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Faculty, Managers, and Administrators in the University of California, 1996 to 2002

*Elias S. Lopez, Ph.D., and
Belinda Reyes, Ph.D.*

*Prepared at the Request of
Senator Richard Alarcón and
Assemblymember Wilma Chan*

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C A L I F O R N I A

R E S E A R C H B U R E A U

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1996 to 2002**

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Internet Access

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Related Reports

López, Elías, and Refugio Rochin. (2003). *California State University Faculty: 1985 to 2001*. Sacramento, CA: California Research Bureau, California State Library (Available at <http://www.library.ca.gov>).

López, Elías. (2004). *The Composition of Staff in California's Community Colleges, 1994 to 2002*. Sacramento, CA: California Research Bureau, California State Library (Available at <http://www.library.ca.gov>).

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INTRODUCTION

The University of California is the state's premier system for research, teaching, and professional and doctoral degrees. In 2002, it enrolled over 200,000 students or nine percent of the regular students enrolled in California institutions of higher education. The nine campuses* employ 6,824 professors (full, associate, and assistant) and 2,457 lecturers (permanent and temporary). This is substantially less than the other two major public institutions of higher education in California: the California State University system employed 22,820 professors and lecturers in 2001, and the California Community College system employed 17,606 persons as tenured or tenure track faculty and 39,139 persons as temporary faculty.†

At the request of Senator Richard Alarcón and Assemblymember Wilma Chan, this report analyzes staffing patterns in the University of California system. All together, the report contains over 100 charts. There are six chapters, one for each of the following group of individuals:

1. UC Tenured and Tenure Track Faculty (Full, Associate, and Assistant Professors)
2. Full Professors
3. Associate Professors
4. Assistant Professors
5. Lecturers (Permanent and Temporary)
6. Managers and Academic Administrators

Each chapter examines the changes occurring for each of these occupational groups from 1996 to 2002. The analysis covers full-time or part-time status, the decade in which staff were hired, gender, ethnicity,‡ academic discipline, campus, median monthly earnings, and the newly hired.

EMPLOYMENT CLASSIFICATIONS USED IN THIS REPORT

Managers and Academic Administrators include the top-level leadership of the university. Managers and Academic Administrators are usually reported as two separate categories, but because of the relatively small number, they are presented as one group in this report.

* The newly formed campus, UC Merced, is not yet fully functional and thus not included in the analysis of this report.

† See the previous California Research Bureau reports on the CSU and the Community Colleges (see the Endnotes for the full citations).

‡ To simplify the presentation, the charts and tables on gender and ethnicity do not show information for individuals marked as "unknown" or "other." Throughout this report, Whites refer to White non-Hispanic, Asian to Asian non-Hispanic, African American to African American non-Hispanic, and Native American to Native American non-Hispanic. Latinos could be of any race.

Managers refer to the top-level managers. They include the President, Vice Presidents, Chancellors, Vice Chancellors, Provosts, University Librarian, University Auditor, General Counselors, Chiefs of Police, Deans, Officers to the Regents (e.g., Secretary, Treasurer), and other Executive Directors, Officers, and Coordinators.

Academic Administrators are also high-level managers, but they are one rank below. This category includes Associate Provosts, Provosts of Colleges, Associate and Assistant Deans, Directors and Associate Directors, Academic Coordinators and Administrators. Note that Chairs of departments are counted in their faculty title; they are provided a stipend and have no full-time equivalent associated with the Chair title.

The University of California has a shared governance structure in which the UC Regents, the Office of the President, and the Academic Senate share in the decision-making. The Academic Senate is largely comprised of ladder rank faculty. There are three type of ladder rank faculty:

- *Assistant Professors*
- *Associate Professors*
- *Professors*

Assistant Professors are in the beginning stages of the faculty career. Once they meet many of the requirements imposed by their department, they are moved up to the rank of Associate Professor and are given tenure (permanent status). If the professor continues to excel in his or her field, then the rank of full Professor is conferred. Professors in all ranks are expected to publish their research in well-known refereed journals and to teach courses in their respective fields.

