

**University of California, Riverside  
UC ADVANCE PAID Roundtable**

**“Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC”  
10-Apr-13**

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**Table I**  
**University of California**  
**Ladder and Equivalent Rank Faculty by Discipline**  
**by Rank by Gender**  
**Fall 2012**

<b>Discipline/Rank</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Arts</b>			
1-Professor	115	217	332
2-Assoc Prof	82	69	151
3-Assist Prof	34	31	65
<b>Business &amp; Management</b>			
1-Professor	24	130	154
2-Assoc Prof	16	33	49
3-Assist Prof	29	58	87
<b>Education</b>			
1-Professor	43	51	94
2-Assoc Prof	35	25	60
3-Assist Prof	23	14	37
<b>Engineering &amp; Computer Sci</b>			
1-Professor	83	740	823
2-Assoc Prof	39	164	203
3-Assist Prof	42	120	162
<b>Health Sciences</b>			
1-Professor	313	1,015	1,328
2-Assoc Prof	106	118	224
3-Assist Prof	76	93	169
<b>Humanities (Letters and Languages)</b>			
1-Professor	203	333	536
2-Assoc Prof	144	139	283
3-Assist Prof	67	71	138
<b>Law</b>			
1-Professor	61	118	179
2-Assoc Prof	1	1	2
<b>Life Sciences (Agriculture and Biology)</b>			
1-Professor	149	564	713
2-Assoc Prof	64	108	172
3-Assist Prof	54	100	154
<b>Mathematics</b>			
1-Professor	25	216	241
2-Assoc Prof	10	55	65
3-Assist Prof	13	24	37
<b>Physical Sciences</b>			
1-Professor	93	570	663
2-Assoc Prof	31	92	123
3-Assist Prof	39	97	136
<b>Professional Other</b>			
1-Professor	121	201	322
2-Assoc Prof	74	65	139
3-Assist Prof	41	44	85
<b>Psychology</b>			
1-Professor	56	89	145
2-Assoc Prof	21	32	53
3-Assist Prof	25	20	45
<b>Social Sciences</b>			
1-Professor	217	466	683
2-Assoc Prof	165	214	379
3-Assist Prof	91	125	216
<b>Grand Total</b>	<b>2,825</b>	<b>6,622</b>	<b>9,447</b>

**Table 2**  
**University of California**  
**Ladder and Equivalent Rank Faculty by Discipline**  
**by Rank by Gender by Percent**  
**Fall 2012**

<b>Discipline/Rank</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Arts</b>			
1-Professor	34.6%	65.4%	100.0%
2-Assoc Prof	54.3%	45.7%	100.0%
3-Assist Prof	52.3%	47.7%	100.0%
<b>Business &amp; Management</b>			
1-Professor	15.6%	84.4%	100.0%
2-Assoc Prof	32.7%	67.3%	100.0%
3-Assist Prof	33.3%	66.7%	100.0%
<b>Education</b>			
1-Professor	45.7%	54.3%	100.0%
2-Assoc Prof	58.3%	41.7%	100.0%
3-Assist Prof	62.2%	37.8%	100.0%
<b>Engineering &amp; Computer Sci</b>			
1-Professor	10.1%	89.9%	100.0%
2-Assoc Prof	19.2%	80.8%	100.0%
3-Assist Prof	25.9%	74.1%	100.0%
<b>Health Sciences</b>			
1-Professor	23.6%	76.4%	100.0%
2-Assoc Prof	47.3%	52.7%	100.0%
3-Assist Prof	45.0%	55.0%	100.0%
<b>Humanities (Letters and Languages)</b>			
1-Professor	37.9%	62.1%	100.0%
2-Assoc Prof	50.9%	49.1%	100.0%
3-Assist Prof	48.6%	51.4%	100.0%
<b>Law</b>			
1-Professor	34.1%	65.9%	100.0%
2-Assoc Prof	50.0%	50.0%	100.0%
<b>Life Sciences (Agriculture and Biology)</b>			
1-Professor	20.9%	79.1%	100.0%
2-Assoc Prof	37.2%	62.8%	100.0%
3-Assist Prof	35.1%	64.9%	100.0%
<b>Mathematics</b>			
1-Professor	10.4%	89.6%	100.0%
2-Assoc Prof	15.4%	84.6%	100.0%
3-Assist Prof	35.1%	64.9%	100.0%
<b>Physical Sciences</b>			
1-Professor	14.0%	86.0%	100.0%
2-Assoc Prof	25.2%	74.8%	100.0%
3-Assist Prof	28.7%	71.3%	100.0%
<b>Professional Other</b>			
1-Professor	37.6%	62.4%	100.0%
2-Assoc Prof	53.2%	46.8%	100.0%
3-Assist Prof	48.2%	51.8%	100.0%
<b>Psychology</b>			
1-Professor	38.6%	61.4%	100.0%
2-Assoc Prof	39.6%	60.4%	100.0%
3-Assist Prof	55.6%	44.4%	100.0%
<b>Social Sciences</b>			
1-Professor	31.8%	68.2%	100.0%
2-Assoc Prof	43.5%	56.5%	100.0%
3-Assist Prof	42.1%	57.9%	100.0%
<b>Grand Total</b>	<b>29.9%</b>	<b>70.1%</b>	<b>100.0%</b>

