UC ADVANCE PAID Roundtable Mid-Career Faculty

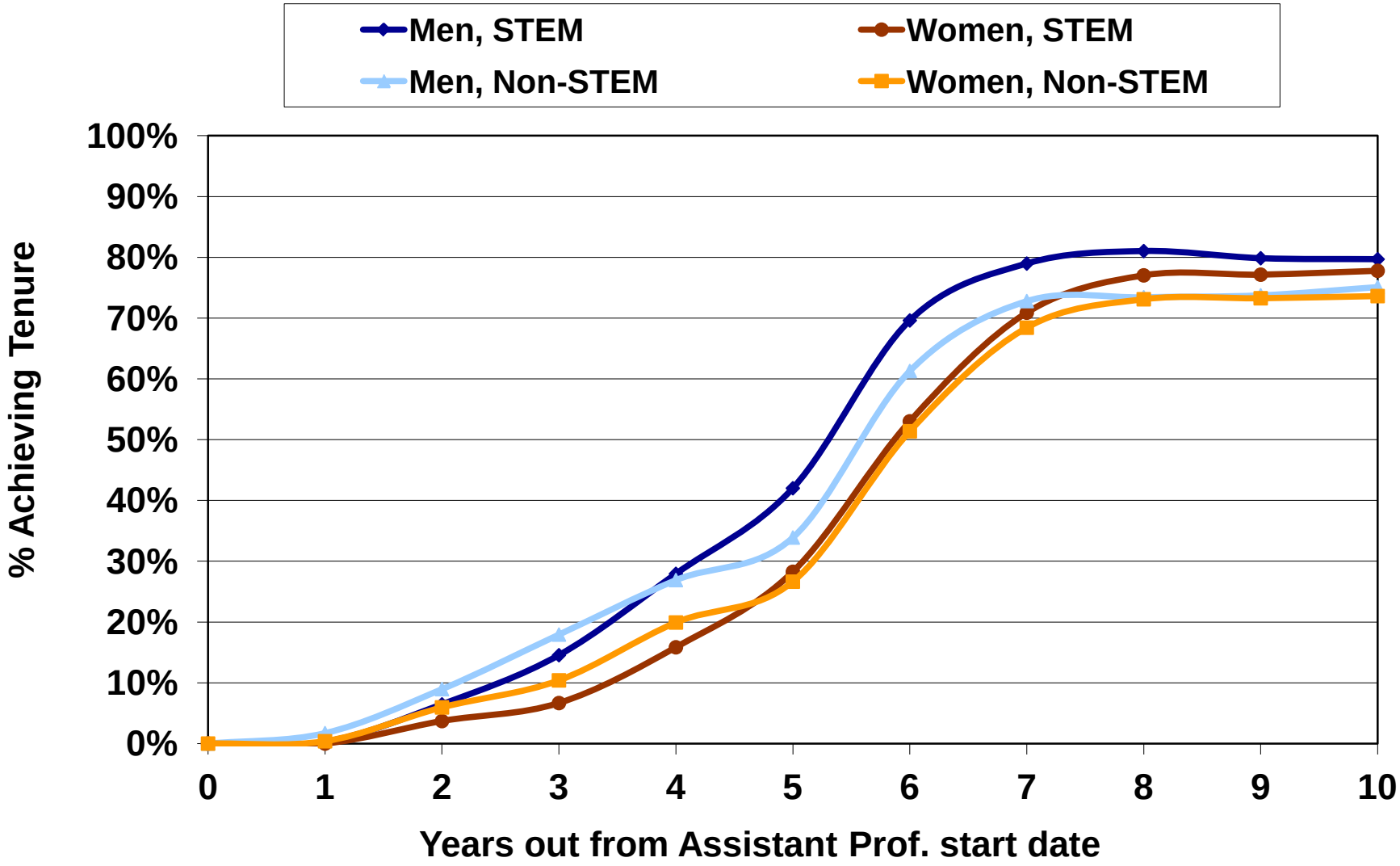
UC Berkeley
April 10, 2013

Angelica M Stacy, Associate Vice Provost for the Faculty
Karie Frasch, Director, Faculty Equity and Welfare
Marc Goulden, Director, Data Initiatives

- **Advancement**
- **Satisfaction**
- **Evaluation**
- **Mentoring**
- **Workshops**

Achieving Tenure at UC Berkeley by Gender and STEM*/Non-STEM

(Includes All Current and Former UCB Faculty with Assistant Start Dates 1985-2011)**