Whereas ladder rank faculty are expected to teach and conduct research, there are other groups that focus on only one of those activities. The university also hires lecturers who just teach and researchers (like lab scientist) who just conduct research.* These last two groups are not part of the Academic Senate.

There are two types of *lecturers*, permanent and temporary. Permanent lecturers have secured employment from year to year, whereas temporary lecturers are on contract and have to reapply from one year to the next. Lecturers who are permanent, or have the potential of being permanent, are called “Lecturer with Security of Employment” (LSOE) or “Lecturer with Potential Security of Employment” (PSOE).

DATA SOURCES AND METHODOLOGY

The data analyzed in this report was provided by the University of California Office of the President, and was made available by legislative request. The California Research

* Data on those persons just doing research was not available for this report.

Bureau has conducted an independent analysis of the data, the results of which are contained in this report.

Notably missing in this report is faculty data for the University of California, San Francisco (UCSF). Data on faculty and lecturers at UCSF was not available for analysis.

This report presents data on median monthly earnings. Earnings data is converted to the equivalent of 2002 dollars using the Consumer Price Index for All Urban Consumers.

The payroll for the UC Office of the President is administered by one of the UC campuses. UC Berkeley managed the Office of the President's payroll functions up until 1998, and UC Los Angeles took over this role beginning in 1999. Changes, especially among managers and administrators, for UC Berkeley and UC Los Angeles should be viewed with caution. For instance, Berkeley shows a large loss in Managers and Academic Administrators between 1996 and 2002. In 1996, the payroll at Berkeley included the top-level management of the UC Office of the President. However, by 2002, it no longer did. Thus, the apparent loss at UC Berkeley between 1996 and 2002 could just well be a function of the change in payroll for the UC Office of the President. There was not enough information in the dataset to disentangle this effect for the campuses of Berkeley and Los Angeles.

CALIFORNIA'S GENERAL POPULATION AND UC STUDENT ENROLLMENT

The following tables are background information on the population of California and UC student enrollment by gender and ethnicity:

Student Enrollment in the University of California				
Ethnicity	Number of Students		Percent of Total Enrollment	
	1996	2002	1996	2002
White	71,008	77,833	42.6%	38.7%
Latino	20,251	22,976	12.1%	11.4%
Asian/Pacific Islander	50,679	63,825	30.4%	31.7%
African American	6,477	5,807	3.9%	2.9%
Native American	1,510	1,204	0.9%	0.6%
Other/No Response/ NonRes	16,793	29,652	10.1%	14.7%

Gender	1996	2002	1996	2002
Female	84,007	105,845	50.4%	52.6%
Male	82,708	95,208	49.6%	47.3%
Unknown	3	244	0.0%	0.1%

Total	166,718	201,297	100%	100%
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Source: California Postsecondary Education Commission.

Total Population in California				
Ethnicity	Number of Persons		Percent of Total Enrollment	
	1996	2002	1996	2002
White	16,271,071	16,022,040	50.9%	45.3%
Latino	9,619,300	12,002,966	30.1%	34.0%
Asian/Pacific Islander	3,547,229	4,041,150	11.1%	11.4%
African American	2,212,917	2,329,674	6.9%	6.6%
Native American	308,758	236,509	1.0%	0.7%
Multi-Racial	NA	706,468	NA	2.0%
Gender	1996	2002	1996	2002
Female	16,026,273	17,710,995	50.1%	50.1%
Male	15,933,002	17,627,812	49.9%	49.9%
Total	31,959,275	35,338,807	100.0%	100.0%
Source: California Department of Finance.				
Note: The multi-racial category was not available for 1996.				