**SUMMARY**  
**IDENTIFYING AND REPORTING INTERNATIONAL ACADEMIC APPOINTEES**  
**AT THE UNIVERSITY OF CALIFORNIA**

**Background**

- **Decision-making about the change in method.** The global character of UC’s academic appointee population is well-recognized, yet has not been adequately represented in official reporting of the diversity of UC’s faculty and academic personnel. In the spring of 2012, UC reviewed the methodology for collecting demographic data on international faculty. In fall 2012, the President and Provost agreed to a more nuanced methodology for reporting the data.
- **Two methods.** The current UC method for collecting data about international status is labeled the “*legacy*” method and the newly refined method is described as the “*citizenship*” method. Both methods are statistically robust.
- **Why is the change important?** An appropriate method of tracking the international component of the faculty is particularly important, given the strong presence of international populations in our research collaborations, our faculty, and our student body. Graduate and Professional programs have long had a sizeable international population and undergraduate students are increasingly international.
- **Faculty, staff, students.** UC has no single method for collecting information about “international” status for its various populations—faculty and academic personnel, staff, students—since there are different conditions surrounding their relationship with UC. For undergraduate student and graduate student populations, data are collected in slightly different ways due to the need to determine California state residency for tuition purposes. Staff data is collected using the legacy method.
- **Higher Ed and government background.** Identification of UC’s international academic appointee population is challenging given ambiguity in the higher education community and among governmental agencies in defining “international” status.
- **Collection of data.** It is important to recognize that US citizenship is collected from payroll tax records, while gender, race, and ethnicity are self-reported by employees. While methods for collecting international status are changing, methods for collecting information on gender, race, and ethnicity have not changed.

**Legacy Method**

- The *legacy method* (current method) identifies the international academic appointee population using a narrow definition of international based on tax categories, essentially eliminating all immigrants and most non-immigrants from the “international” category. This resulted in identifying only 52 international ladder rank and equivalent faculty systemwide in 2011 out of 9,789.
- These 52 ladder rank faculty were reported separately from the race/ethnicity groups in the 2011 Accountability Report as well as in prior reports.

**Citizenship Method**

- The new *citizenship method* identifies the international academic appointee population more broadly to include all immigrants and nonimmigrants, and makes a primary distinction between US citizens and non-US citizens, resulting in a much greater number of academic appointees who are international (now “non-US citizen”), for a total of 2,221 ladder rank faculty in 2011 (instead of the 52 noted in the *legacy method*).

**SUMMARY**  
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- This greater number of ladder rank faculty matches more closely to the service and support levels reported by the UC International Services Offices and the experiences of the UC community as a whole.

**Effect on Reporting Race/Ethnicity Data**

- This change in reporting has led to an adjustment in the titles used for categories of race and ethnicity: African American is expanded to Black/African/African American, for example. This allows UC to be sensitive to different roles of race and ethnicity in different countries and cultures.
- With this change in reporting international status, the reporting of race and ethnicity will include sub categories for the US citizen and non-US citizen populations. For Chicano/Latino/Hispanic, for example, data will include the number of domestic and international faculty in the category (see Figure 1 below).
- A review of academic personnel data over the last decade shows that the proportions of “domestic” and “international” in each of UC’s standard categories for race and ethnicity has remained relatively stable.
- In the *legacy method*, race/ethnicity data reports included the majority of the international population in each of the self-reported race/ethnicity categories (i.e. African American, Hispanic, American Indian, Asian, White). Only the 52 who were categorized as international in this methodology were excluded from the race/ethnicity counts. This means that the numbers on under-represented persons among faculty are nearly identical in the two methods. See Figure 2 below for a comparison of 2000 and 2011 using the *citizenship method* both times.

**Figure 1**  
**Diversity of Faculty at UC**  
**Ladder & Equivalent Rank Faculty, Fall 2011**  
**Citizenship Method**

	Total	Dom.	Int'l.
American Indian/Native American	0.5%	0.5%	0.0%
Black/African/African American	2.6%	2.2%	0.4%
Chicano/Latino/Hispanic	5.4%	3.9%	1.5%
Asian/Asian American	14.8%	8.2%	6.6%
White/Other	76.7%	62.5%	14.2%
<b>Total</b>	<b>100.0%</b>	<b>77.3%</b>	<b>22.7%</b>
<b>Female</b>	<b>30.5%</b>	<b>24.4%</b>	<b>6.1%</b>
<b>Male</b>	<b>69.5%</b>	<b>52.9%</b>	<b>16.6%</b>
<b>Total</b>	<b>100.0%</b>	<b>77.3%</b>	<b>22.7%</b>

**SUMMARY**  
**IDENTIFYING AND REPORTING INTERNATIONAL ACADEMIC APPOINTEES**  
**AT THE UNIVERSITY OF CALIFORNIA**

**Figure 2**  
**Diversity of Faculty at UC**  
**Ladder & Equivalent Rank Faculty, Fall 2000 Compared to Fall 2011**  
**Citizenship Method**

	2000			2011		
	Total	Dom.	Int'l.	Total	Dom.	Int'l.
American Indian/Native American	0.3%	0.3%	0.0%	0.5%	0.5%	0.0%
Black/African/African American	2.3%	2.0%	0.3%	2.6%	2.2%	0.4%
Chicano/Latino/Hispanic	4.3%	3.0%	1.3%	5.4%	3.9%	1.5%
Asian/Asian American	10.7%	5.8%	4.9%	14.8%	8.2%	6.6%
White/Other	82.4%	70.0%	12.4%	76.7%	62.5%	14.2%
<b>Total</b>	<b>100.0%</b>	<b>81.1%</b>	<b>18.9%</b>	<b>100.0%</b>	<b>77.3%</b>	<b>22.7%</b>
Female	23.1%	19.6%	3.4%	30.5%	24.4%	6.1%
Male	76.9%	61.5%	15.5%	69.5%	52.9%	16.6%
<b>Total</b>	<b>100.0%</b>	<b>81.1%</b>	<b>18.9%</b>	<b>100.0%</b>	<b>77.3%</b>	<b>22.7%</b>

For additional information, please request the full report on “Identifying and Reporting International Academic Appointees at the University of California” and its appendices (including a Technical Report on the change, definitions, and methods of calculating international persons among students and staff). Contact Janet Lockwood at [janet.lockwood@ucop.edu](mailto:janet.lockwood@ucop.edu).