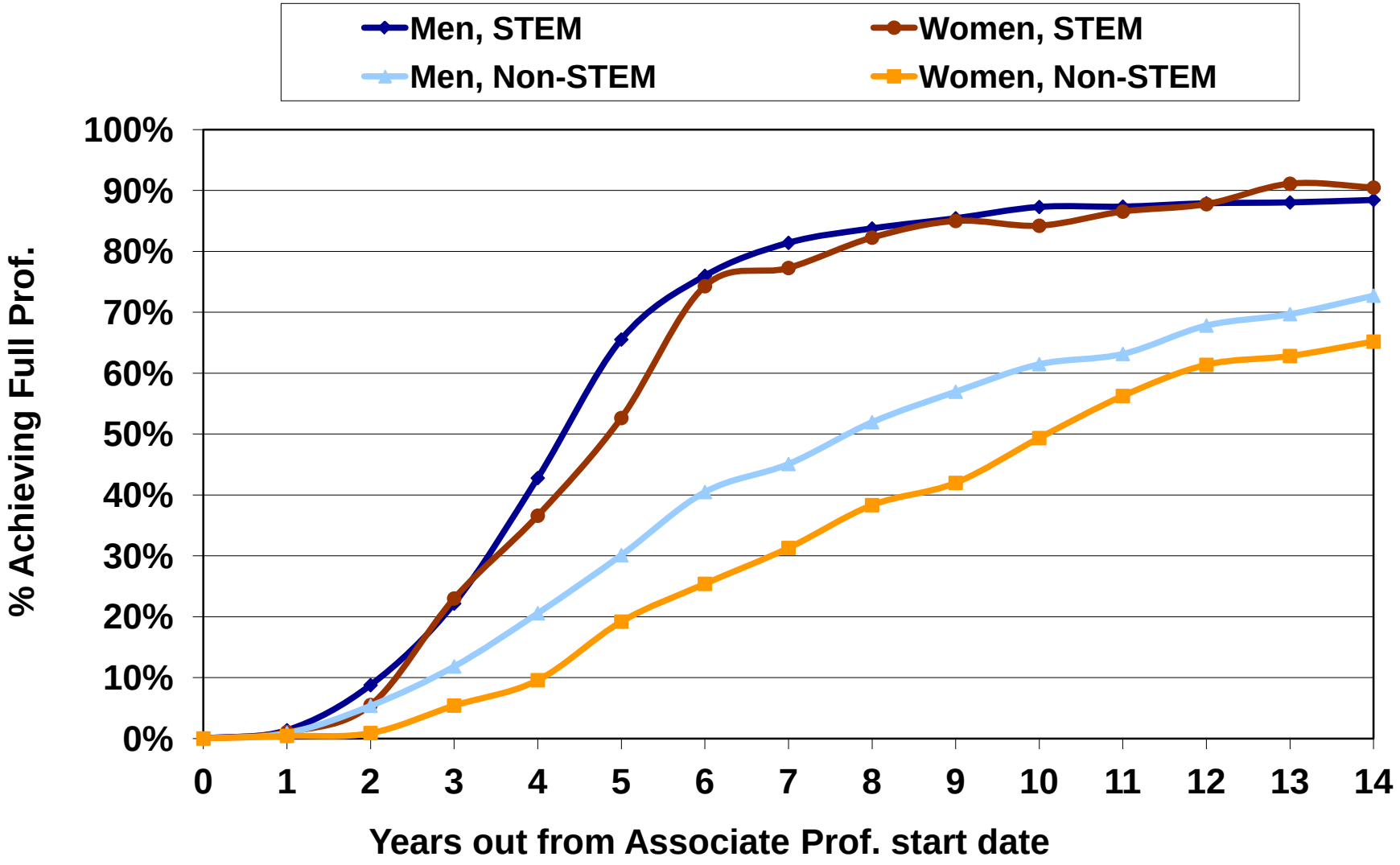
Source: UCB Faculty Personnel Records, 1985-2012.

*Includes Phys./Bio. Sciences, Math., & Tech.
**Former UCB faculty age 66+ are excluded.

Total N=Men, STEM, 348 to 251; Women, STEM, 114 to 63; Men, Non-STEM, 349 to 221; Non-Women, STEM, 259 to 163.

Achieving Full Professor at UC Berkeley by Gender and STEM*/Non-STEM

(Includes All Current and Former UCB Faculty with Associate Start Dates 1985-2011)**



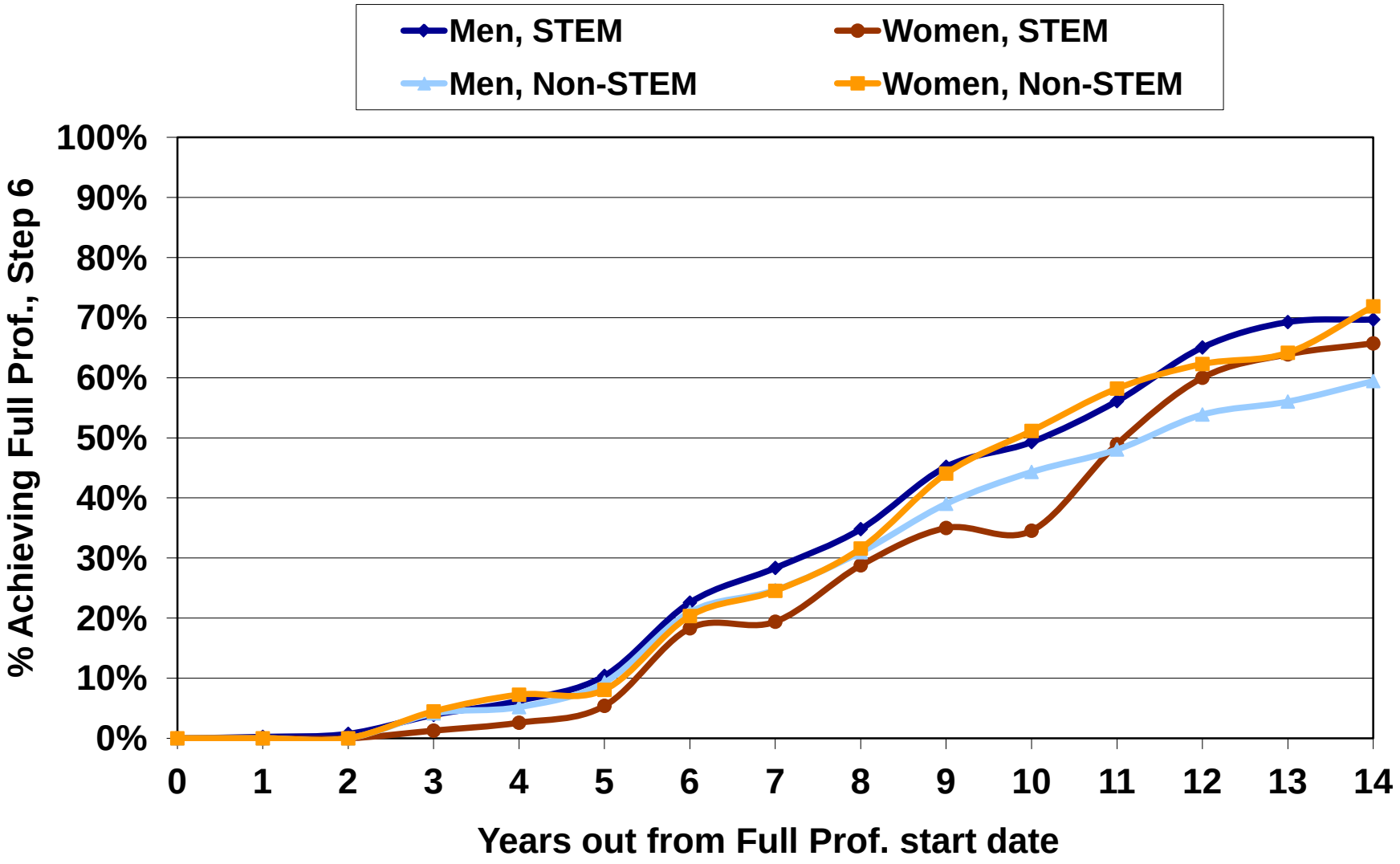
Source: UCB Faculty Personnel Records, 1985-2012.

