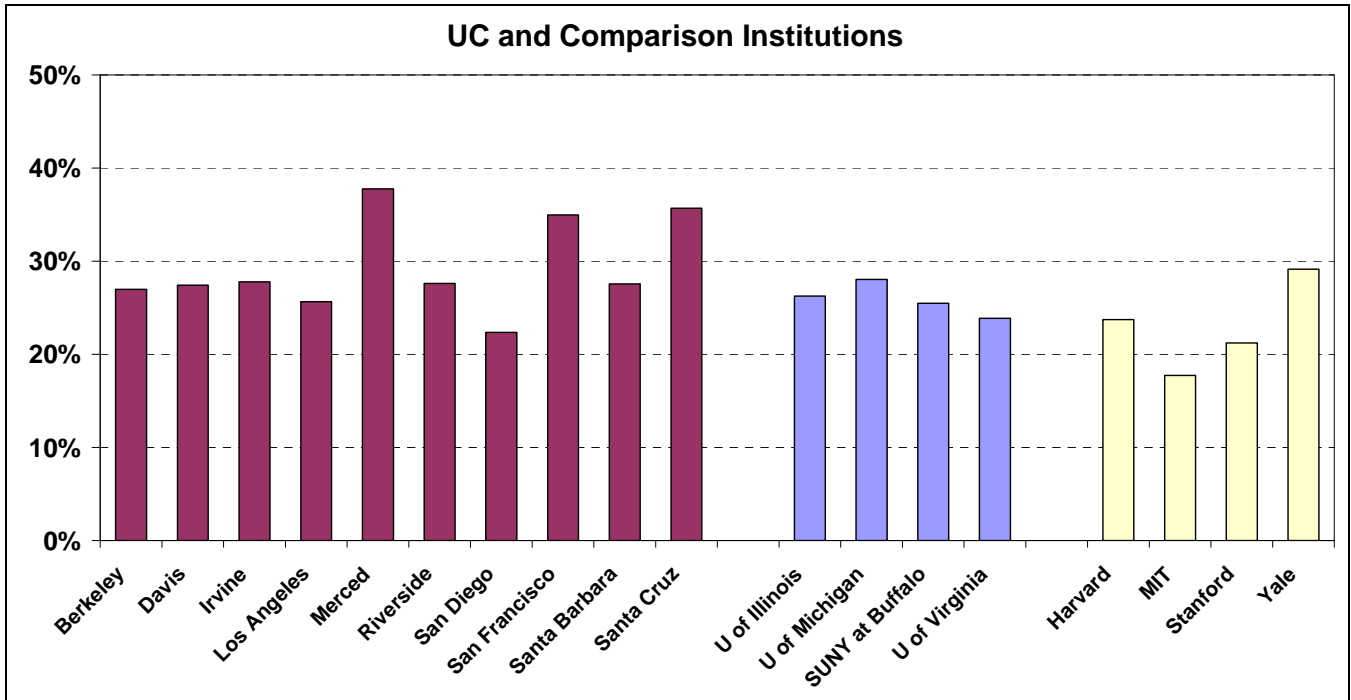
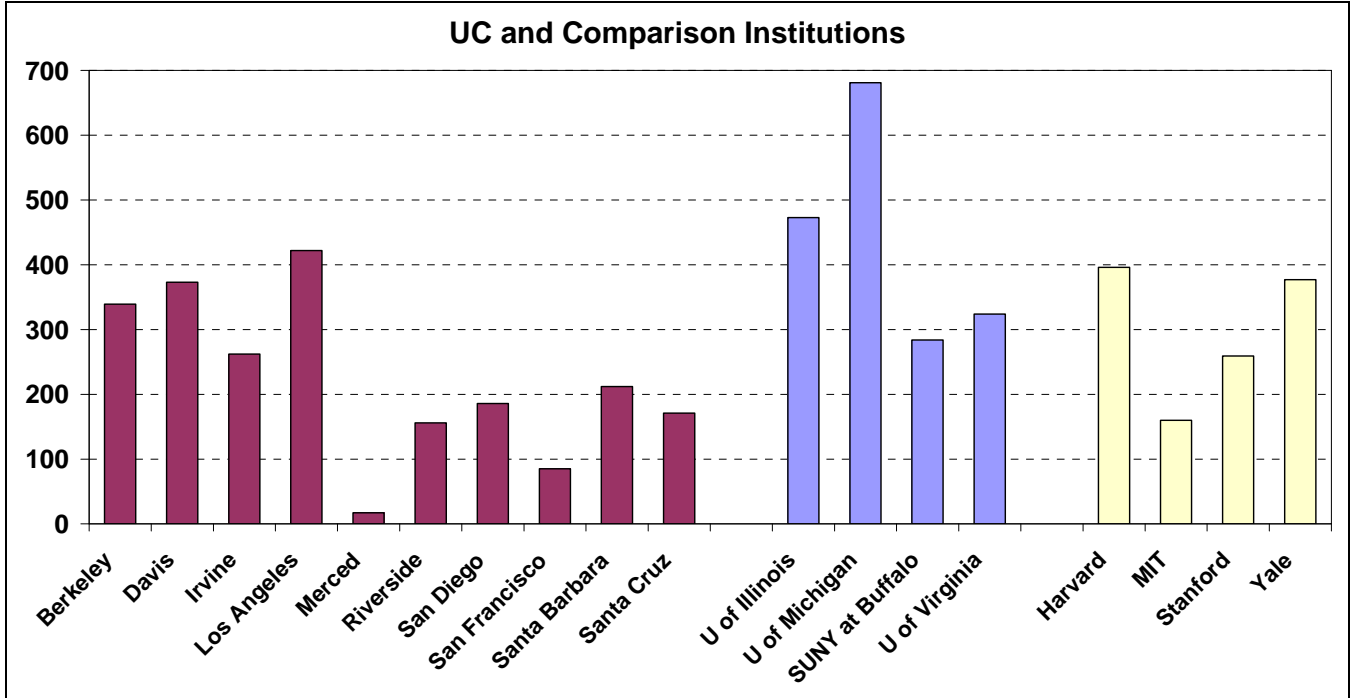
Full-Time Female Ladder-Rank Faculty, Fall 2005



Source: IPEDS Fall Staff Survey, 2005-06; data are the most recent available.