**Table 3**  
**University of California**  
**Ladder and Equivalent Rank Faculty by Discipline**  
**by Rank by Race-Ethnicity**  
**Fall 2012**

Discipline/Rank	Domestic						International						Grand Total
	Asian American	African American	Chicano/Latino/Hispanic	American Indian	White/Oth	Total	Asian	Black/Afr.	Hispanic	Native Indian	White/Oth	Total	
<b>Arts</b>													
1-Professor	14	13	14	4	222	267	8		3	1	53	65	332
2-Assoc Prof	9	7	11		101	128	4	1	3		15	23	151
3-Assist Prof	9	4	2	1	27	43	8	1	2		11	22	65
<b>Business &amp; Management</b>													
1-Professor	25	3	4		96	128	7		1		18	26	154
2-Assoc Prof	11		2		23	36	4		1		8	13	49
3-Assist Prof	7		2		27	36	18		1		32	51	87
<b>Education</b>													
1-Professor	4	8	6		70	88	1	1			4	6	94
2-Assoc Prof	5	5	8	1	33	52	3	1			4	8	60
3-Assist Prof	5	2	9		18	34	1		2			3	37
<b>Engineering &amp; Computer Sci</b>													
1-Professor	135	5	13	1	439	593	73		11	1	145	230	823
2-Assoc Prof	18	3	11	1	69	102	49		8		44	101	203
3-Assist Prof	10	2	3		61	76	39		5		42	86	162
<b>Health Sciences</b>													
1-Professor	100	17	39	2	987	1,145	44	4	9		126	183	1,328
2-Assoc Prof	37	9	3	2	120	171	24	1	1		27	53	224
3-Assist Prof	28	5	7	2	74	116	23	1	5		24	53	169
<b>Humanities (Letters and Lang.)</b>													
1-Professor	21	7	26		370	424	15	4	12		81	112	536
2-Assoc Prof	29	14	21	3	158	225	15	1	4		38	58	283
3-Assist Prof	9	5	8	2	72	96	12	3	3	1	23	42	138
<b>Law</b>													
1-Professor	21	9	7		134	171	1		2		5	8	179
2-Assoc Prof					1	1					1	1	2
<b>Life Sciences (Agric. and Bio.)</b>													
1-Professor	47	4	20	1	513	585	33	2	8		85	128	713
2-Assoc Prof	7	2	11		95	115	13	1	3		40	57	172
3-Assist Prof	10	2	7		65	84	26		4		40	70	154
<b>Mathematics</b>													
1-Professor	22	1	4		123	150	32		2		57	91	241
2-Assoc Prof	6				20	26	12		1		26	39	65
3-Assist Prof	1				14	15	7		1		14	22	37
<b>Physical Sciences</b>													
1-Professor	57	1	11	1	451	521	33		7		102	142	663
2-Assoc Prof	9	1	1	1	62	74	19	1	3		26	49	123
3-Assist Prof	6	1	6	2	65	80	19	2	2		33	56	136
<b>Professional Other</b>													
1-Professor	19	10	20	4	224	277	16	1	5		23	45	322
2-Assoc Prof	22	16	15	2	55	110	8	2	3		16	29	139
3-Assist Prof	9	6	12		41	68	8		3		6	17	85
<b>Psychology</b>													
1-Professor	6	2	2	1	115	126	2	1	3		13	19	145
2-Assoc Prof	3	2			28	33	5		1		14	20	53
3-Assist Prof	6	1	4		25	36	6				3	9	45
<b>Social Sciences</b>													
1-Professor	27	21	42	5	483	578	24	4	8		69	105	683
2-Assoc Prof	26	15	27	5	220	293	26	3	10		47	86	379
3-Assist Prof	12	7	13	4	122	158	20	1	8		29	58	216
<b>Grand Total</b>	<b>792</b>	<b>210</b>	<b>391</b>	<b>45</b>	<b>5,823</b>	<b>7,261</b>	<b>658</b>	<b>36</b>	<b>145</b>	<b>3</b>	<b>1,344</b>	<b>2,186</b>	<b>9,447</b>

**Table 4**  
**University of California**  
**Ladder and Equivalent Rank Faculty by Discipline**  
**by Rank by Race-Ethnicity with Percents**  
**Fall 2012**