Population Age 18 to 25 in California				
Ethnicity	Number of Persons		Percent of Total Enrollment	
	1996	2002	1996	2002
White	1,464,175	1,399,548	39.6%	35.0%
Latino	1,483,432	1,740,742	40.1%	43.5%
Asian/Pacific Islander	462,782	471,130	12.5%	11.8%
African American	253,241	270,240	6.8%	6.8%
Native American	34,511	29,135	0.9%	0.7%
Multi-Racial	NA	88,759	NA	2.2%
Gender	1996	2002	1996	2002
Female	1,779,760	1,901,538	48.1%	47.5%
Male	1,918,381	2,098,016	51.9%	52.5%
Total	3,698,141	3,999,554	100.0%	100.0%
Source: California Department of Finance.				
Note: The multi-racial category was not available for 1996.				

Population Age 5 to 17 in California				
Ethnicity	Number of Persons		Percent of Total Enrollment	
	1996	2002	1996	2002
White	2,554,267	2,385,576	40.3%	34.4%
Latino	2,499,752	3,078,214	39.4%	44.3%
Asian/Pacific Islander	717,217	691,719	11.3%	10.0%
African American	503,737	529,979	7.9%	7.6%
Native American	68,052	50,883	1.1%	0.7%
Multi-Racial	NA	207,351	NA	3.0%
Gender	1996	2002	1996	2002
Female	3,073,392	3,384,199	48.5%	48.7%
Male	3,269,633	3,559,523	51.5%	51.3%
Total	6,343,025	6,943,722	100.0%	100.0%
Source: California Department of Finance.				
Note: The multi-racial category was not available for 1996.				

TENURED AND TENURE TRACK PROFESSORS

This chapter provides an overview of all the tenured and tenure track professors in the University of California.* This includes Full Professors, associate professors, and assistant professors. The subsequent chapters provide a more detailed analysis of each of these faculty groups. Major findings include:

- The number of faculty has steadily increased over time. The University of California employed 6,824 professors in 2002 (Figure 1), an increase of 965 tenured and tenure track faculty from 1996. All of the campuses had increases in their faculty during this time (see Figure 2).
- Two of every three professors in the UC were Full Professors (Figure 3). The number of Full Professors has steadily increased since 1996, while the number of Associate and Assistant Professors has either declined or increased only slightly. This has led to an increase in the relative proportion of Full Professors among UC faculty.
- The composition of faculty varies by campus. UCLA, Berkeley, and Davis have the highest proportion of Full Professors, while the relatively newer campuses (Irvine, Riverside, and Santa Cruz) have the least.
- Many UC professors have been in the UC system for a long time. About a quarter of UC professors teaching in 2002 were hired over 20 years ago (see Figure 5). As is to be expected, the length of employment varies with the rank of the professor.
- In 2002, San Diego had the lowest proportion (20%) of female professors of all UC campuses (see Figure 7). Santa Cruz had the highest proportion (35%) of female professors.
- All campuses have a relatively small proportion of non-White professors, but the proportion is the lowest at Berkeley, where only 17 percent of the professors in 2002 were non-White (Figures 8-12). The other campuses with fewer non-White professors are Santa Barbara and Davis. The campuses with the highest proportion of non-White professors are Irvine (26%) and Santa Cruz (25%). Santa Cruz is the most diverse of the campuses, with the highest proportion of female professors and one of the highest proportions of non-White professors.
- Figures 13 to 16 examine the disciplines in which UC professors teach and conduct research. In 2002, 47 percent of UC professors worked in the Social Sciences, Letters, and Humanities; 20 percent worked in the Physical and

* Information on faculty for the University of California, San Francisco, was not available for this analysis and thus not included.

Biological Sciences; and 20 percent worked in Engineering, Computer Science, and Mathematics. The remaining 14 percent of the faculty were in Agricultural and Natural Resources and Fine and Applied Arts.