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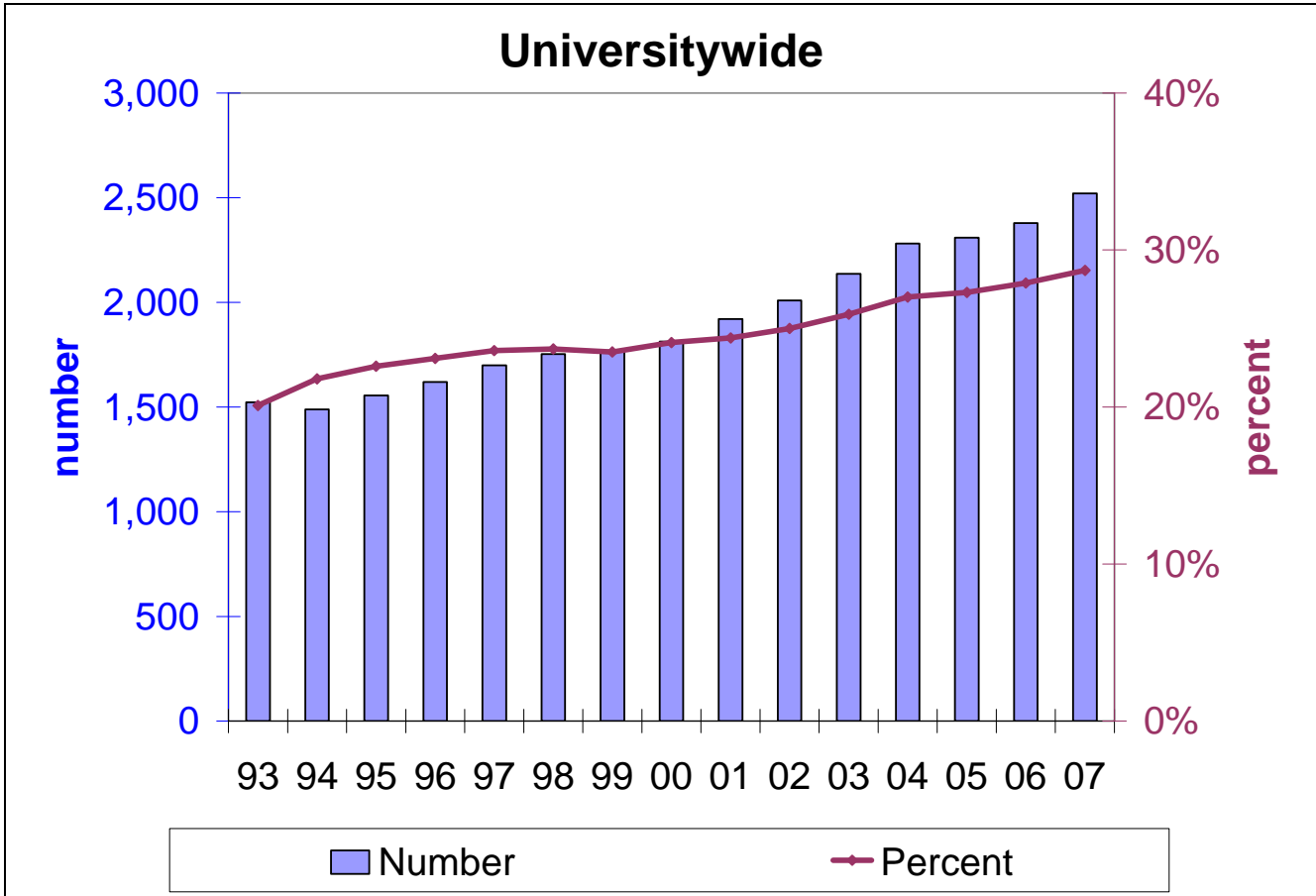
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Indicator 7.5

UC Full-Time Female Ladder-Rank Faculty, Fall 1993 to Fall 2007

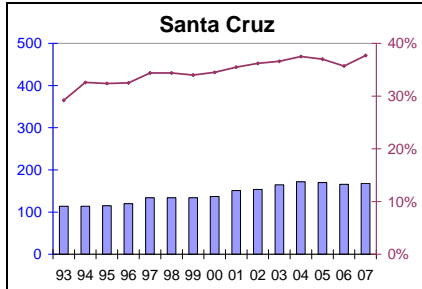
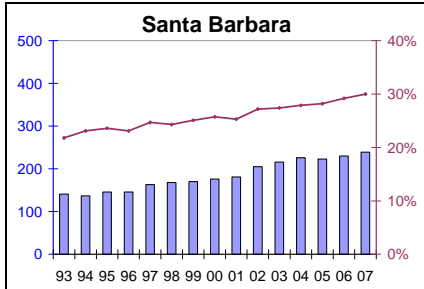
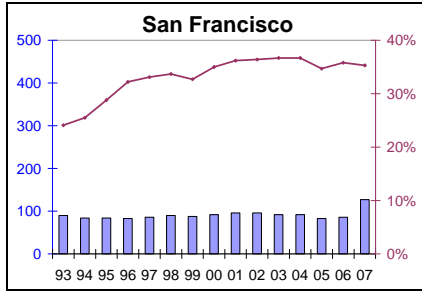
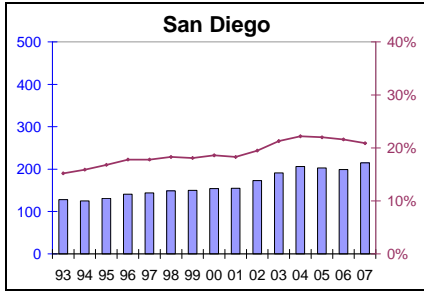
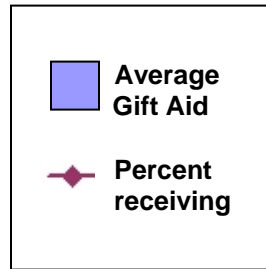
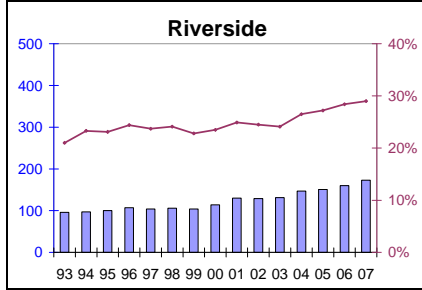
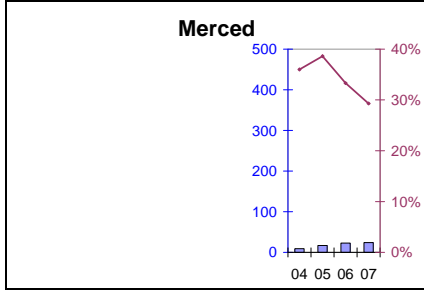
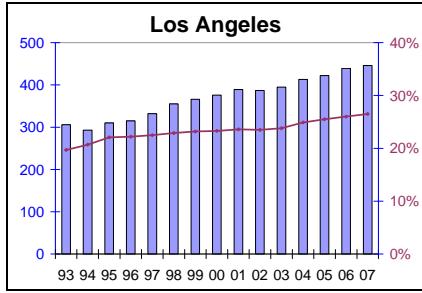
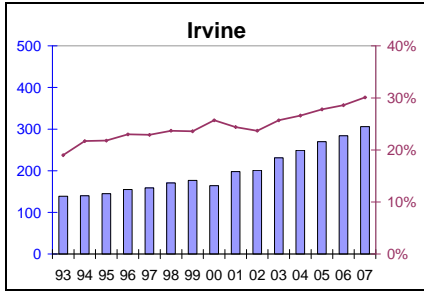
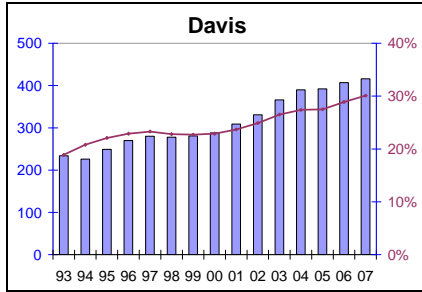
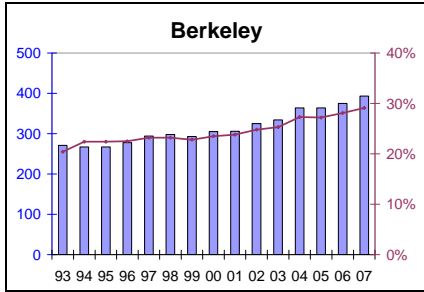