Discipline/Rank	Domestic						International						Grand Total
	Asian American	African American	Chicano/Latino/Hispanic	American Indian	White/Oth	Total	Asian	Black/Afr.	Hispanic	Native Indian	White/Oth	Total	
<b>Arts</b>													
1-Professor	4.2%	3.9%	4.2%	1.2%	66.9%	80.4%	2.4%	0.0%	0.9%	0.3%	16.0%	19.6%	100.0%
2-Assoc Prof	6.0%	4.6%	7.3%	0.0%	66.9%	84.8%	2.6%	0.7%	2.0%	0.0%	9.9%	15.2%	100.0%
3-Assist Prof	13.8%	6.2%	3.1%	1.5%	41.5%	66.2%	12.3%	1.5%	3.1%	0.0%	16.9%	33.8%	100.0%
<b>Business &amp; Management</b>													
1-Professor	16.2%	1.9%	2.6%	0.0%	62.3%	83.1%	4.5%	0.0%	0.6%	0.0%	11.7%	16.9%	100.0%
2-Assoc Prof	22.4%	0.0%	4.1%	0.0%	46.9%	73.5%	8.2%	0.0%	2.0%	0.0%	16.3%	26.5%	100.0%
3-Assist Prof	8.0%	0.0%	2.3%	0.0%	31.0%	41.4%	20.7%	0.0%	1.1%	0.0%	36.8%	58.6%	100.0%
<b>Education</b>													
1-Professor	4.3%	8.5%	6.4%	0.0%	74.5%	93.6%	1.1%	1.1%	0.0%	0.0%	4.3%	6.4%	100.0%
2-Assoc Prof	8.3%	8.3%	13.3%	1.7%	55.0%	86.7%	5.0%	1.7%	0.0%	0.0%	6.7%	13.3%	100.0%
3-Assist Prof	13.5%	5.4%	24.3%	0.0%	48.6%	91.9%	2.7%	0.0%	5.4%	0.0%	0.0%	8.1%	100.0%
<b>Engineering &amp; Computer Sci</b>													
1-Professor	16.4%	0.6%	1.6%	0.1%	53.3%	72.1%	8.9%	0.0%	1.3%	0.1%	17.6%	27.9%	100.0%
2-Assoc Prof	8.9%	1.5%	5.4%	0.5%	34.0%	50.2%	24.1%	0.0%	3.9%	0.0%	21.7%	49.8%	100.0%
3-Assist Prof	6.2%	1.2%	1.9%	0.0%	37.7%	46.9%	24.1%	0.0%	3.1%	0.0%	25.9%	53.1%	100.0%
<b>Health Sciences</b>													
1-Professor	7.5%	1.3%	2.9%	0.2%	74.3%	86.2%	3.3%	0.3%	0.7%	0.0%	9.5%	13.8%	100.0%
2-Assoc Prof	16.5%	4.0%	1.3%	0.9%	53.6%	76.3%	10.7%	0.4%	0.4%	0.0%	12.1%	23.7%	100.0%
3-Assist Prof	16.6%	3.0%	4.1%	1.2%	43.8%	68.6%	13.6%	0.6%	3.0%	0.0%	14.2%	31.4%	100.0%
<b>Humanities (Letters and Lang.)</b>													
1-Professor	3.9%	1.3%	4.9%	0.0%	69.0%	79.1%	2.8%	0.7%	2.2%	0.0%	15.1%	20.9%	100.0%
2-Assoc Prof	10.2%	4.9%	7.4%	1.1%	55.8%	79.5%	5.3%	0.4%	1.4%	0.0%	13.4%	20.5%	100.0%
3-Assist Prof	6.5%	3.6%	5.8%	1.4%	52.2%	69.6%	8.7%	2.2%	2.2%	0.7%	16.7%	30.4%	100.0%
<b>Law</b>													
1-Professor	11.7%	5.0%	3.9%	0.0%	74.9%	95.5%	0.6%	0.0%	1.1%	0.0%	2.8%	4.5%	100.0%
2-Assoc Prof	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
<b>Life Sciences (Agric. and Bio.)</b>													
1-Professor	6.6%	0.6%	2.8%	0.1%	71.9%	82.0%	4.6%	0.3%	1.1%	0.0%	11.9%	18.0%	100.0%
2-Assoc Prof	4.1%	1.2%	6.4%	0.0%	55.2%	66.9%	7.6%	0.6%	1.7%	0.0%	23.3%	33.1%	100.0%
3-Assist Prof	6.5%	1.3%	4.5%	0.0%	42.2%	54.5%	16.9%	0.0%	2.6%	0.0%	26.0%	45.5%	100.0%
<b>Mathematics</b>													
1-Professor	9.1%	0.4%	1.7%	0.0%	51.0%	62.2%	13.3%	0.0%	0.8%	0.0%	23.7%	37.8%	100.0%
2-Assoc Prof	9.2%	0.0%	0.0%	0.0%	30.8%	40.0%	18.5%	0.0%	1.5%	0.0%	40.0%	60.0%	100.0%
3-Assist Prof	2.7%	0.0%	0.0%	0.0%	37.8%	40.5%	18.9%	0.0%	2.7%	0.0%	37.8%	59.5%	100.0%
<b>Physical Sciences</b>													
1-Professor	8.6%	0.2%	1.7%	0.2%	68.0%	78.6%	5.0%	0.0%	1.1%	0.0%	15.4%	21.4%	100.0%
2-Assoc Prof	7.3%	0.8%	0.8%	0.8%	50.4%	60.2%	15.4%	0.8%	2.4%	0.0%	21.1%	39.8%	100.0%
3-Assist Prof	4.4%	0.7%	4.4%	1.5%	47.8%	58.8%	14.0%	1.5%	1.5%	0.0%	24.3%	41.2%	100.0%
<b>Professional Other</b>													
1-Professor	5.9%	3.1%	6.2%	1.2%	69.6%	86.0%	5.0%	0.3%	1.6%	0.0%	7.1%	14.0%	100.0%
2-Assoc Prof	15.8%	11.5%	10.8%	1.4%	39.6%	79.1%	5.8%	1.4%	2.2%	0.0%	11.5%	20.9%	100.0%
3-Assist Prof	10.6%	7.1%	14.1%	0.0%	48.2%	80.0%	9.4%	0.0%	3.5%	0.0%	7.1%	20.0%	100.0%
<b>Psychology</b>													
1-Professor	4.1%	1.4%	1.4%	0.7%	79.3%	86.9%	1.4%	0.7%	2.1%	0.0%	9.0%	13.1%	100.0%
2-Assoc Prof	5.7%	3.8%	0.0%	0.0%	52.8%	62.3%	9.4%	0.0%	1.9%	0.0%	26.4%	37.7%	100.0%
3-Assist Prof	13.3%	2.2%	8.9%	0.0%	55.6%	80.0%	13.3%	0.0%	0.0%	0.0%	6.7%	20.0%	100.0%
<b>Social Sciences</b>													
1-Professor	4.0%	3.1%	6.1%	0.7%	70.7%	84.6%	3.5%	0.6%	1.2%	0.0%	10.1%	15.4%	100.0%
2-Assoc Prof	6.9%	4.0%	7.1%	1.3%	58.0%	77.3%	6.9%	0.8%	2.6%	0.0%	12.4%	22.7%	100.0%
3-Assist Prof	5.6%	3.2%	6.0%	1.9%	56.5%	73.1%	9.3%	0.5%	3.7%	0.0%	13.4%	26.9%	100.0%
<b>Grand Total</b>	<b>8.4%</b>	<b>2.2%</b>	<b>4.1%</b>	<b>0.5%</b>	<b>61.6%</b>	<b>76.9%</b>	<b>7.0%</b>	<b>0.4%</b>	<b>1.5%</b>	<b>0.0%</b>	<b>14.2%</b>	<b>23.1%</b>	<b>100.0%</b>



