



University of California
San Francisco

The Faculty Workforce Report

Also known as the Faculty Headcount

Inciting context

The VPAA and the Office of Academic Affairs are undertaking new initiatives and improving existing ones regarding faculty climate, equity, mentoring, and other aspects of faculty life, appointment, and advancement. The foundation of the data behind these initiatives is the concept of “faculty” and how we count them. The annual Faculty Workforce Report is this foundation, and as we examine and improve academic initiatives, it was important to reexamine how we consider and count faculty and identify opportunities for improvement.

The Faculty Workforce Report

The Annual Faculty Workforce Report, detail:

DENTISTRY	Total	Total Male		Total Female		White		African American		Asian Ame
	#	#	%	#	%	#	%	#	%	#
LADDER	34	21	61.8	13	38.2	24	70.6	1	2.9	5
IN RESIDENCE	3	1	33.3	2	66.7	1	33.3	0	0.0	2
CLINICAL X	7	3	42.9	4	57.1	2	28.6	0	0.0	3
ADJUNCT	14	6	42.9	8	57.1	6	42.9	2	14.3	5
HS CLINICAL	134	75	56.0	59	44.0	55	41.0	5	3.7	62
TOTAL	192	106	55.2	86	44.8	88	45.8	8	4.2	77

MEDICINE	Total	Total Male		Total Female		White		African American		Asian Ame
	#	#	%	#	%	#	%	#	%	#
LADDER	236	178	75.4	58	24.6	183	77.5	5	2.1	41
IN RESIDENCE	527	320	60.7	207	39.3	334	63.4	11	2.1	126
CLINICAL X	542	323	59.6	219	40.4	346	63.8	13	2.4	139
ADJUNCT	372	169	45.4	203	54.6	227	61.0	5	1.3	105
HS CLINICAL	1003	412	41.1	591	58.9	553	55.1	32	3.2	323
TOTAL	2,680	1,402	52.3	1,278	47.7	1643	61.3	66	2.5	734

The Faculty Workforce Report

The definition of the Faculty Workforce and the methodology to count the faculty have not been updated since 2001. Improvements are needed based on the:

- Evolution of the faculty population and appointment types
- Evolution of the information systems with faculty data

Defining “Faculty Workforce”

- Historical definition: *“Any person with a faculty appointment receiving pay from UCSF.”*
- Historical method: Derived from payroll data; faculty are identified by payroll title and counted where they are paid.
- Revised definition: *“Appointees in the five faculty series who have a significant professional commitment to the University as defined by percent effort or percent pay via UCSF or a formal affiliation (VAMC, Fresno, BCHO, Gladstone, or HHMI).”*
- Revised method: Derived from Advance; faculty are identified by academic title and counted in their academic home department.

The Historical Method



Includes:

- Instructors (a title code used inconsistently and includes trainees and temporary appointments)
- Without salary (WOS) appointees without a substantial commitment to the University (e.g. faculty who have left UCSF but maintain an honorary relationship with the department, or maintain a WOS appointment for grant or student purposes)

Excludes:

- Faculty paid entirely by affiliate but who are fully committed to the University
- Faculty leadership with an administrative primary title code (e.g. deans, EVCP, VPAA)

The historical method counts people where they are paid (pay line account source such as EVCP, ORUs, etc.) rather than their academic home department.

The Revised Method



Includes:

- SMG, HHMI, and other significantly committed faculty paid by affiliate
- Faculty leaders previously not included
- Counts faculty in their academic home and school rather than pay source

Excludes:

- Instructors, true WOS appointments, temporary appointments, and trainees

How does this affect the 2017 headcount?

Table 1: How the revised methodology adjusts the total headcount.

	Historical Method Campus Total	Revised Method Excludes	Revised Method Adds	Revised Method Campus Total	Net Campus Total Increase
Campus Total	3,099	-212	+341	= 3,228	$\Delta + 129$

By School:	Lost	Gained	Net
School of Dentistry	12	1	-11
School of Medicine	197	337	140
School of Nursing	3	1	-2
School of Pharmacy	0	2	2

How does the overall picture change?