*Includes Phys./Bio. Sciences, Math., & Tech.
**Former UCB faculty age 66+ are excluded.

Total N=Men, STEM, 371 to 199; Women, STEM, 95 to 42; Men, Non-STEM, 337 to 154; Non-Women, STEM, 238 to 112.

Achieving Full Prof. Step 6 at UC Berkeley by Gender and STEM*/Non-STEM

(Includes All Current and Former UCB Faculty with Full Prof. (<Step 6) Start Dates 1985-2011)**



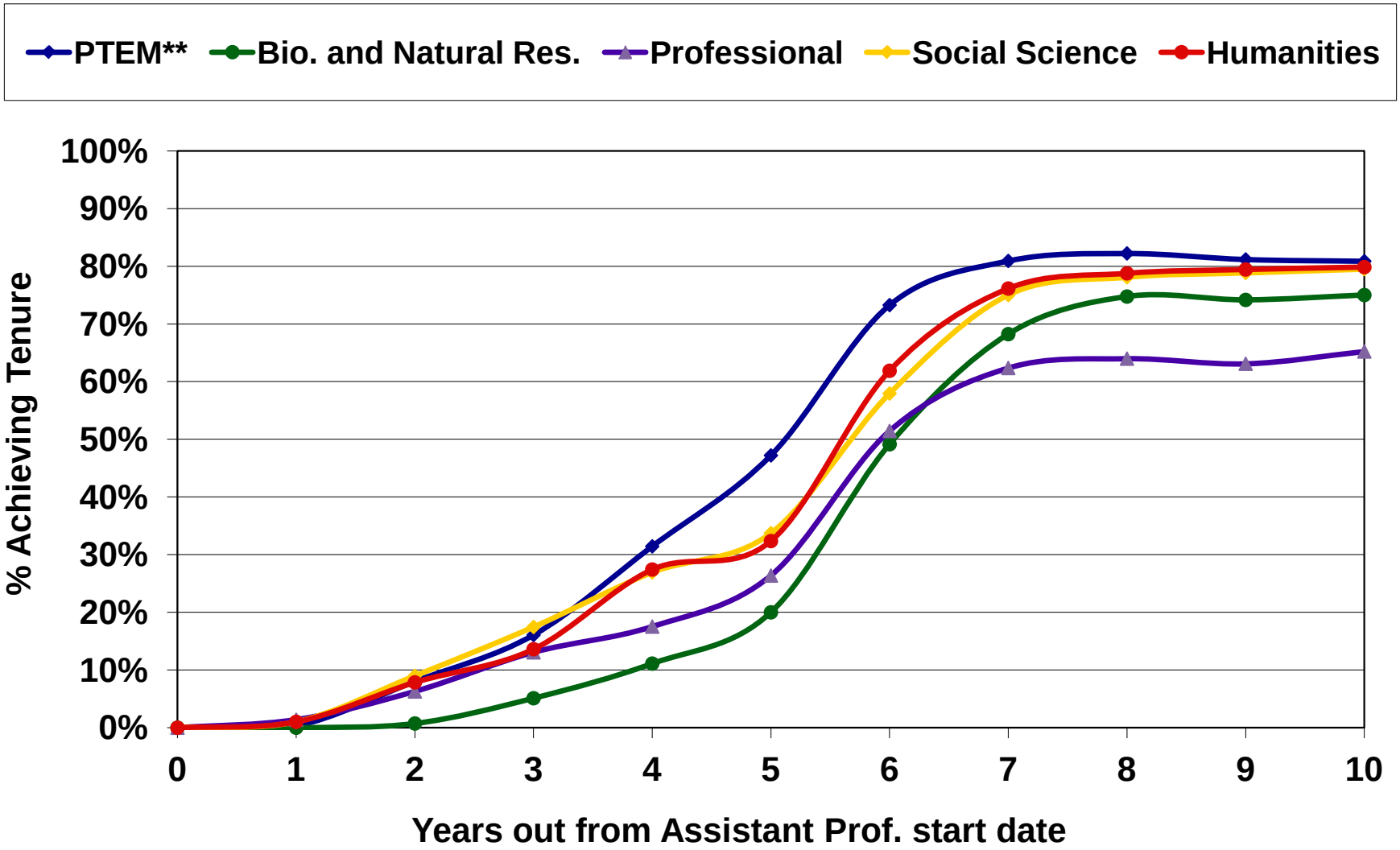
Source: UCB Faculty Personnel Records, 1985-2010.