Table 5

University of California Systemwide  
 Headcount by Ethnicity of the Faculty Applicants/Interviewees/Hires  
 During the Recruitment Stages for STEM Positions **Successfully Filled**

FY 2011-12

Applicant Pool-Stage One			Interviewees-Stage Two			Hires-Stage Three			Melt % Hires/Applicants
Ethnicity	Number	% of Total	Ethnicity	Number	% of Total	Ethnicity	Number	% of Total	
African-Amer.	356	2.1%	African-Amer.	23	2.7%	African-Amer.	7	4.5%	2.0%
Amer.-Indian	24	0.1%	Amer.-Indian	4	0.5%	Amer.-Indian	0	0.0%	0.0%
Asian	4,470	26.7%	Asian	192	22.8%	Asian	34	22.1%	0.8%
Hispanic	743	4.4%	Hispanic	52	6.2%	Hispanic	11	7.1%	1.5%
Unk/Other	4,746	28.4%	Unk/Other	159	18.9%	Unk/Other	22	14.3%	0.5%
White	6,392	38.2%	White	411	48.9%	White	80	51.9%	1.3%
<b>TOTAL</b>	<b>16,731</b>	<b>100.0%</b>	<b>TOTAL</b>	<b>841</b>	<b>100.0%</b>	<b>TOTAL</b>	<b>154</b>	<b>100.0%</b>	<b>0.9%</b>

Notes:

1. Systemwide, the search committees worked with the following position pools: Ladder & Equivalent Rank, Tenured and Tenure-eligible (professorial series, lecturers with security of employment (LSOE) or potential security of employment (PSOE)).
2. STEM includes NSF fields Biological Sciences, Computer & Information Science & Engineering, Education and Human Resources, Engineering, Environmental Research & Education Geosciences, International Science & Engineering, Mathematical & Physical Sciences, Social, Behavioral & Economic Sciences, Cyberinfrastructure, Polar Programs as well as UC Health Sciences.

**Legend: Ethnic Group Abbreviations Used in Data Summaries:**

Asian (Chinese/Chinese American, Filipino/Pilipino, Japanese/Japanese American, Native Hawaiian or Other Pacific Islander, Pakistani/East Indian and Other Asian)

American-Indian (American Indian/Native American/Alaska Native)

African-American (Black/African American [Not of Hispanic Origin])

Hispanic (Hispanic/Latino [Mexican/Mexican American/Chicano, Latin American/Latino, Other Spanish/Spanish American])

White (Non-Hispanic)

Unk/Other (Unknown, other, declined to state)

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## Narratives for Charts 1 to 5<sup>1</sup>

**Chart 1** uses a STEM<sup>2</sup> assistant professor cohort who were hired between 2003 and 2007. The total cohort size is 633 individuals. For this chart, the cohort is disaggregated by gender (199 female and 434 male). The x-axis presents the year out from the original year of hire in which an individual is promoted to associate professor. In the third year from hire, 25.6% of males and 17.6% of females received tenure. By the fourth year from hire, 34.6% of men and 25.6% of women had received tenure. By the fifth year, 266 (61%) males and 109 (55%) females had reached tenure. The percentages over this time series are cumulative. Please note that a chart disaggregating race-ethnicity has not been included as the trend lines were similar.

**Chart 2** is a cohort of all STEM assistant professors hired between 2000 and 2005. The trend lines indicate the cumulative percentage of those who resigned from the university at annual intervals from their initial year of hire. The x-axis presents the year out from the original year of hire. The chart is disaggregated by gender. By the end of the fifth year, a total of 17 females (8.2%) and 36 males (6.5%) resigned.

**Chart 3** reports on the same cohort used in Chart 2. This chart is disaggregated by race/ethnicity. By the end of the fifth year, out of a total of 675 STEM, 40 Whites (8.4%), 9 Asians (9%) and 1 URM (3.4%) had resigned.

**Chart 4** uses a cohort comprised of all STEM faculty in the associate professor rank in the year 2005 regardless of time spent in the rank, hire date or rank at hire. The x-axis is the year in which the rank of professor is reached and results are disaggregated by gender. The trend lines show a gender gap that begins to grow after year 4. At the seventh year, 69% of males (N= 496) and 57% of females (N=221) attain full rank.