- Figure 17 analyzes the newly hired professors by rank, from 1997 until 2002. In 1997, a third of the UC's new faculty hires were Full Professors. However, by 2002, Full Professors comprised less than 20 percent of the new hires. Full professors tend to be more established in their fields, older, and more highly compensated.
- Less than a third of newly hired professors at the nine UC campuses in 2002 were females (31%) or non-White (27%). More specifically, Asians comprise 17 percent of the new hires, Latinos five percent, African Americans three percent, and all others two percent.
- In 2001, 81 Asians, 24 Latinos, and 10 African Americans were hired as Full, Associate, or Assistant professors (see Figure 19). This marked a high point in the years analyzed. The best hiring year for females was 2002, 143 female professors were hired.

HEADCOUNT

Figure 1

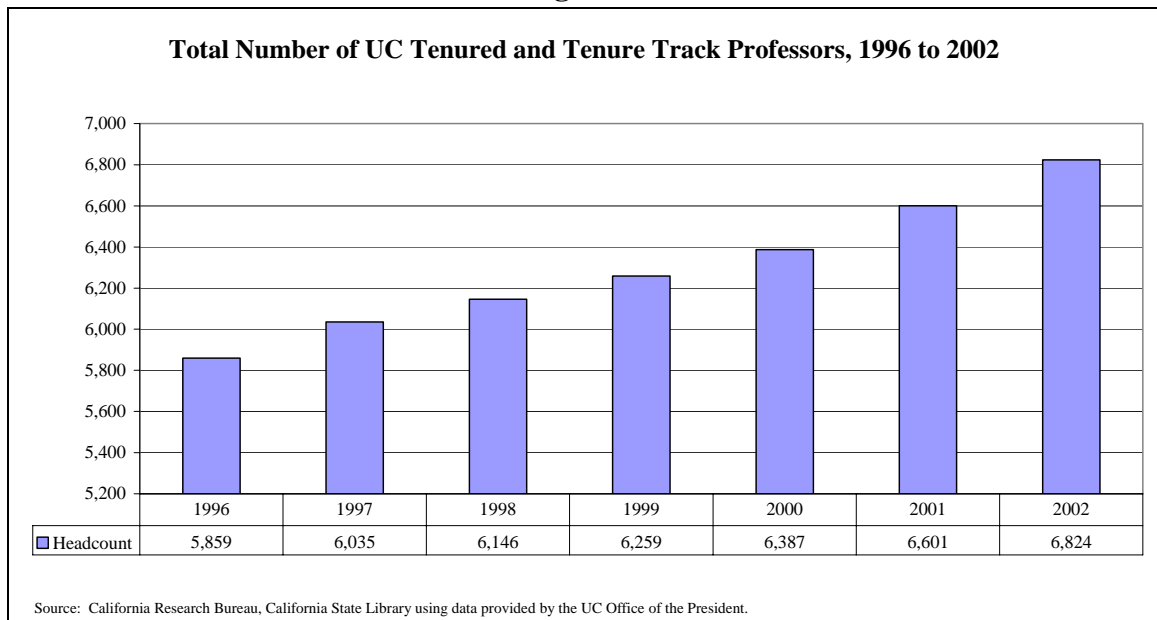
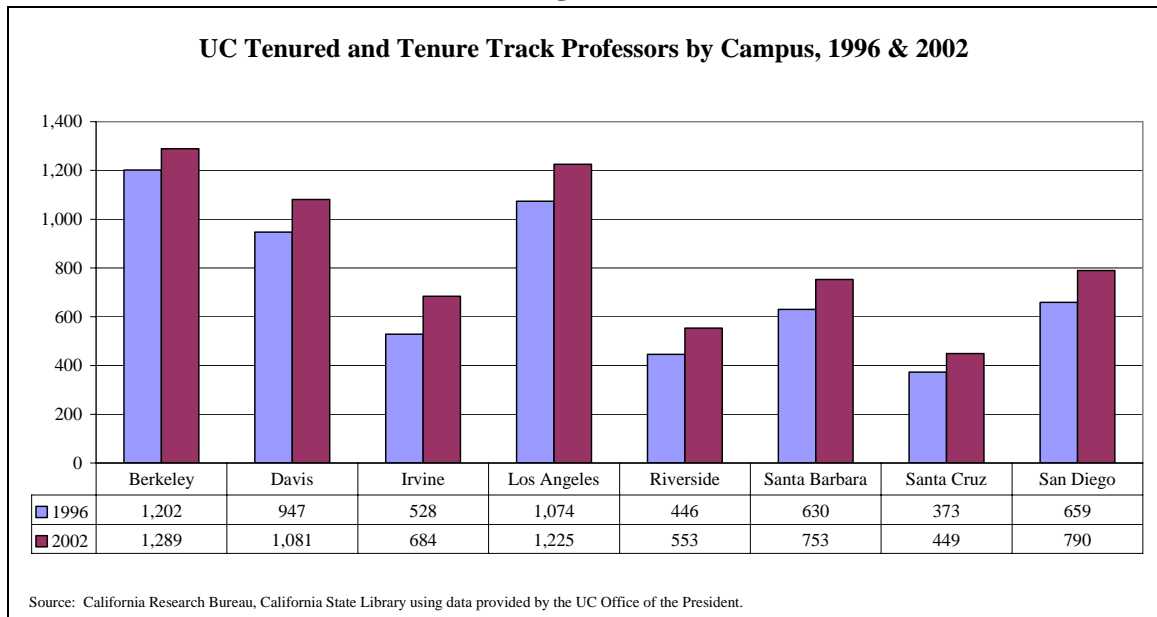