*Includes Phys./Bio. Sciences, Math., & Tech.
**Former UCB faculty age 66+ are excluded.

Total N=Men, STEM, 415 to 221; Women, STEM, 82 to 33; Men, Non-STEM, 392 to 217; Non-Women, STEM, 219 to 96.

Achieving Tenure at UC Berkeley by Broad Disciplinary Groups

(Includes All Current and Former* UCB Faculty with Assistant Start Dates 1985-2011)



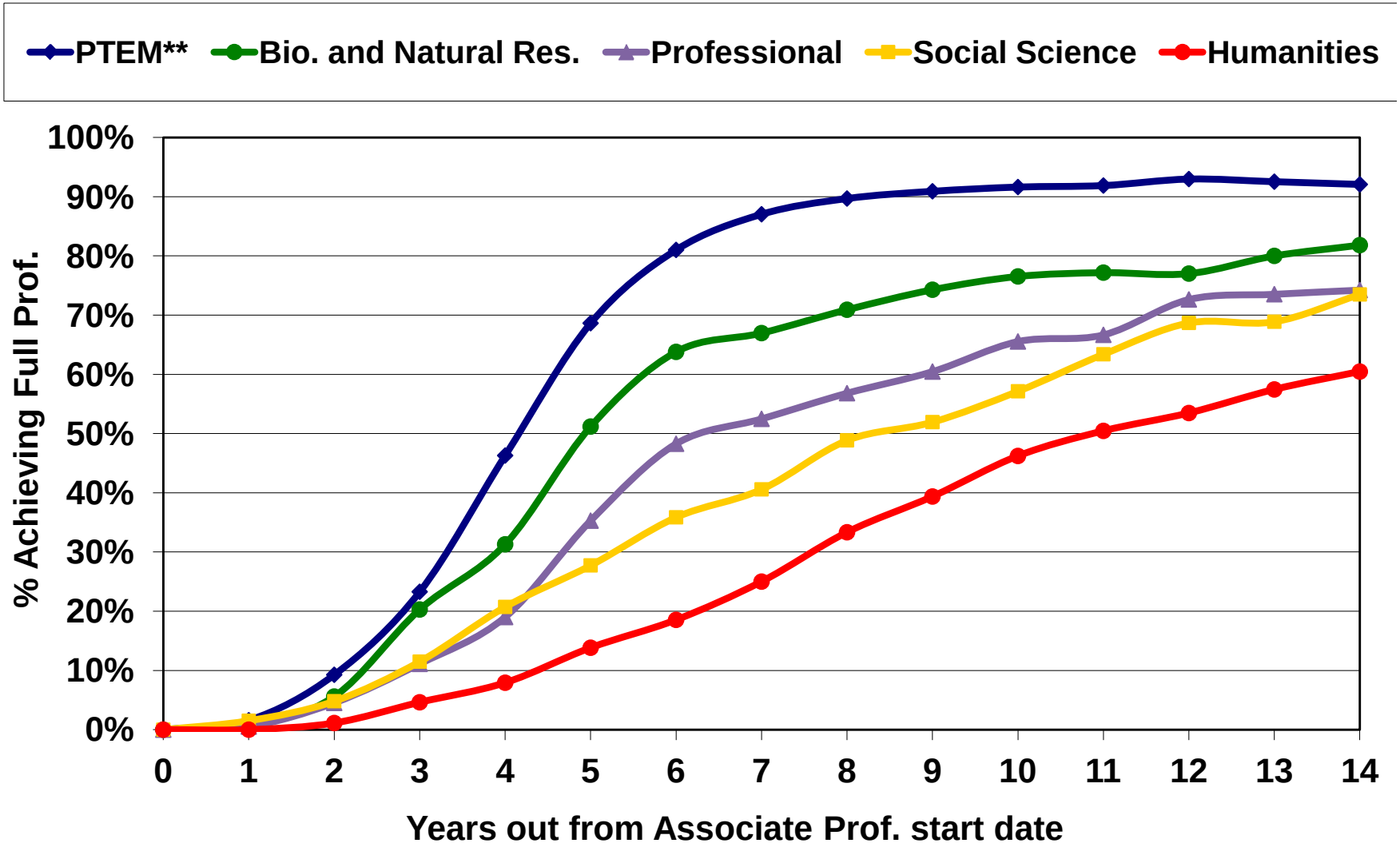
Source: UCB Faculty Personnel Records, 1985-2012.

*Former UCB faculty age 66+ are excluded.
**Includes Phys. Sciences, Tech., Eng. & Math.

Total N=PTEM, 321 to 230; Bio. & Nat. R., 141 to 84; Profess., 216 to 138; Social Sc., 195 to 117; Human., 197 to 129.