- Women make up 29 percent of the total faculty.
- The percentage of women faculty varies by discipline. For example, in 2006-07, 50 percent of full-time ladder-rank faculty in education were women, while 41 percent in arts and humanities and 12 percent in engineering were women.

Source: UCOP Academic Advancement Office

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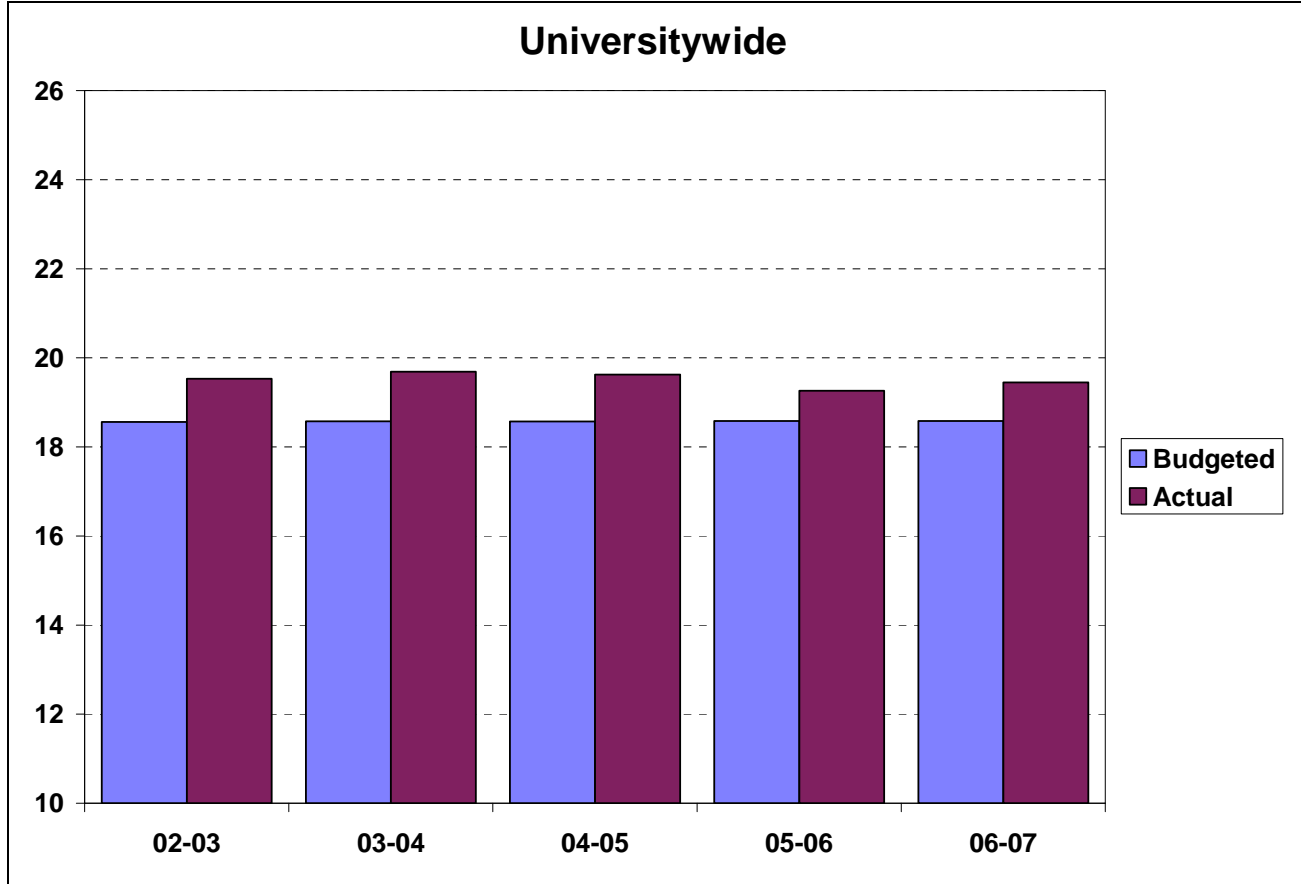
7.5 (continued) UC Full-Time Female Ladder-Rank Faculty, Fall 1993 to Fall 2007