Figure 2



BY RANK

Figure 3

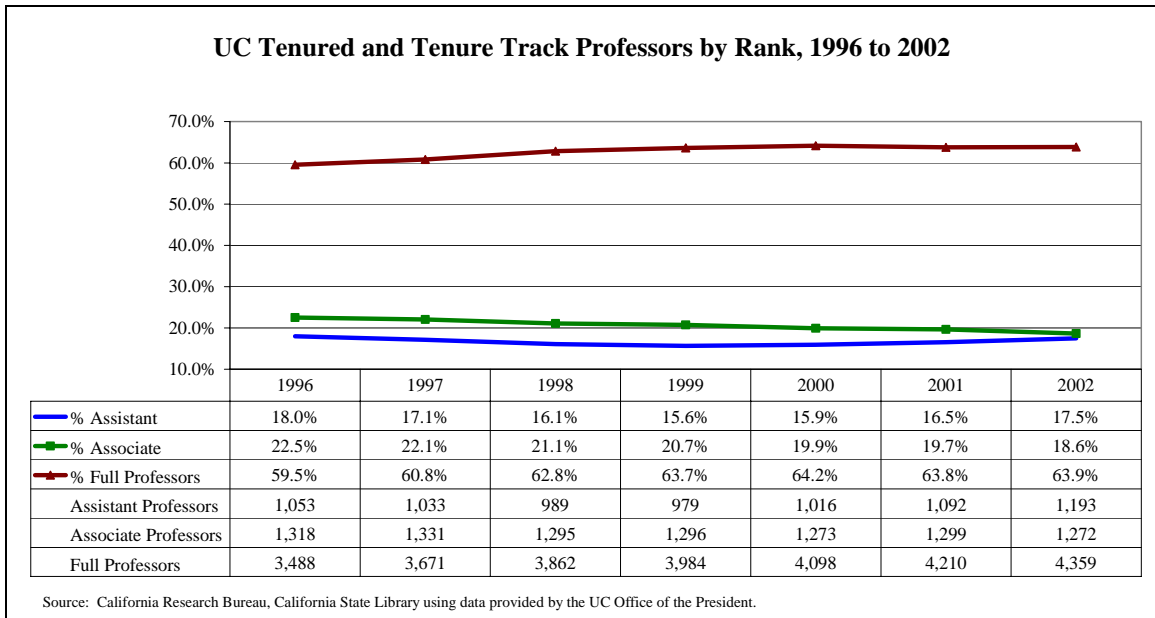