Table 2: Net changes in faculty by gender by URM status

Gender			URM Status		
Female			Underrepresented Minority		
+146	-120	$\Delta +26$	+34	-25	$\Delta +9$
Male			Non-Underrepresented Minority		
+195	-92	$\Delta +103$	+307	-187	$\Delta +120$
Net Campus Change		+129	Net Campus Change		+129

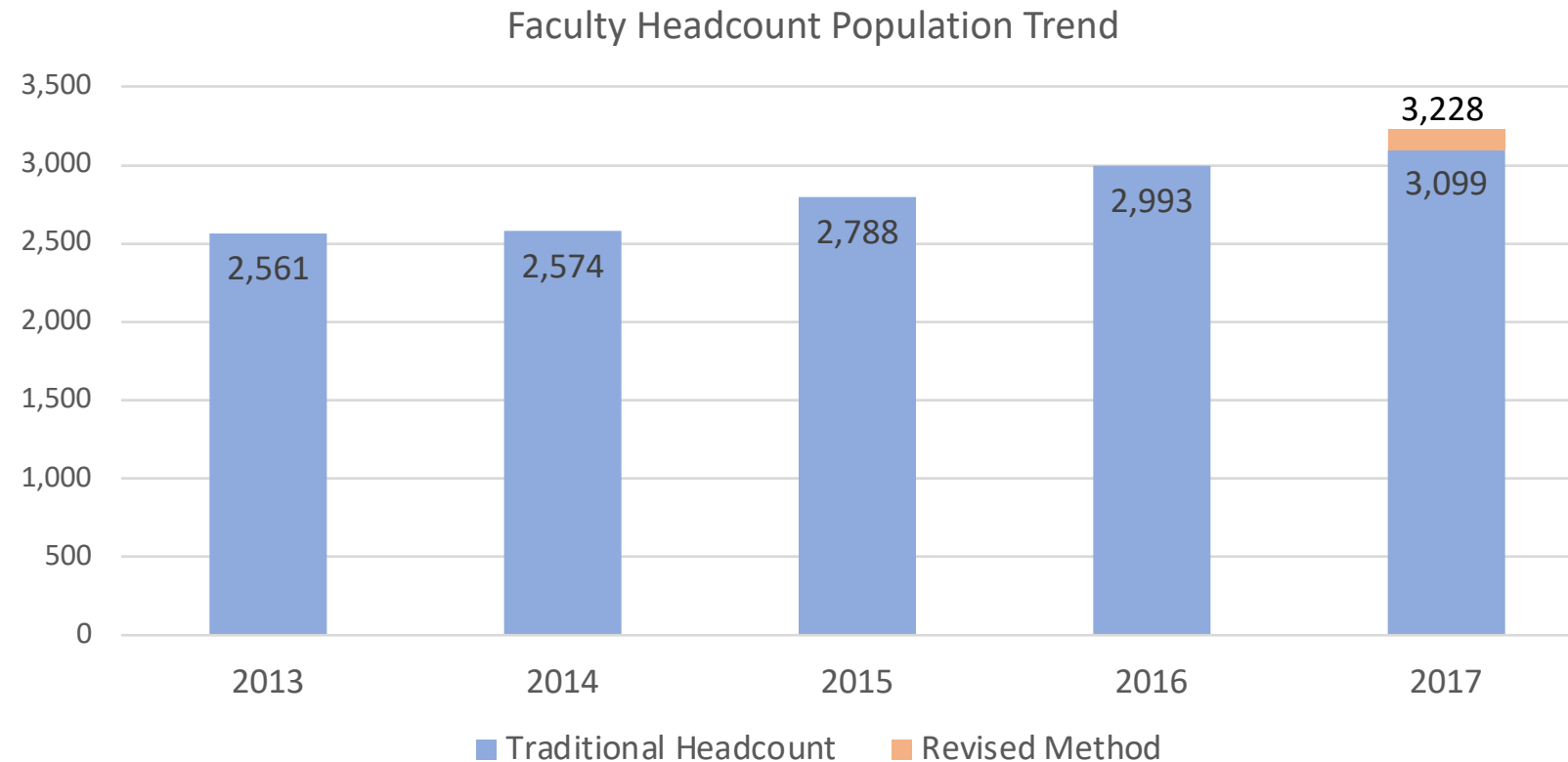
How does the overall picture change?