Draft for Discussion

Indicator 7.6

UC Student-Faculty Ratios, 2002-03 to 2006-07

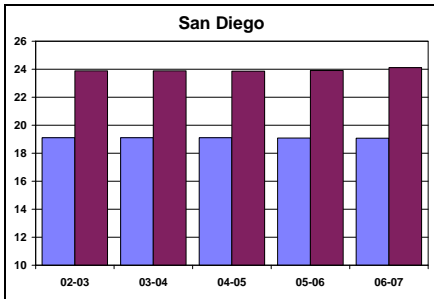
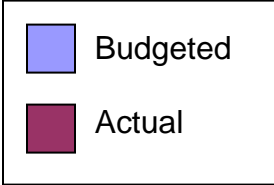
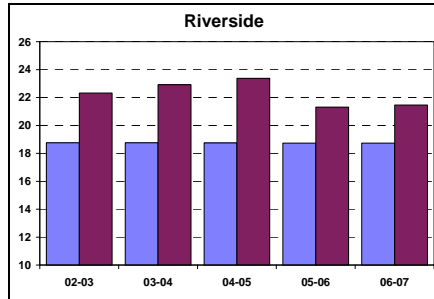
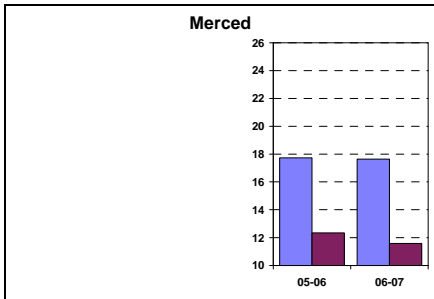
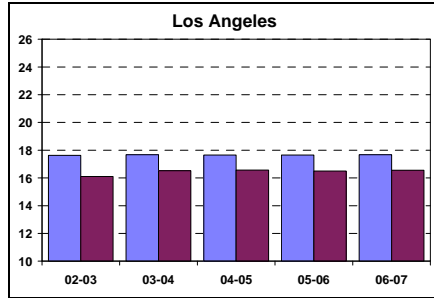
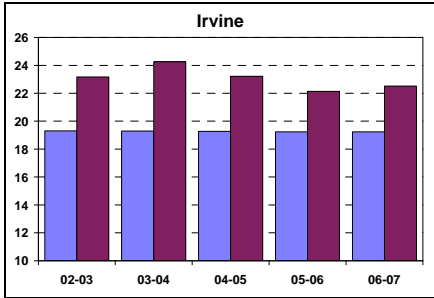
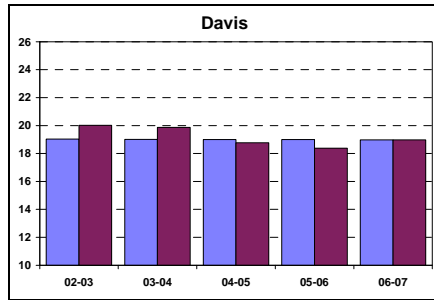
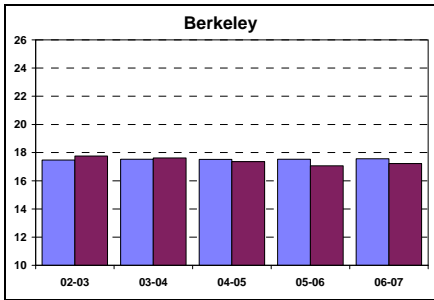


- Student-faculty ratios (SFRs) are computed in different ways, depending upon their purpose. There is no nationally agreed-upon standard for computing SFRs and thus no comparable data that UC can use to benchmark its student-faculty ratios against those of other institutions.
- UC computes two different general campus student-faculty ratios which it reports to the state – actual SFRs and budgeted SFRs. The general campus computations reported here exclude health science faculty and enrollments.
- Actual SFRs refer to full-year actual general campus FTE student enrollment divided by estimated actual general campus FTE faculty employed. This is perhaps the best measure of the faculty available on any campus for each full-time student. Budgeted SFRs are a measure of the funding available to campuses for hiring faculty.
- Since 2000-01, the University's budgeted SFR has been 18.6 to 1. The University's goal is to achieve a long-term budgeted SFR of 17.6 to 1 in order to increase the funding available to support faculty hires.

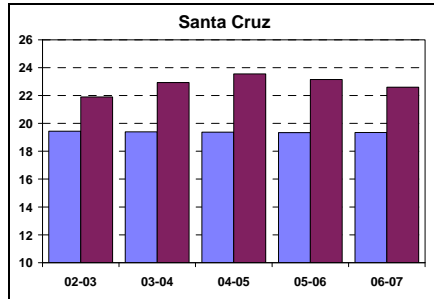
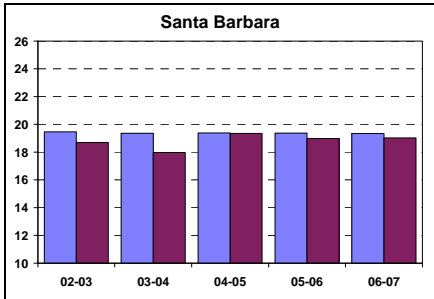
Source: UCOP Budget Office; technical details available upon request.

Draft for Discussion

7.6 (continued) UC Student-Faculty Ratios, 2002-03 to 2006-07



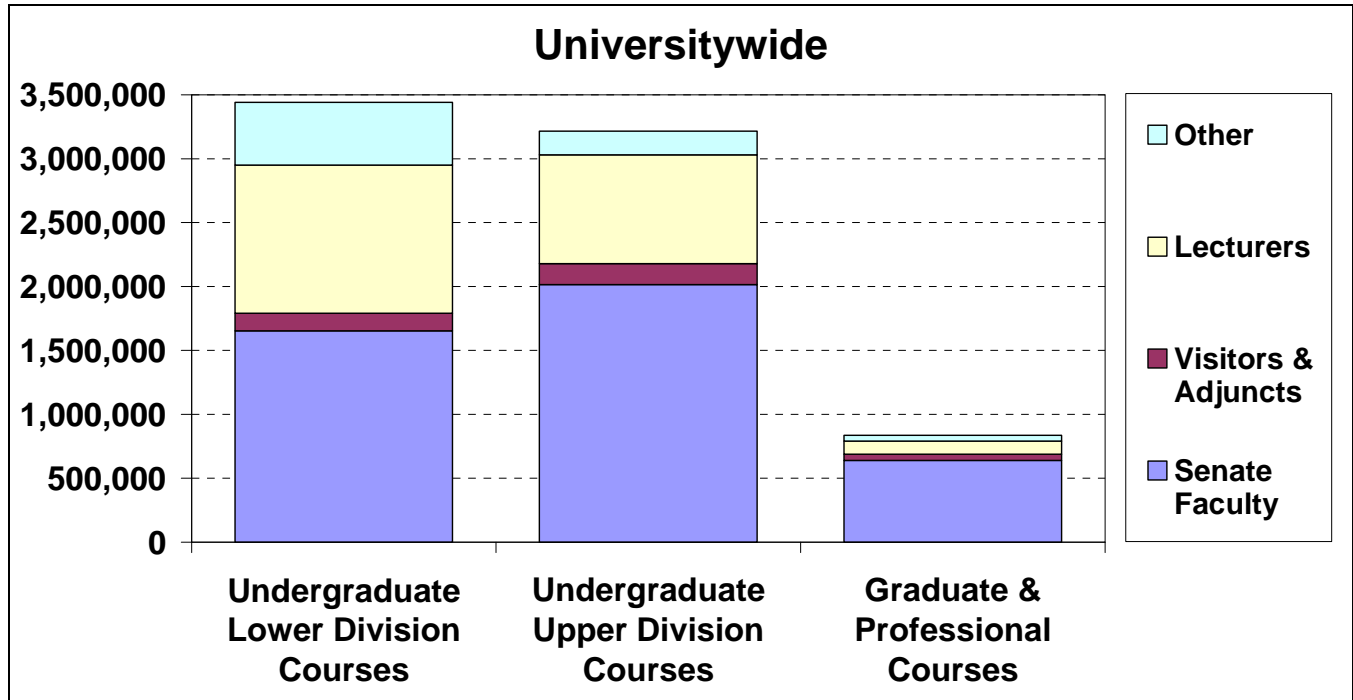
(San Francisco is a health sciences campus; these statistics are for general campus enrollment.)