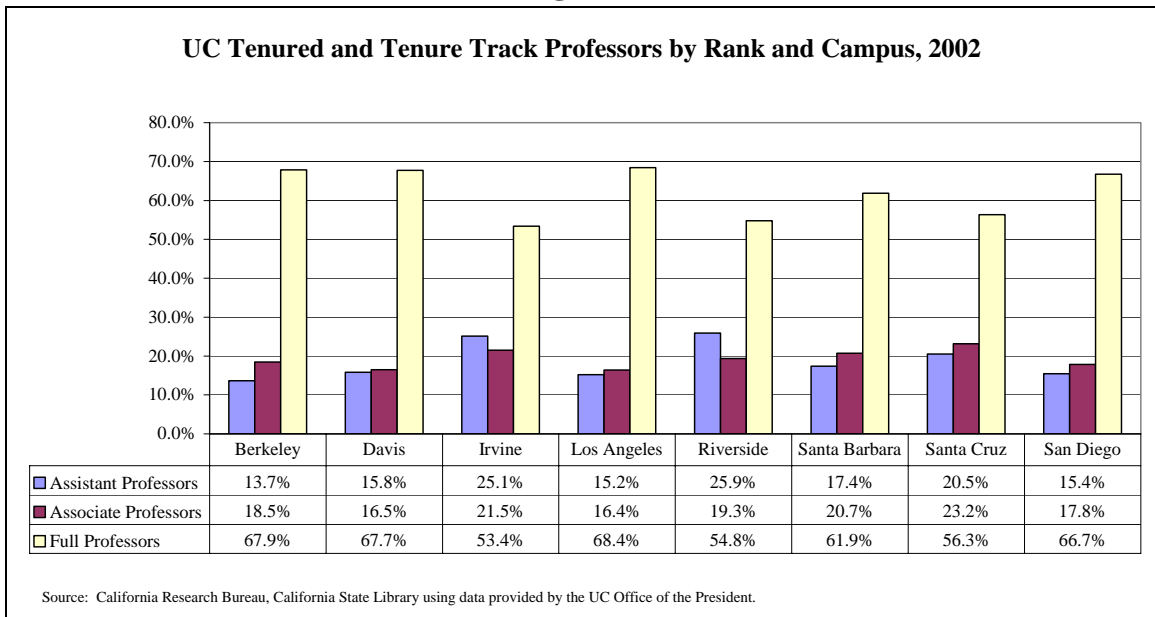
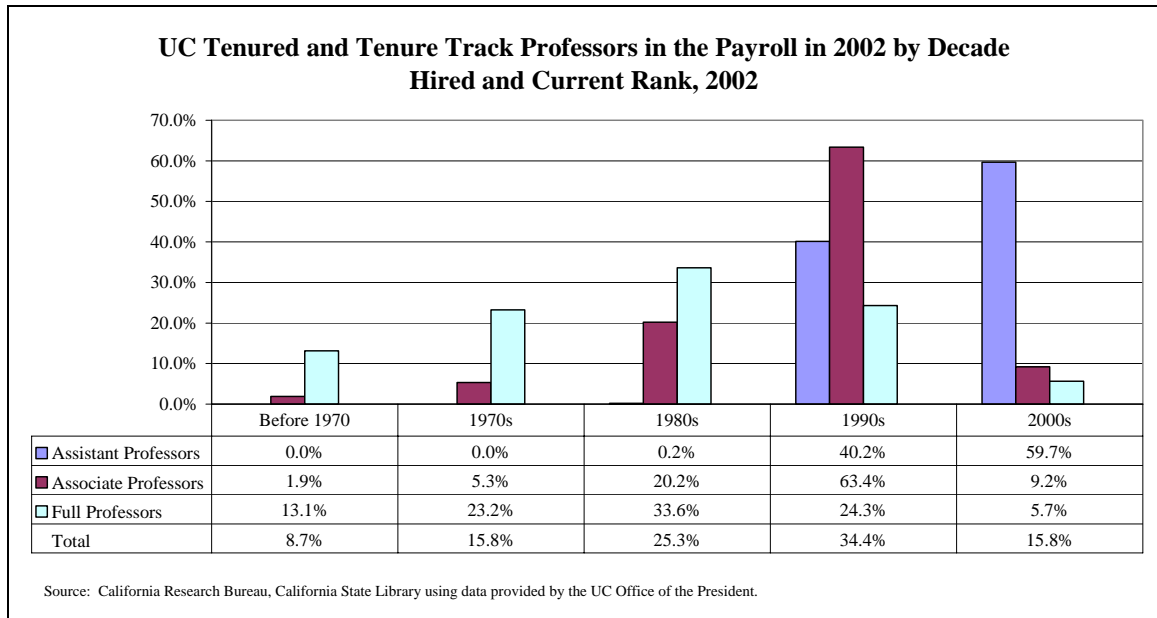


