

UC Berkeley Faculty Diversity Data

Prepared by the Office of Faculty Equity and Welfare
August 2019

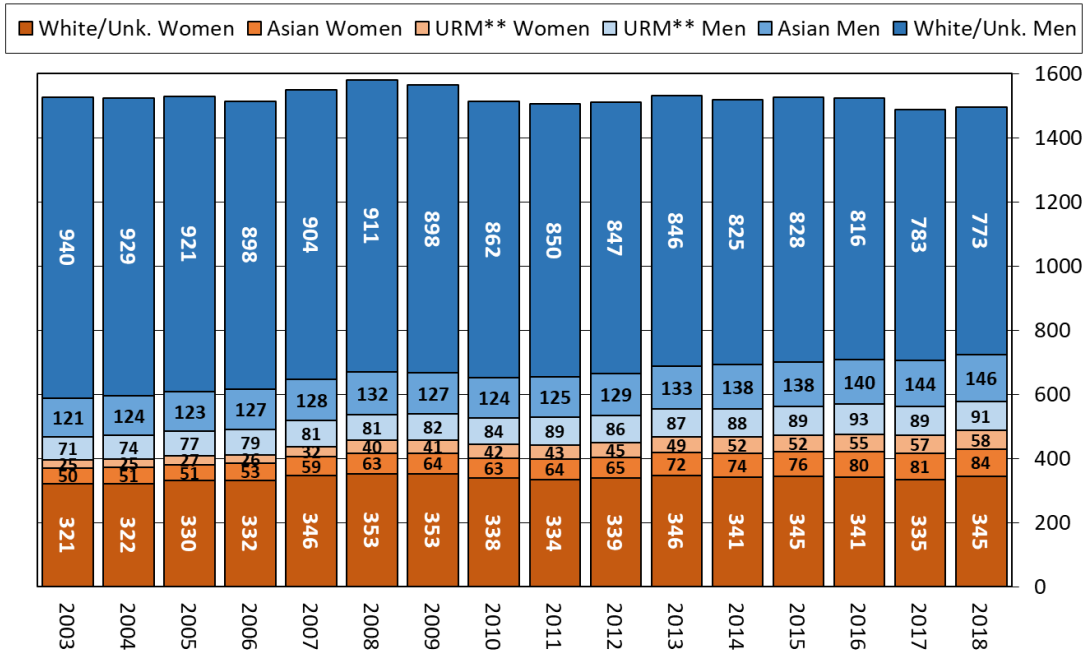
The data presented in this report provide a snapshot of the ladder rank faculty by gender/ethnicity, including

- Faculty Headcount
- Hiring Trends by Discipline
- Tenure Rates
- Salary Differences
- Retention Rates

Faculty Headcount by Gender/Ethnicity

The first chart below shows the number of men, women, Asian, and URM faculty at UC Berkeley from 2002-03 to 2017-18. The second chart provides a more detailed view of the numbers of URM and Asian faculty. Each faculty member is counted once.

UC Berkeley Faculty Headcount by Gender/Ethnicity, AY 2003-04—2018-19*

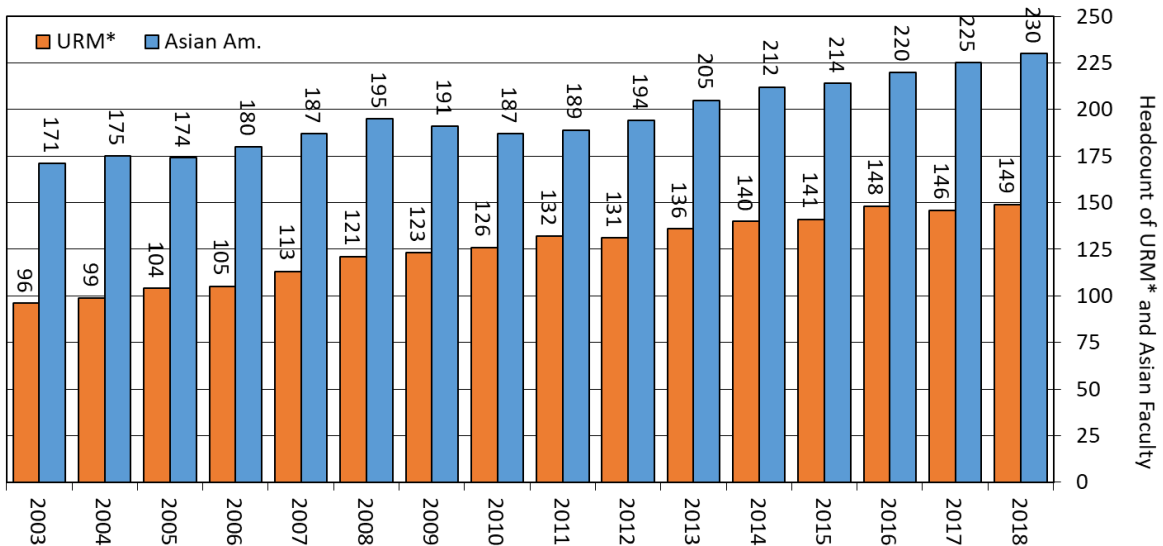


**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY2003-04—2018-19.

*2018-19 is preliminary, as of April 30, 2019.