Table 3: Changes in the campus percentages based on gender and URM status:

	Population	Female	Male	URM	Non-URM
Historical Method	3,099	49.5%	50.5%	8.2%	91.8%
Revised Method	3,228	48.3%	51.7%	7.8%	92.2%

How does the revision affect growth trend?

Chart 1: Faculty growth for the past five years, with comparison for 2017



The Faculty Workforce Report

The workforce set (WF) will be used as the baseline for other campus initiatives, such as the Faculty Salary Equity Review (FSER) and the Mentoring Program.

- FSER = WF $\geq$ 75% time
- Mentoring = WF @ Assistant Rank including formal affiliates

The Faculty Workforce Report

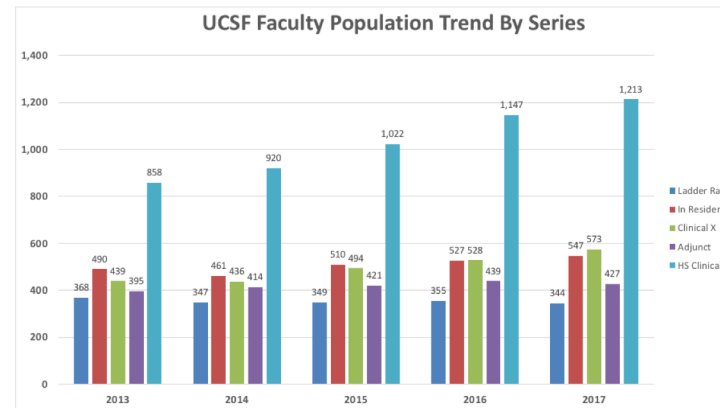
The evolution of faculty appointments and the technology managing faculty appointments have driven the revision to the definition and methodology to identify the faculty workforce at UCSF.

The revised headcount methodology will begin with the 2018 Faculty Workforce Report to ensure that we address the progression of the faculty population and take advantage of advanced information systems to better serve our faculty.

Trending Data for Faculty Workforce

- By using Advance data rather than payroll system data, we are able to create interactive dashboards displaying trend information by gender, series, school, department, ethnicity, URM status, basic science department, new faculty, exiting faculty and the intersection of *any* of these criteria on the fly.

Faculty Population Trend by Series

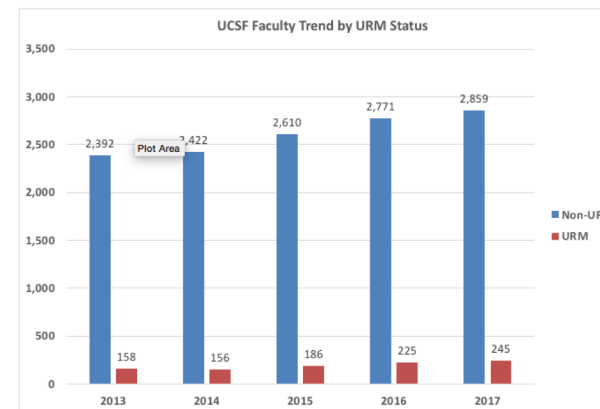


Slicers:

School School of Dentistry School of Medicine School of Nursing School of Pharmacy	Series Adjunct Clinical X HS Clinical In Residence Ladder Rank	Rank Instructor Assistant Associate Full
Gender Female Male	URM Status Non-URM URM	

Note to Slicers:
Under-Represented Minority (URM) codes are Black/African American, Filipino/Philipino, Native Hawaiian or Other Pacific Islander, Vietnamese/Vietnamese American, Latino, Mexican/Chicano, Other Spanish/Hispanic, and American Indian or Alaska Native.