Achieving Full Professor at UC Berkeley by Broad Disciplinary Groups

(Includes All Current and Former* UCB Faculty with Associate Start Dates 1985-2011)



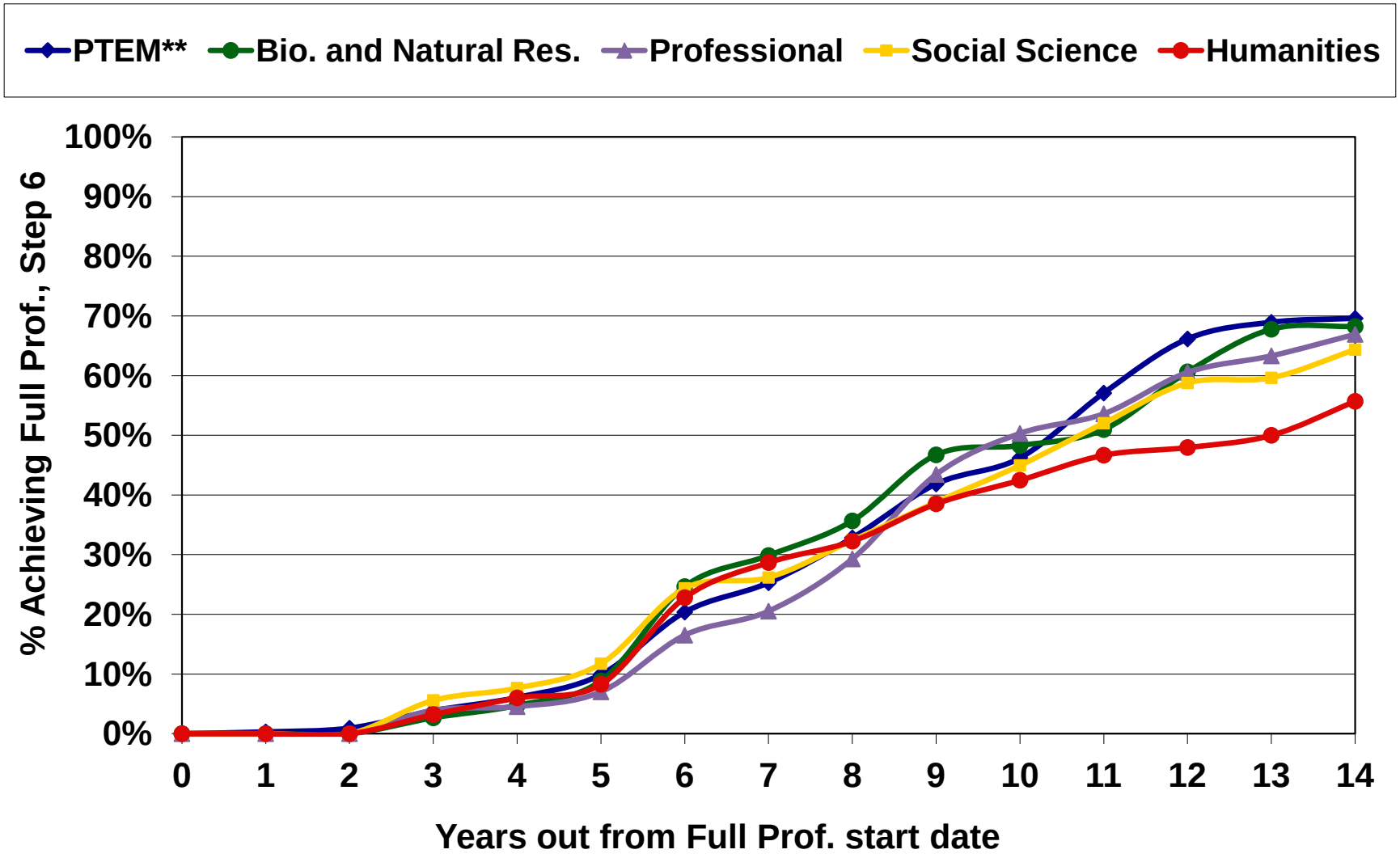
Source: UCB Faculty Personnel Records, 1985-2012.

*Former UCB faculty age 66+ are excluded.
**Includes Phys. Sciences, Tech., Eng. & Math.

Total N=PTEM, 314 to 164; Bio. & Nat. R., 152 to 77; Profess., 189 to 97; Social Sc., 198 to 83; Human., 188 to 86.

Achieving Full Prof Step 6 at UC Berkeley by Broad Disciplinary Groups

(Includes All Current and Former* UCB Faculty with Full Prof. (<Step 6) Start Dates 1985-2011)