UC Berkeley Faculty Headcount by Race/Ethnicity: Underrepresented Minorities (URM)* and Asian American, AY 2003-04—2018-19**



**URM includes African Am., Hispanic, and Native Am.

Source: UCB Faculty Personnel Records, AY2003-04—2018-19.

*2018-19 is preliminary, as of April 30, 2019.

Hiring Trends by Discipline

The tables below show budgeted FTE whereby faculty with less than a full time position are counted according to the fraction of their appointment (hence the number of budgeted FTE is lower than the headcounts on the charts on the previous page). The first table below shows the distribution of new Berkeley faculty FTE with start dates from 2013-14 to 2017-18 (5 year period). The second table provides an overview of the budgeted FTE for the current faculty. Note: URM includes both men and women.

New Berkeley Faculty Appointed 2013 to 2018, by Discipline (Budgeted FTE)							
Discipline	# hired	# women	% women	% available*	# URM	% URM	% available*
L&S Humanities	43	24	56%	54%	3	7%	12%
L&S Social Sciences	68	29.5	43%	59%	10.5 [†]	15%	15%
L&S Bio Sciences	24	8	33%	54%	2	8%	12%
L&S Physical Sci.	33	7.5	23%	28%	2	6%	8%
Engineering	55.5	15	27%	25%	5	9%	11%
Chemistry	11	1	9%	38%	2	18%	11%
CNR	24	5.5	23%	56%	1	4%	14%
CED	12.5	6.5	52%	50%	3.5	28%	18%
Business	24	6	25%	42%	2	8%	17%
Law	16.5	6	36%	54%**	2.5	15%	12%**
Public Health	11	1	9%	72%	2	18%	25%
Public Policy	5.5	3.5	64%	55%	0	0%	26%
Social Welfare	5	5	100%	80%	2	40%	26%
Education	4.5	3	67%	69%	3	67%	23%
Information	3.5	1	29%	36%	0	0%	15%
Optometry	4.5	2	44%	79%**	0	0%	7%**
Journalism	2	2	100%	65%**	0	0%	24%**

* The estimated availabilities are derived from the Survey of Earned Doctorates (US, PR, 2010-2014), except as indicated below.

** The availability is based on UCB professional degree recipients.

† 8.5 of the 10.5 URM hires were in African American Studies and Ethnic Studies.

	Current faculty FTE as of March 2019	New faculty FTE 2013 to 2018	Estimate of the availability pool	UC Berkeley PhD recipients 2012 - 2016	UC Berkeley Bachelor's degree recipients 2012 - 2016
Total	1497	347.5			
Women	33%	36%	50%	42%	53%
Asian	15%	22%	10%	14%	42%
URM	10%	12%	14%	10%	16%

Tenure Rates

The data in the table below show the number of faculty (headcount) hired as assistant professors by gender/ethnicity with start dates of 2000-01 to 2009-10 (10-year cohort) who were granted tenure within the eight year period since their date of hire. Note: Some faculty separate before going up for tenure.

UCB Faculty, Tenure Rate (8 th year), 10-year cohort, July 2000-09					
Discipline	White	Asian	URM	Men	Women
Total # appointed as assist prof	316	79	48	277	174
# receiving tenure	253	65	39	229	130
% of group receiving tenure	80%	82%	81%	83%	75%*

*Significant difference at $p < 0.05$.

Salary Differences

The table below shows campus level salary differences for women, Asian, and URM faculty relative to white men. The analysis focused on two key submodels: one that includes controls for experience and field, and a second that includes controls for experience, field, and rank. A negative difference indicates a lower salary compared with white men as a percent of the total salary.

Campus Level Salary Differences for Women, Asian, and URM Relative to White Men, Log Model				
	Controls for experience and field		Controls for experience, field, and rank	
	Dec. 2014	Spring 2017	Dec. 2014	Spring 2017
Women	-4.3%*	-2.9%*	-1.8%	-0.6%
Asian	-1.7%	-1.6%	-1.8%	-1.1%
URM	-1.2%	+0.8%	-1.0%	+0.3%

*Significant difference at $p < 0.05$. The unmarked differences are not significant.

Retention

The table below provides the success rate of retaining faculty for cases reported to the Vice Provost between 1998-99 and 2015-16 that were resolved. Cases of multiple outside offers to a single faculty member in a particular year are counted as a single retention case. The majority of the cases were accompanied by a documented outside offer.

Success Rate of UCB Faculty Retention Cases, 1998-99—2015-2016				
	# of Resolved Cases	# Who Stay	# Who Leave	% Retained
All Faculty	759	581	178	77%
Men	517	393	124	76%
Women	242	188	54	78%
White	564	429	135	76%
Asian	115	88	27	77%
RM	72	59	13	82%