UCSF Faculty URM Trend



Slicers:

School School of Dentistry School of Medicine School of Nursing School of Pharmacy	Series Adjunct Clinical X HS Clinical In Residence Ladder Rank	Rank Instructor Assistant Associate Full	Department Anatomy Anesthesia &... Anthropology... Biochemistry &... Bioengineering &... Cell & Tissue Biology Cellular & Molecular... Clinical Pharmacy Community Health... Dean's Office ~... Dermatology Emergency Medicine Epidemiology &... Family & Community... Family Health Care... Fresno Medical... Institute for Health... Institute for...
Basic Science Department Basic Science Department Not Basic Science Department			

Appendices

- Exclusions and Inclusions

Exclusions under the revised method

Table 4: Who becomes excluded? N=212

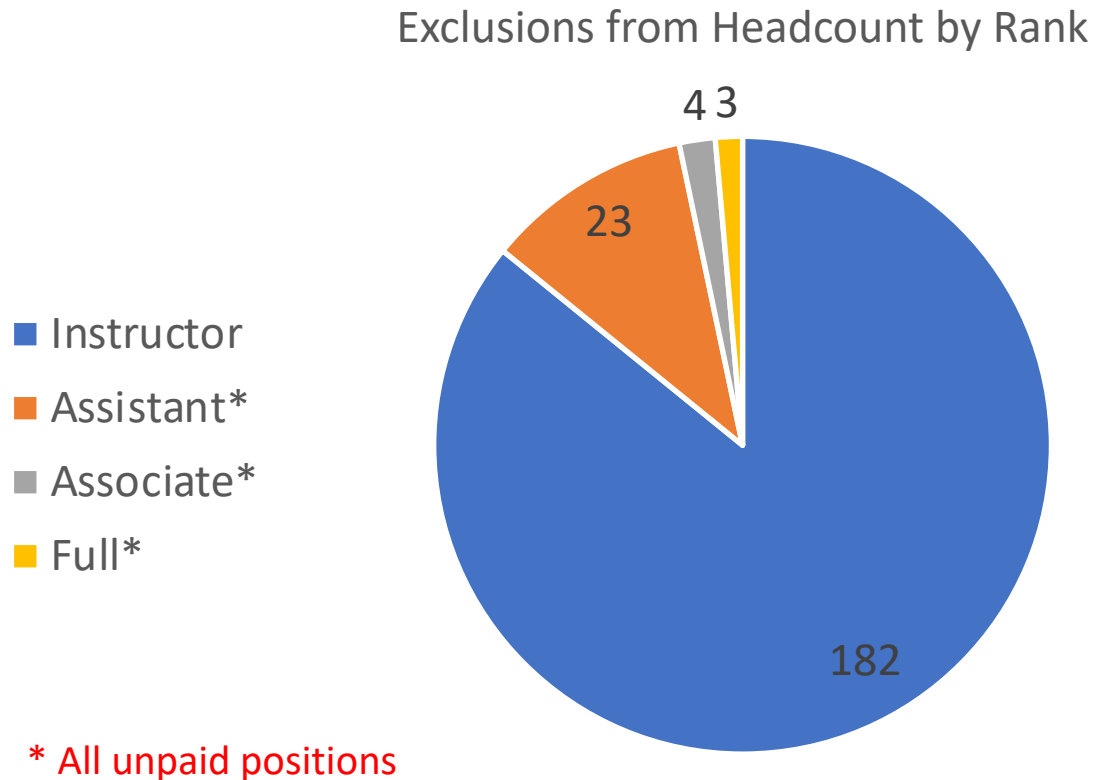
	Female	Male	Total	URM	Non-URM	Total
School of Dentistry	9	3	12	4	8	12
Adjunct	1	-	1	-	1	1
HS Clinical	8	3	11	4	7	11
School of Medicine	108	89	197	21	176	197
Adjunct	24	10	34	2	32	34
HS Clinical	84	79	163	19	144	163
School of Nursing	3	-	3	-	3	3
Adjunct	2	-	2	-	2	2
HS Clinical	1	-	1	-	1	1
School of Pharmacy	-	-	-	-	-	-
Total Removed	120	92	212	25	187	212