Draft for Discussion

Indicator 7.7

Student Credit Hours by Course Level and Faculty Appointment, 2005-06



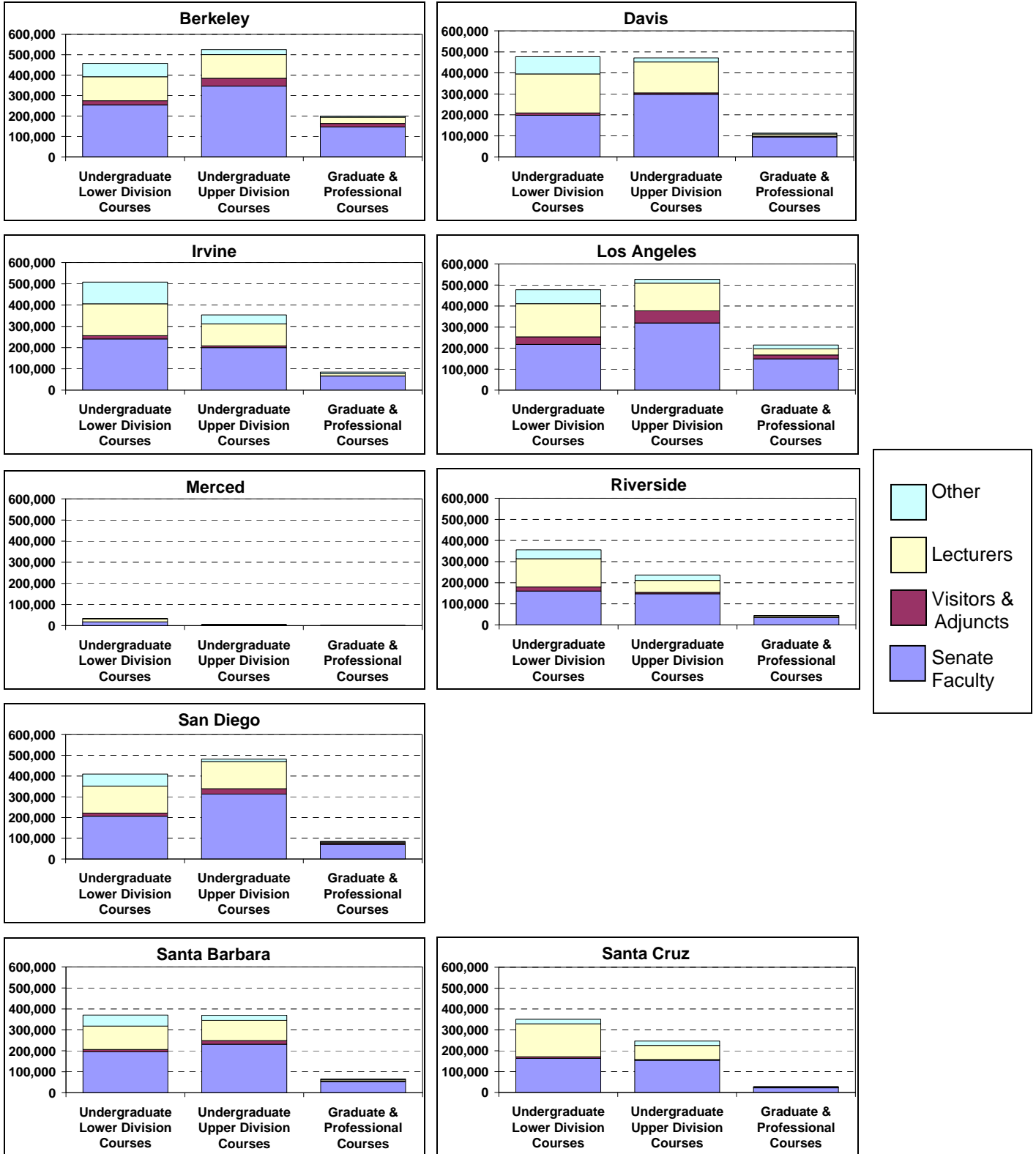
Senate faculty includes emeriti faculty and lecturers with security of employment.

- Student credit hours (SCH) is one measure used to assess faculty teaching activities.
- SCH is defined as the number of enrollments in a class times the number of units. A four-unit class of 50 students would generate 200 SCH.
- SCH is a measure of the intensity of teaching since it takes into consideration both the size of a class and the number of units for which it is offered.