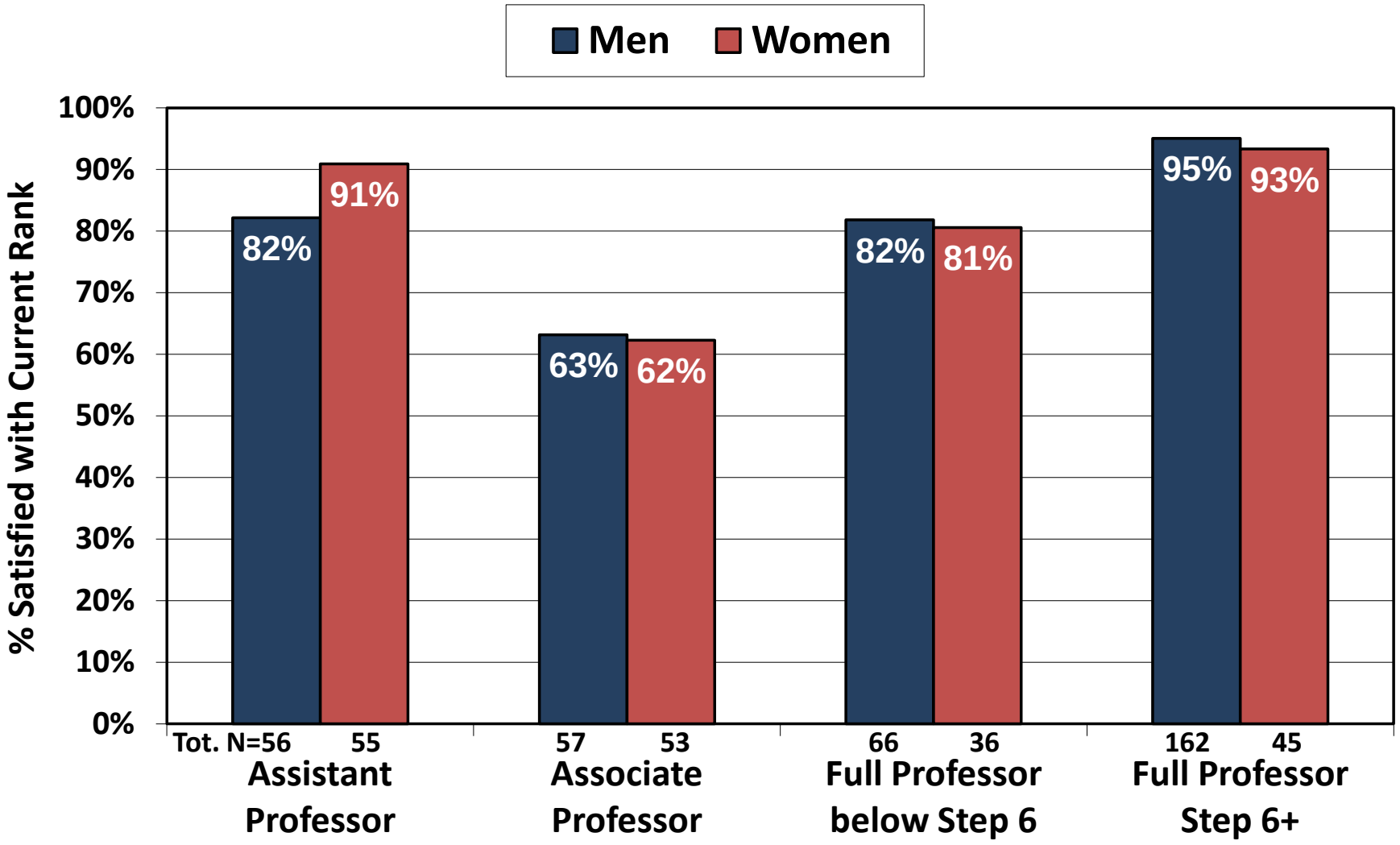


Source: UCB Faculty Personnel Records, 1985-2012

*Former UCB faculty age 66+ are excluded.
**Includes Phys. Sciences, Tech., Eng. & Math.

Total N=PTEM, 341 to 171; Bio. & Nat. R., 156 to 85; Profess., 250 to 133; Social Sc., 197 to 101; Human., 165 to 79.

Percentage Satisfied* with Current Rank by Gender and Rank/Step



*"Very" and "Somewhat satisfied" vs. "Not too satisfied" and "Not at all satisfied."

Source: UC Berkeley Faculty Climate Survey, 2009.

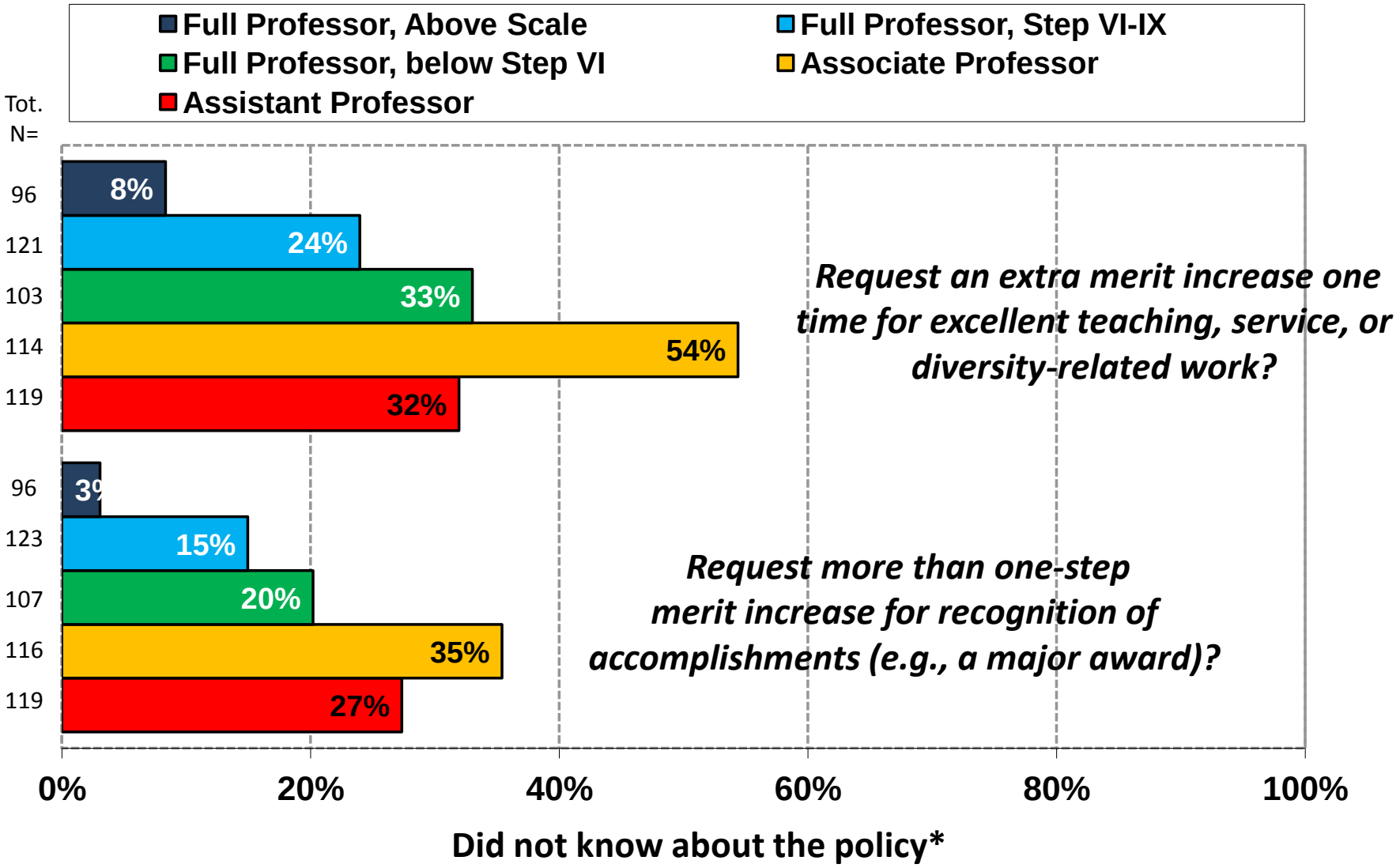
% Indicating that the Review Criterion Should Be More Important,* by Rank