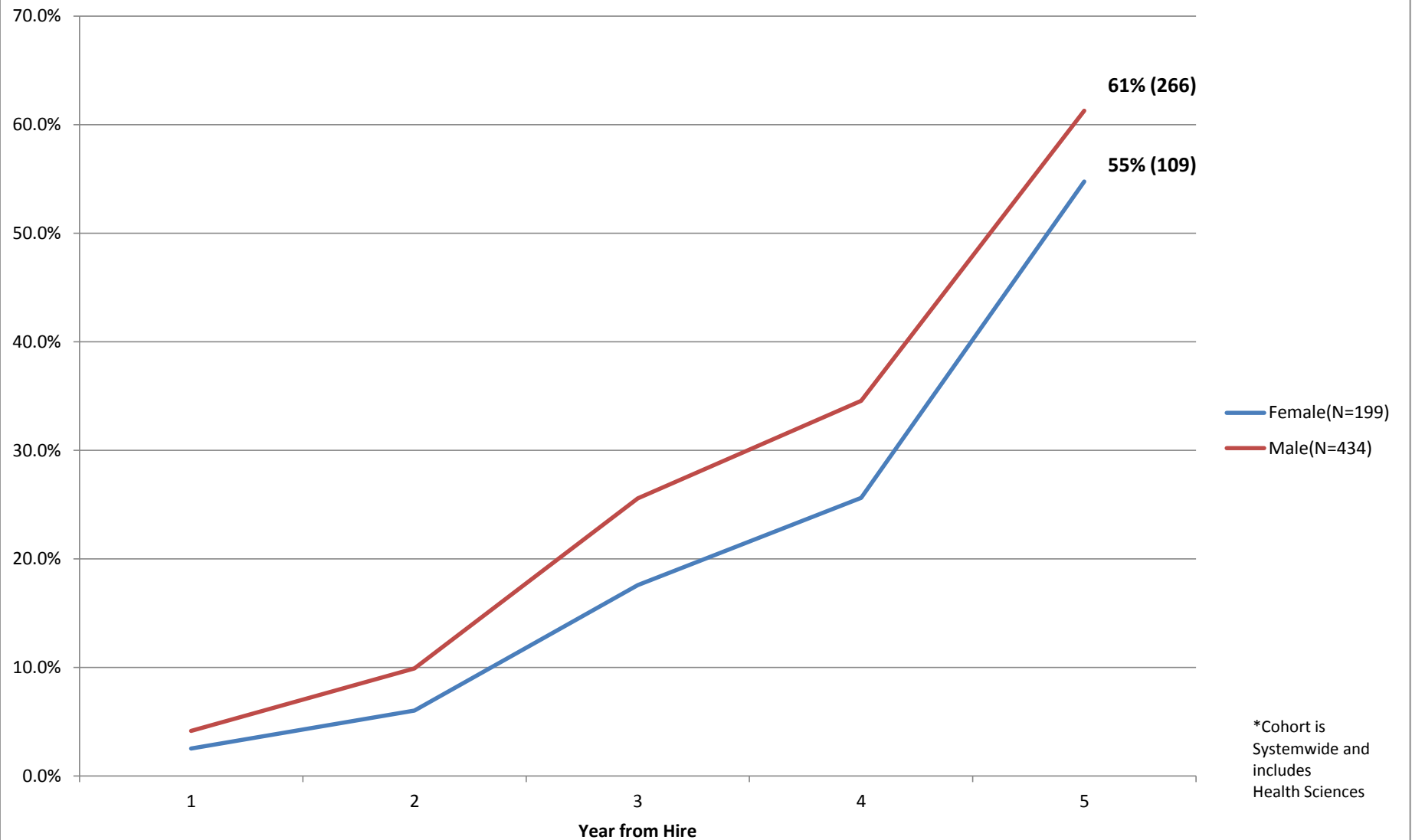
**Chart 5** employs the same cohort as in Chart 4. It displays the percent of the total number of associate professors who reach the professor rank disaggregated by White, Asian or URM (under-represented minority, including African/African American, American Indian and Chicano/Latino/Hispanic). By the seventh year, 153 Asians (69%), 522 Whites (66%) and 38 URM's (47%) reached the rank of Professor.

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<sup>1</sup> There was no statistically significance in the baseline data for the charts except for Chart 5 between the URM and Asian populations. (FTEST=.95).