Source: University of California Annual Report to the Legislature on Faculty Instructional Activities, Feb. 1, 2008

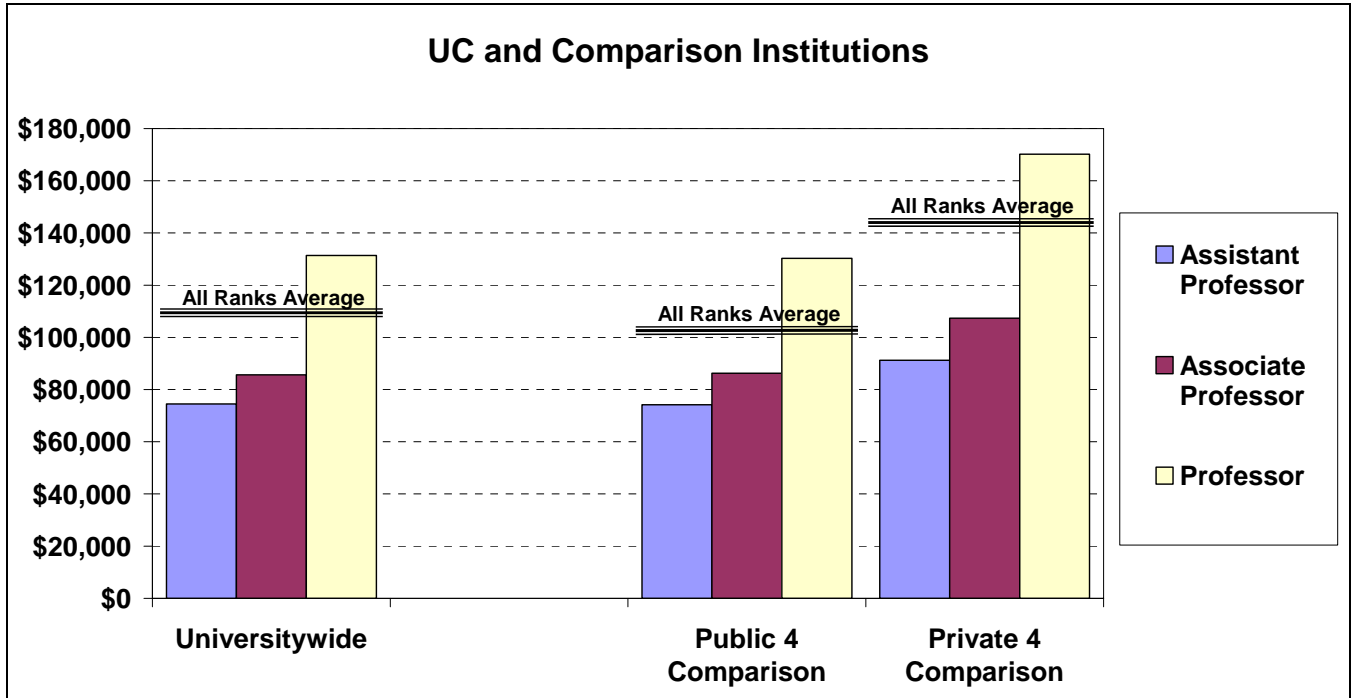
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7.7 (continued) Student Credit Hours by Course Level and Faculty Appointment, 2005-06



Draft for Discussion

Indicator 7.8 Average Faculty Salaries, 2007-08

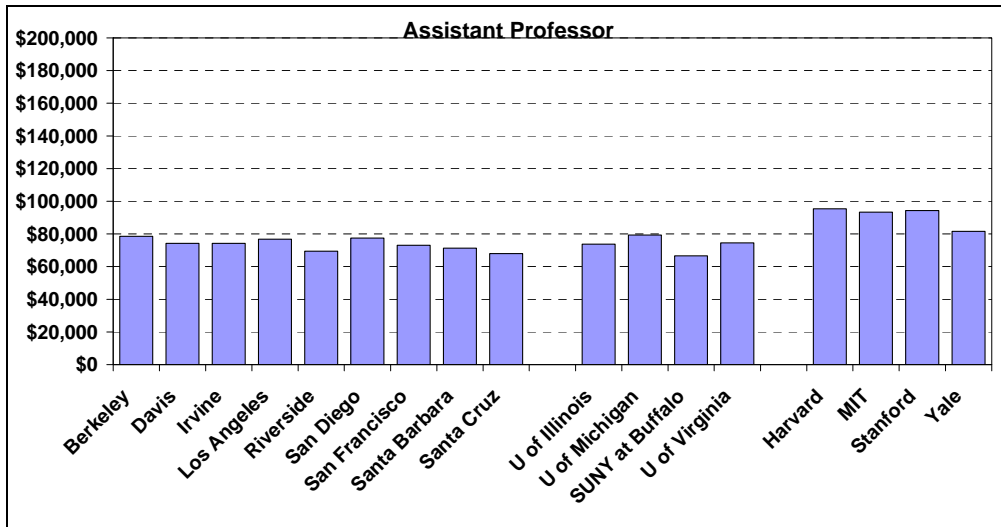
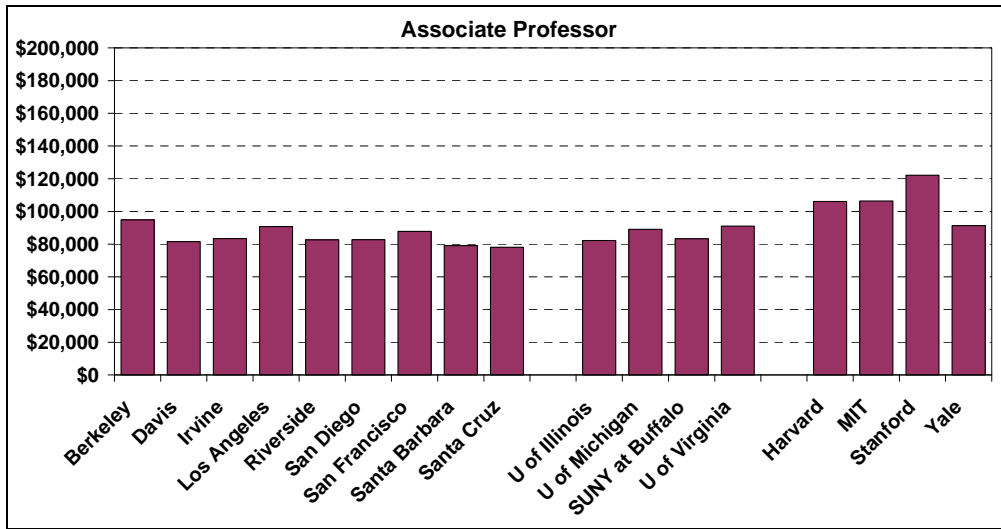
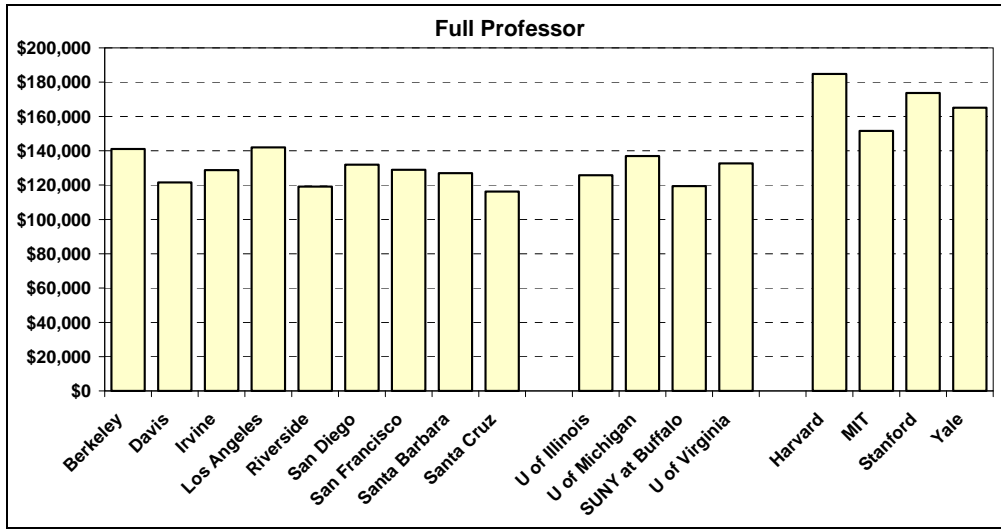