	Assist Prof	Assoc Prof	Full Prof <6	Full Prof 6-9	Above acale
Books	15%	20%	24%	26%	24%
Journal articles (peer reviewed)	6%	4%	5%	5%	2%
Grants	26%	26%	22%	17%	11%
Research awards	19%	21%	19%	15%	13%
Teaching lecture courses	30%	37%	21%	27%	16%
Number of citations	21%	26%	19%	17%	11%
Efforts to improve or create new courses	57%	50%	33%	36%	19%
Mentoring ugrad stud	63%	65%	47%	51%	29%
Departmental service	33%	42%	40%	38%	8%
Promoting diversity	49%	52%	38%	43%	17%
Mentoring colleagues	60%	65%	57%	47%	28%
Community-based service	66%	60%	50%	44%	29%

Note: Shaded cells of red and blue indicate significant differences based on chi-square, comparing the responses of the subgroup to all other respondents; reds indicate a higher-than-expected percentage and blues a lower-than-expected percentage. Dark red/blue = chi-square less than .001; medium red/blue = less than .01; light red/blue = less than .05.

Source: UC Berkeley Faculty Climate Survey, 2009.

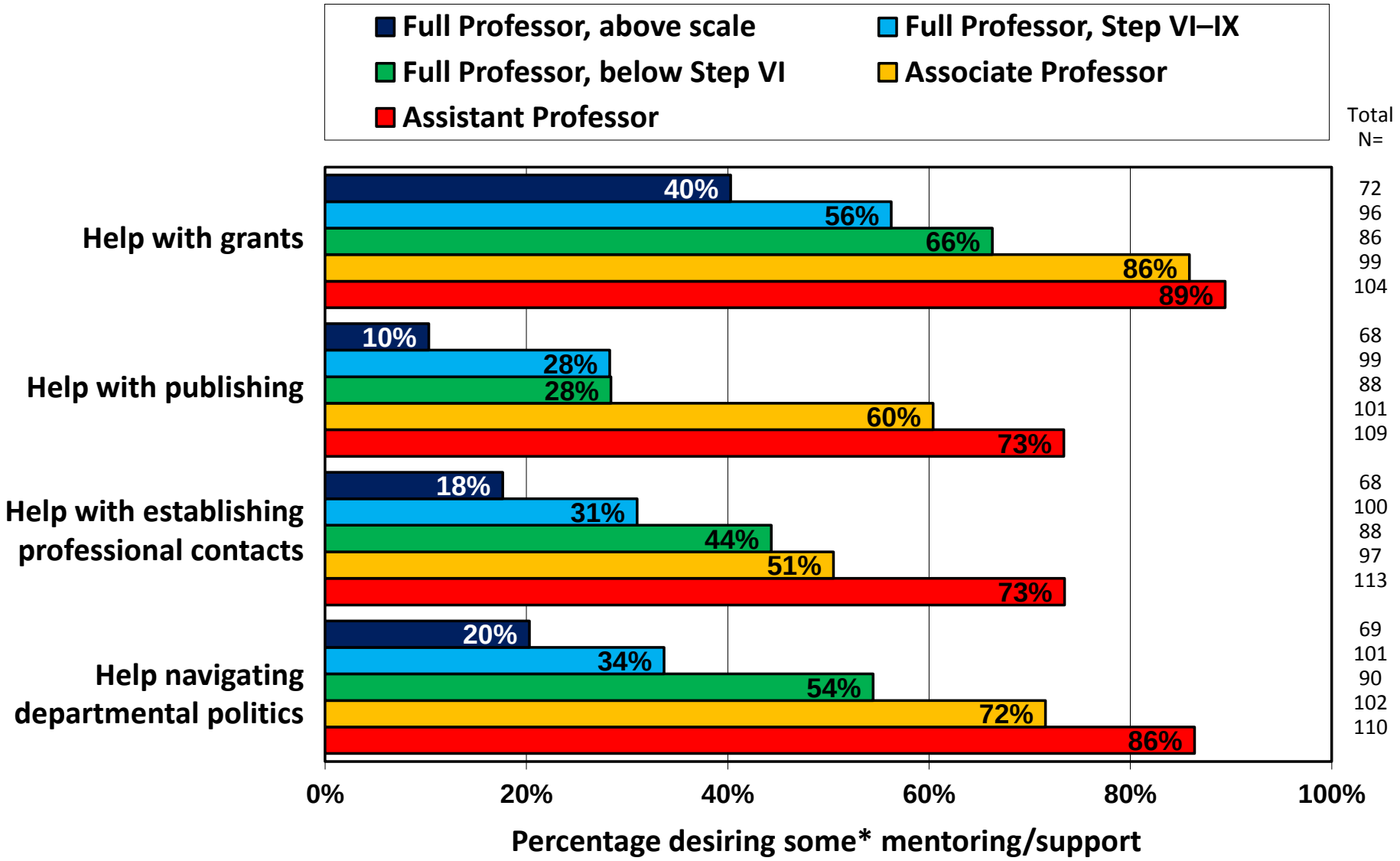
UC Berkeley Faculty: Percent Who Did Not Know about the Merit Review Policy by Rank/Step