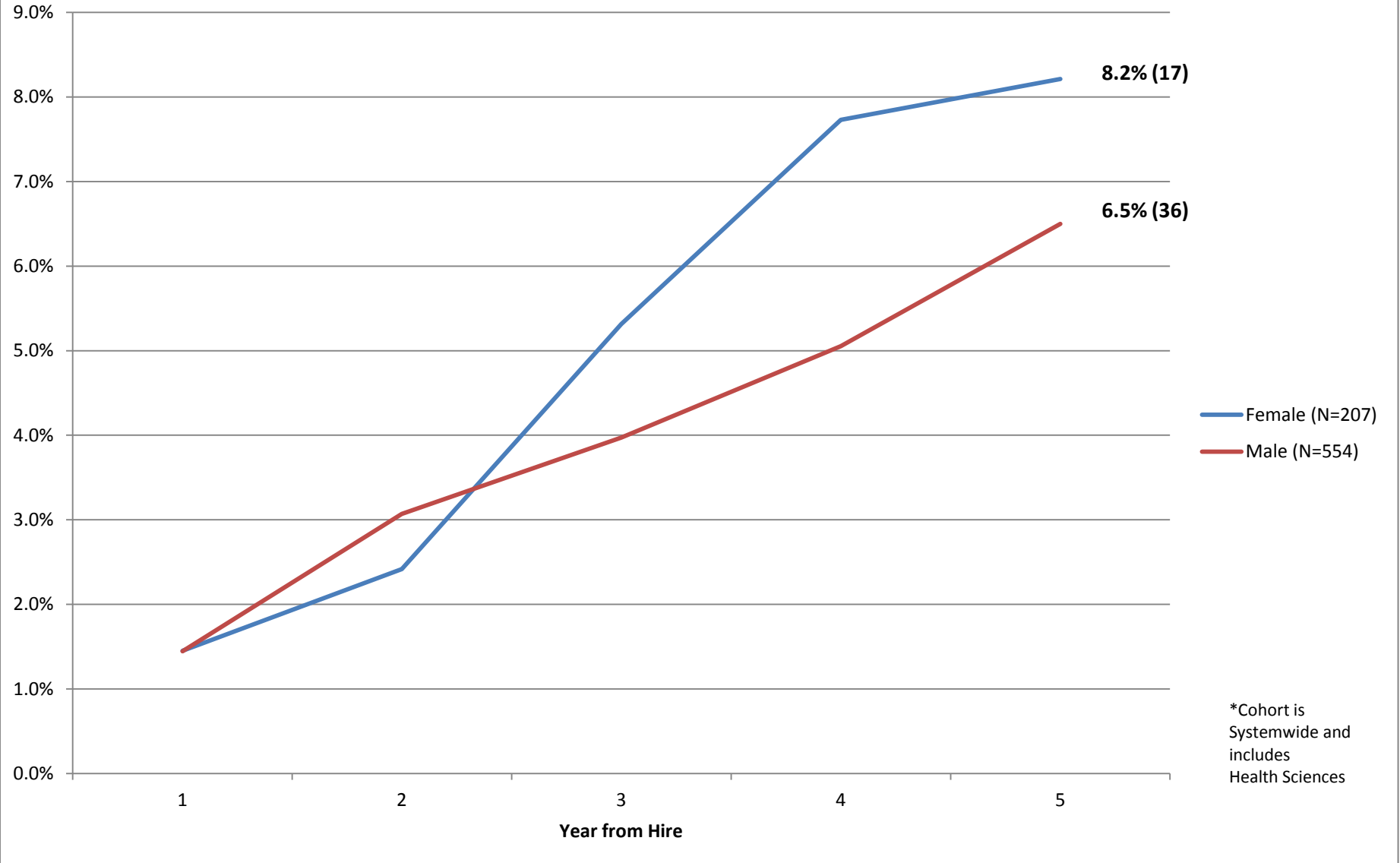
<sup>2</sup> STEM includes NSF fields: Biological Sciences, Computer & Information Science & Engineering, Education and Human Resources, Engineering, Environmental Research & Education, Geosciences, International Science & Engineering, Mathematical & Physical Sciences, Social, Behavioral & Economic Sciences, Cyberinfrastructure, Polar Programs as well as UC Health Sciences.