URM=Underrepresented Minority

Non-URM=Non-Underrepresented Minority

Exclusions under the revised method

Chart 2: Who becomes excluded? N=212



Inclusions under the revised method

Table 5: Who becomes included? N=341

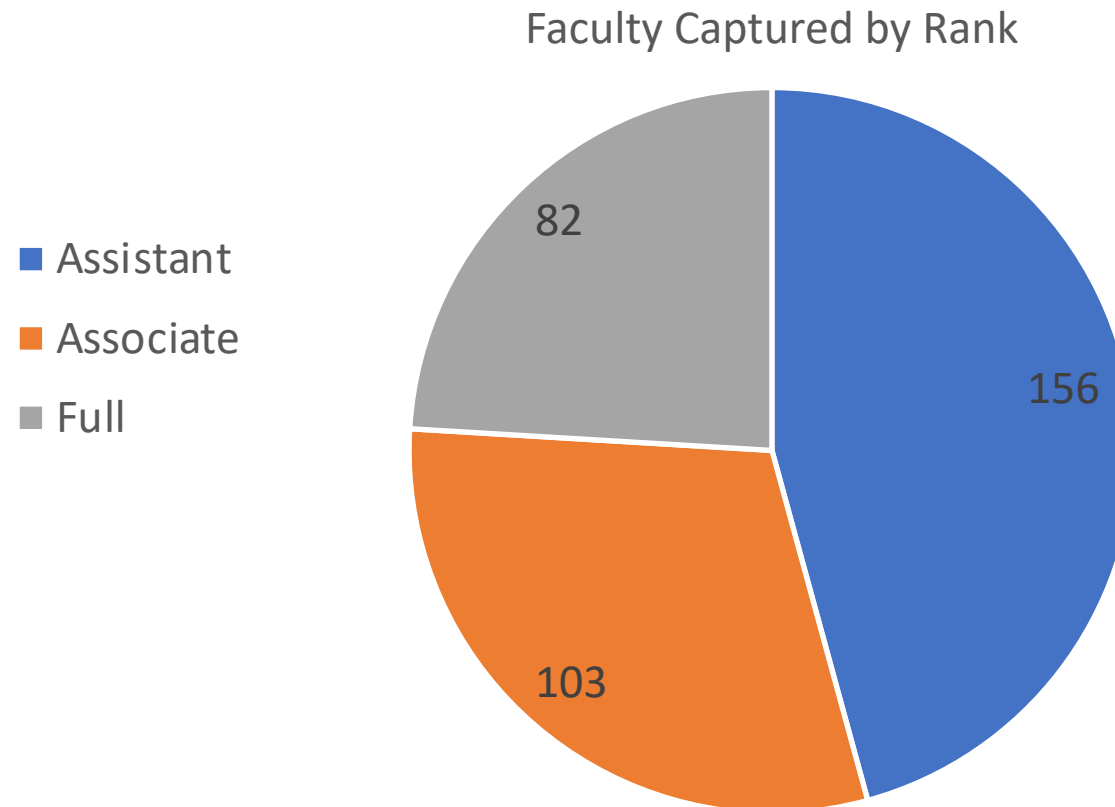
	Female	Male	Total	URM	Non-URM	Total
School of Dentistry	-	1	1	-	1	1
Ladder Rank	-	1	1	-	1	1
School of Medicine	145	192	337	34	303	337
Adjunct	18	12	30	1	29	30
Clinical X	1	2	3	1	2	3
HS Clinical	124	175	299	31	268	299
In Residence	-	1	1	-	1	1
Ladder Rank	2	2	4	1	3	4
School of Nursing	1	-	1	-	1	1
Adjunct	1	-	1	-	1	1
School of Pharmacy	-	2	2	-	2	2
Clinical X	-	2	2	-	2	2
Total Added	146	195	341	34	307	341

URM=Underrepresented Minority

Non-URM=Non-Underrepresented Minority

Inclusions under the revised method

Chart 3: Who becomes included? N=341



* All leadership positions and paid-by-affiliates.