*Did not know about the policy vs. used the policy, did not need the policy, & discouraged from using the policy.

Source: UC Berkeley, Faculty Climate Survey, 2009.

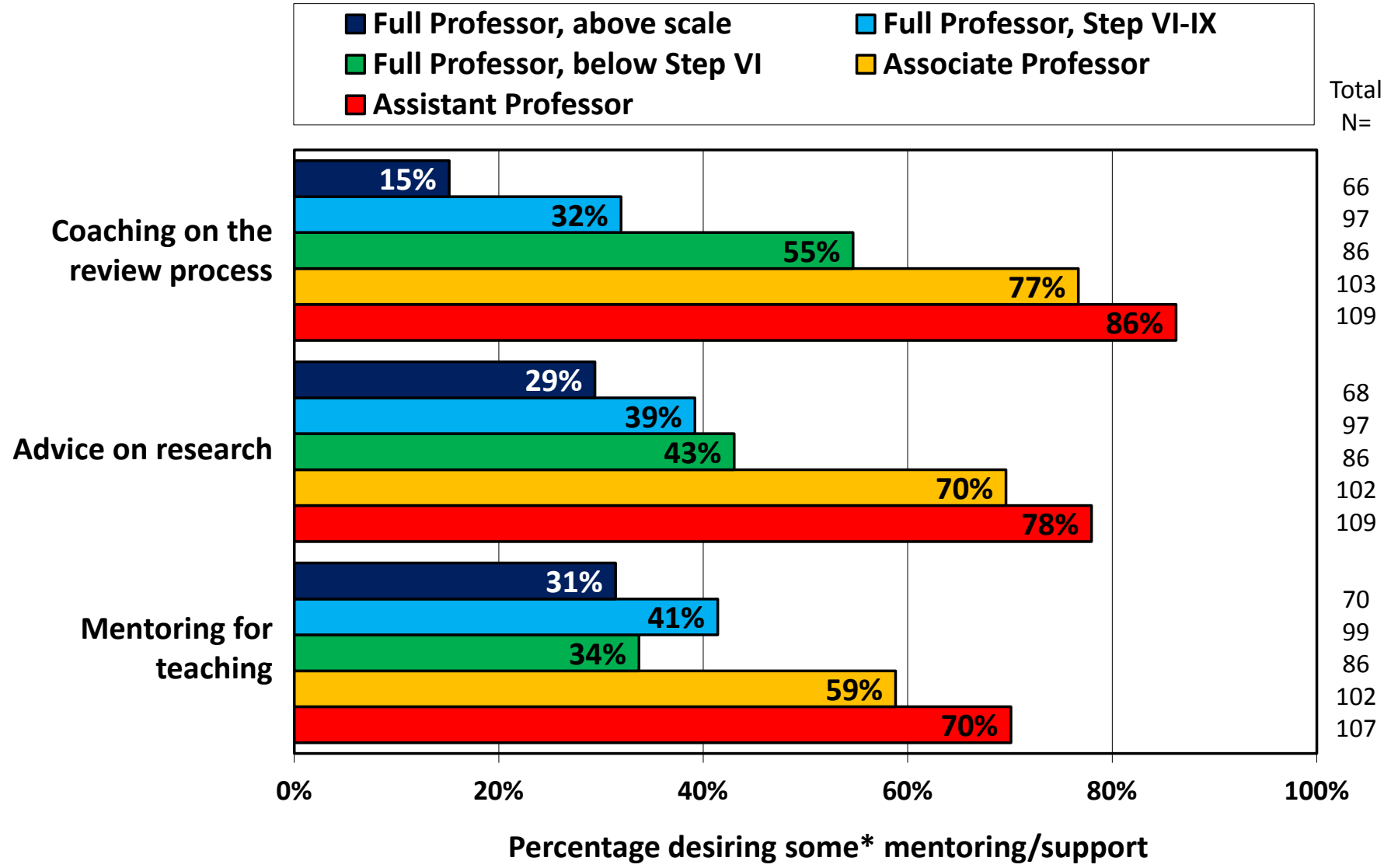
Percentage Desiring Some* Mentoring/Support by Rank/Step



*Some = "A great deal," "Much," and "Some," vs. "A little" and "None." "Not applicable" excluded.

Source: UC Berkeley, Faculty Climate Survey, 2009.

Percentage Desiring Some* Mentoring/Support by Rank/Step



*Some = "A great deal," "Much," and "Some," vs. "A little" and "None." "Not applicable" excluded.

Source: UC Berkeley, Faculty Climate Survey, 2009.

Themes from Berkeley Associate Professor Workshops

1. Seeking information about advancement, review, campus and departmental politics, expectations.

2. Formulating an understanding of career ahead, priorities, new opportunities.

3. Making choices, saying “no”, balancing research, teaching, service, family.