**Chart 1 - New Hires 2003-07 STEM Assistant Professor Cohort\* - Tenure Reached by Year by Gender (N=633)**

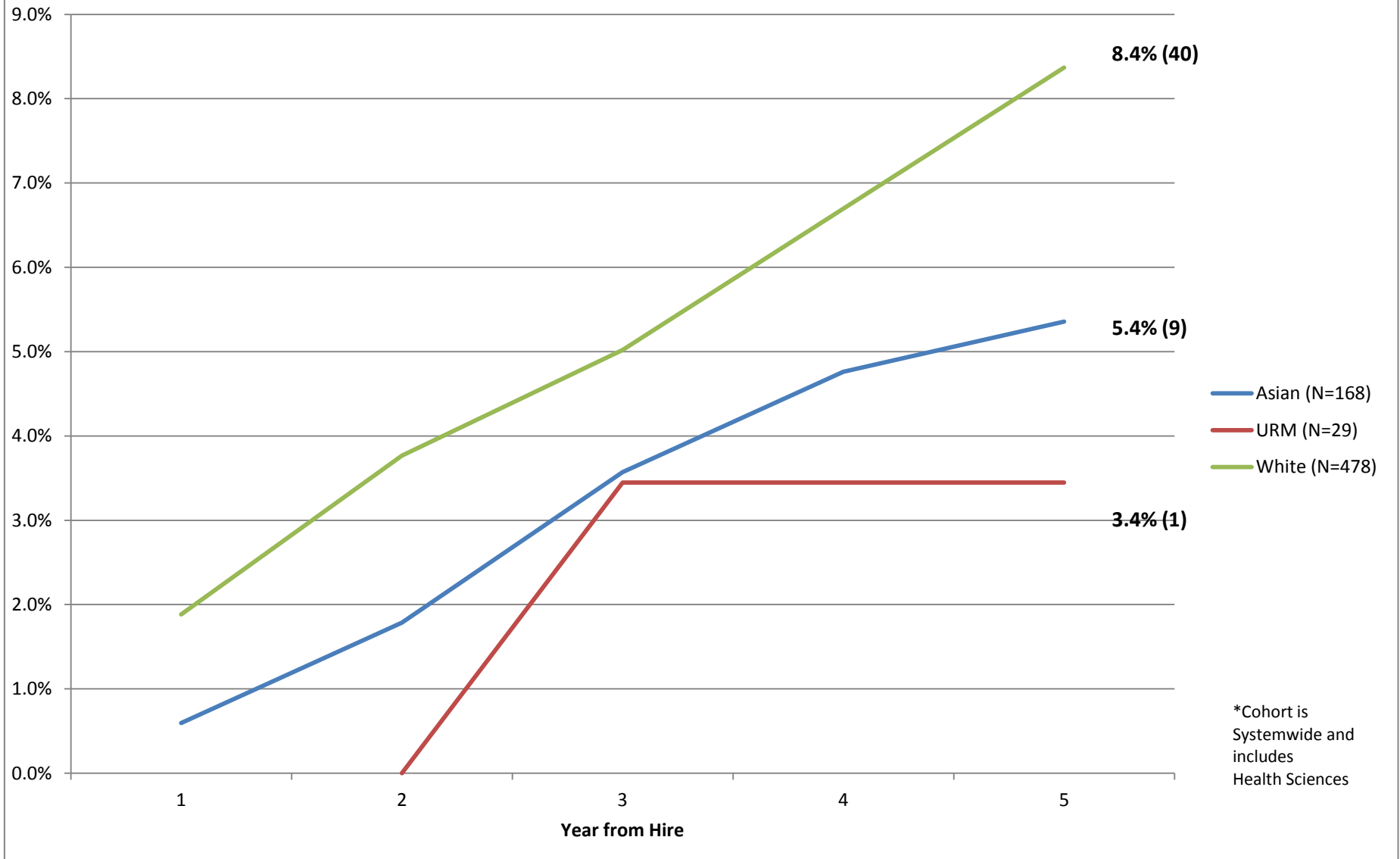


\*Cohort is Systemwide and includes Health Sciences

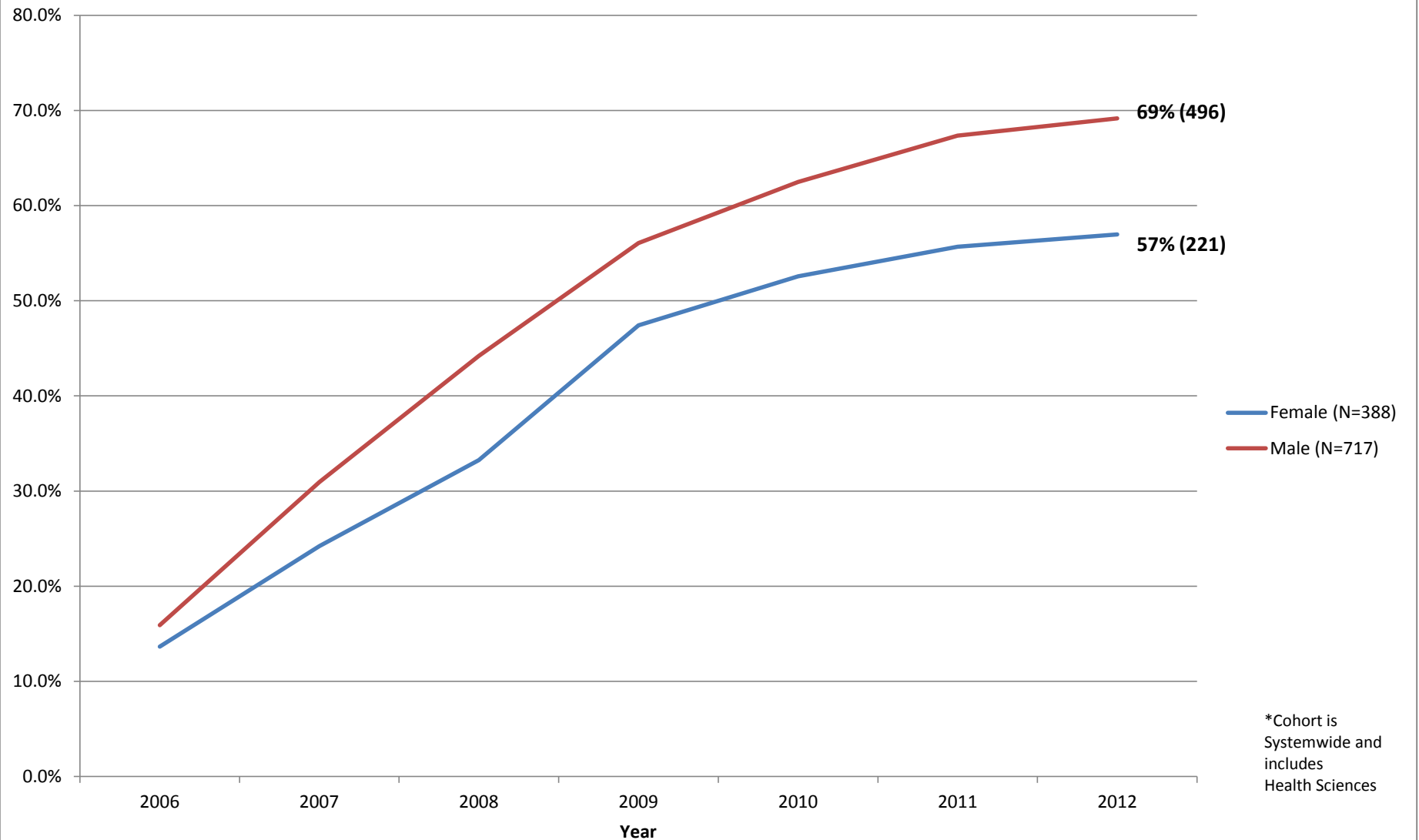
**Chart 2 - Total Resignations from STEM Assist. Prof.  
Cohort\* hired 2000-05 by Gender (N=761)**



**Chart 3 - Total Resignations from STEM Assist. Prof.  
Cohort\* hired 2000-05 by Race/Ethnicity (N=675)**



**Chart 4 - 2005 STEM Assoc. Prof. Cohort\* - Percent who Reach Professor Rank by Year by Gender  
(N=1,105)**



**Chart 5 - 2005 STEM Assoc. Prof. Cohort\* - Percent who Reach Professor Rank by Year by Race-Ethnicity (N=1,096)**