- In 2007-08 the average faculty salary at UC (\$109,333) was between UC's four private comparison institutions (\$143,850) and four public comparison institutions (\$102,240).

Source: American Association of University Professors (AAUP) Faculty Compensation Survey, 2007-08

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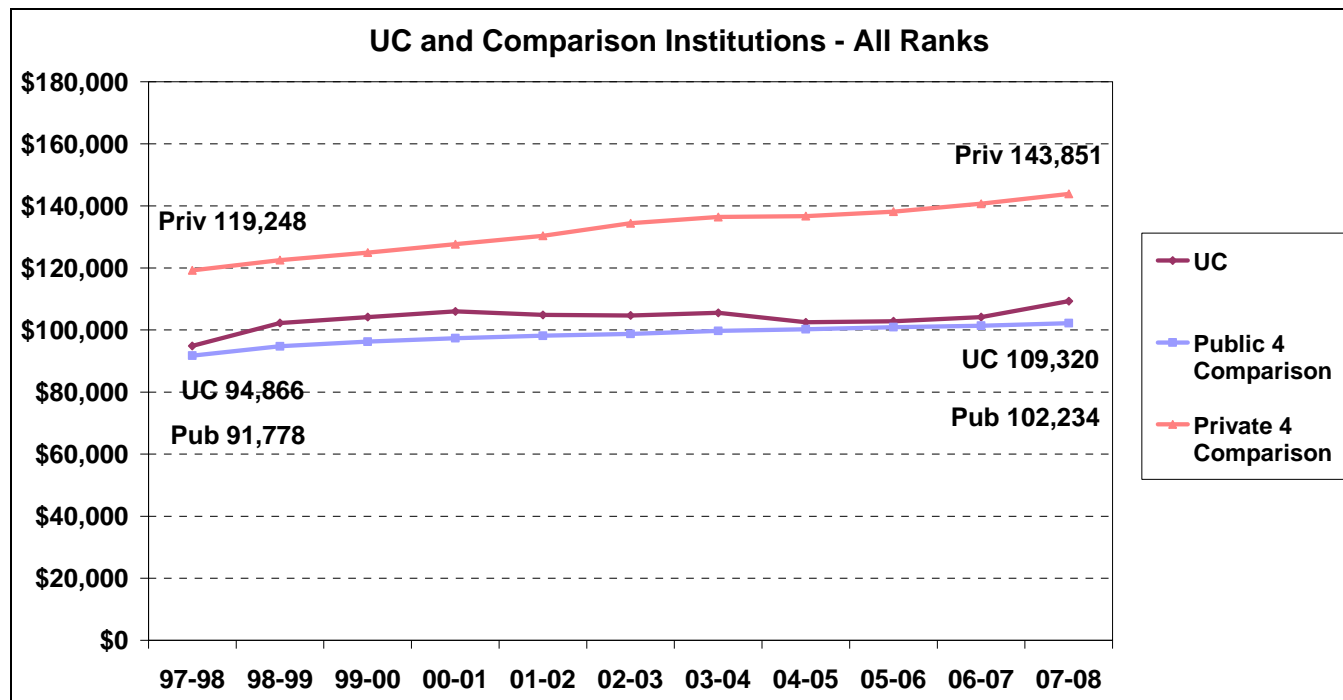
7.8 (continued) Average Faculty Salaries, 2007-08



Draft for Discussion

Indicator 7.9

Average Faculty Salaries, 1997-98 to 2007-08



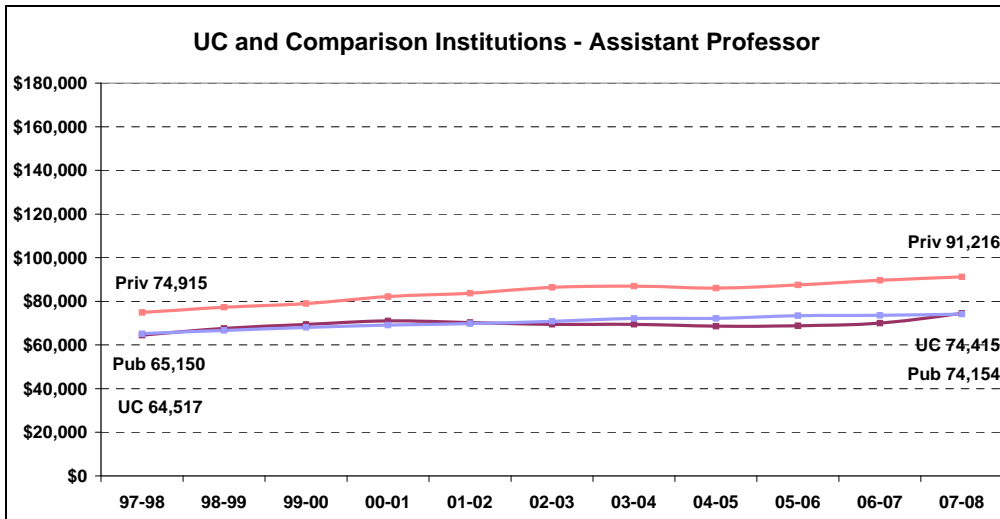
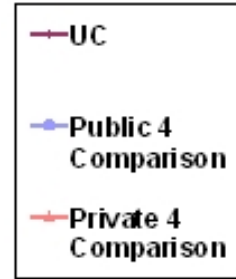
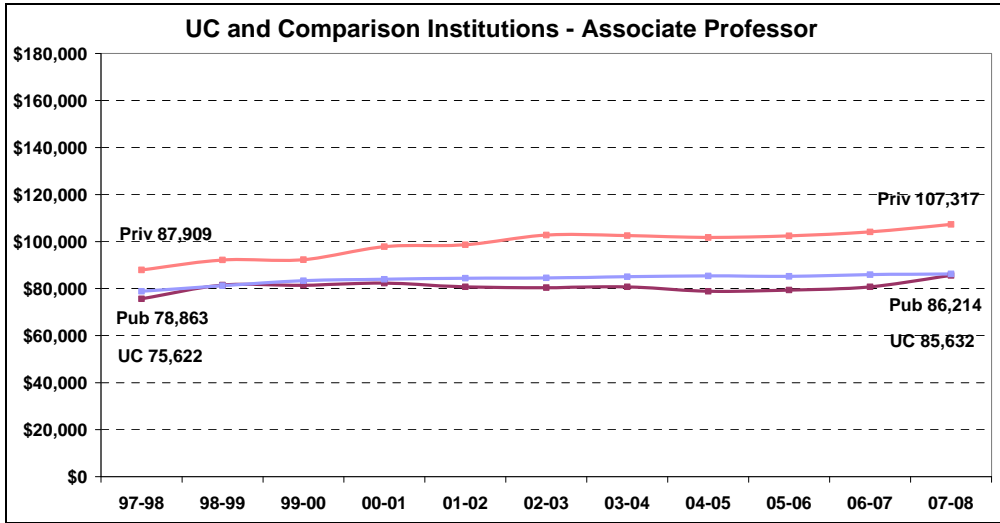
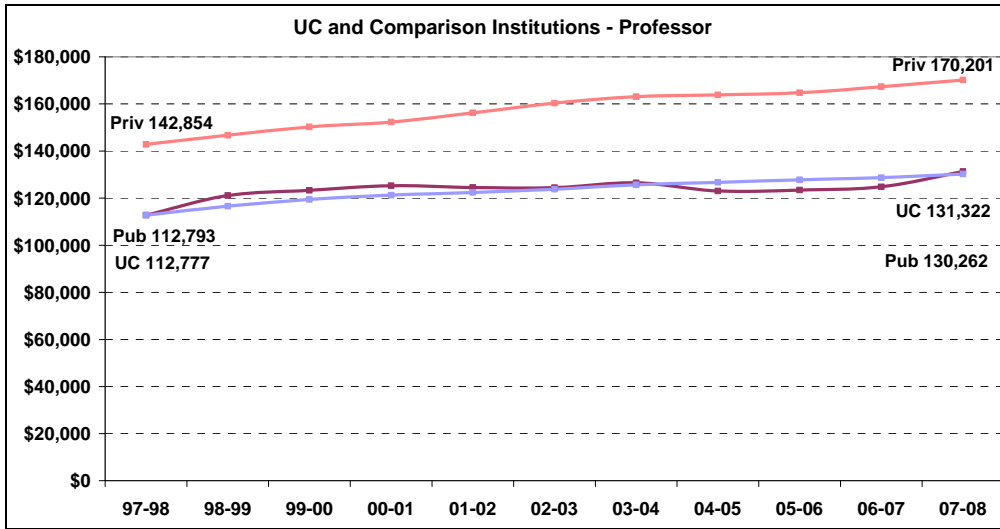
Figures are in constant 2007-08 dollars, adjusted for inflation using the Consumer Price Index-Urban (CPIU).

- The gap in faculty salaries between private and public institutions has widened over the past ten years for faculty at all ranks.
- In 2007-08, to better reflect the market the University implemented changes to the faculty salary scales which slightly closed the gap between average faculty salaries at UC and its comparison institutions.
- The data presented here were extracted from annual reports published by the American Association of University Professors. The AAUP defines its population to include all full-time instructional faculty except those who receive clinical compensation. The average weighted faculty salaries reported here may not completely match average faculty salaries reported elsewhere due to differences in population definitions. However, the general trends reported are comparable.

Source: American Association of University Professors (AAUP) Faculty Compensation Survey, 2007-08

Draft for Discussion

7.9 (continued) Average Faculty Salaries, 1997-98 to 2007-08



Draft for Discussion

Indicator 7.10

Faculty Recipients of National and International Awards, Cumulative

Award	Recipients
Fields Medal	7
National Medal of Science	57
Nobel Prize	53
Pulitzer Prize	11

- The quality of the faculty is recognized through national and international lifetime achievement awards, honorary memberships in the nation's most distinguished academic societies and many other annual awards.
- Of the 53 Nobel Prizes received by UC faculty, 20 have been awarded since 1995.

Note: Awards effective as of October 2007. Includes current, emeriti, retired, former and deceased faculty at UC campuses, the Office of the President and National Laboratories managed by UC.

Source: University of California Higher Education Compact Performance Measures, 2007-08

Draft for Discussion

Indicator 7.11

Faculty Recipients of Honorary Memberships

Membership	Recipients
American Academy of Arts and Sciences	364
American Association for the Advancement of Science	543
American Chemical Society	72
American Council of Learned Societies	75
American Geophysical Union	57
American Philosophical Society	56
American Physical Society	161
Institute of Medicine	108
National Academy of Education	19
National Academy of Engineering	101
National Academy of Sciences	230

Note: Awards effective as of October 2007. Includes current faculty at UC campuses, the Office of the President and National Laboratories managed by UC. List does not include emeriti, retired, former or deceased faculty.

Source: University of California Higher Education Compact Performance Measures, 2007-08

Draft for Discussion

Indicator 7.12

Faculty Recipients of Annual Awards and Honors, 2003-04 Through 2006-07

Award	2003	2004	2005	2006
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
Fulbright Scholars	26	20	23	20
Guggenheim Fellowships	8	17	9	18
IEEE Fellows	9	9	6	16
Lasker Foundation Award		1		1
MacArthur Fellowships	1	2	4	1
National Endowment for the Humanities		1	3	4
NSF Early Career Development Program	13	28	20	11
Packard Fellowships	3	3	4	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
Vannevar Bush Award	1			1

- UC's newest 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 2007. Includes current faculty at UC campuses, the Office of the President and National Laboratories managed by UC. List does not include emeriti, retired, former or deceased faculty.

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