Figure 4



BY DECADE HIRED

Figure 5



BY GENDER

Figure 6

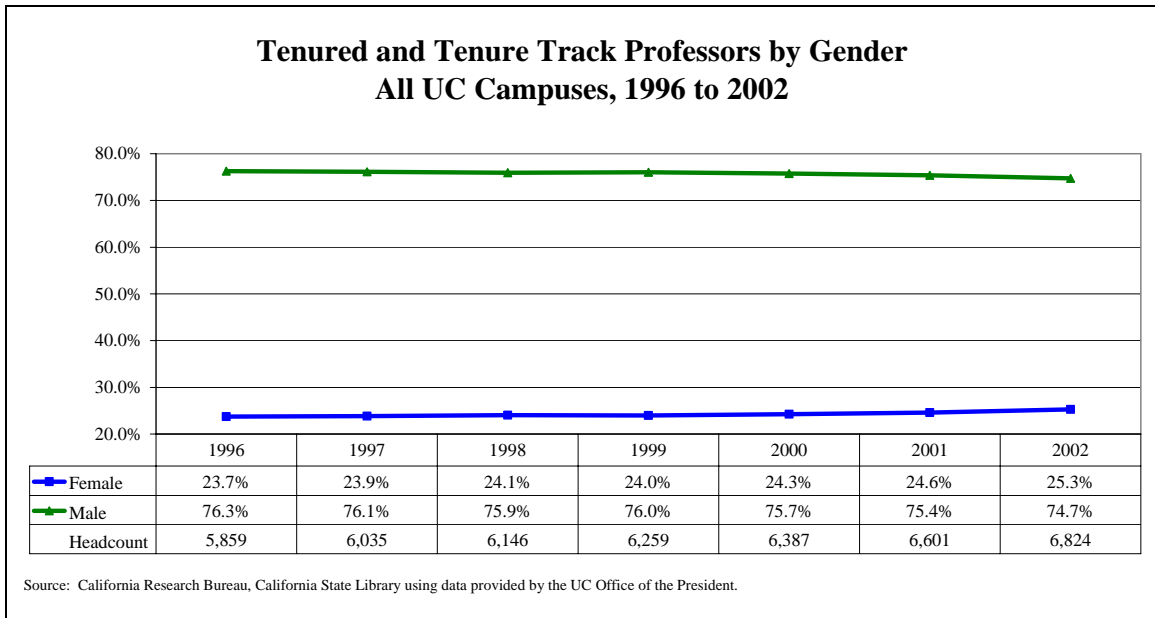
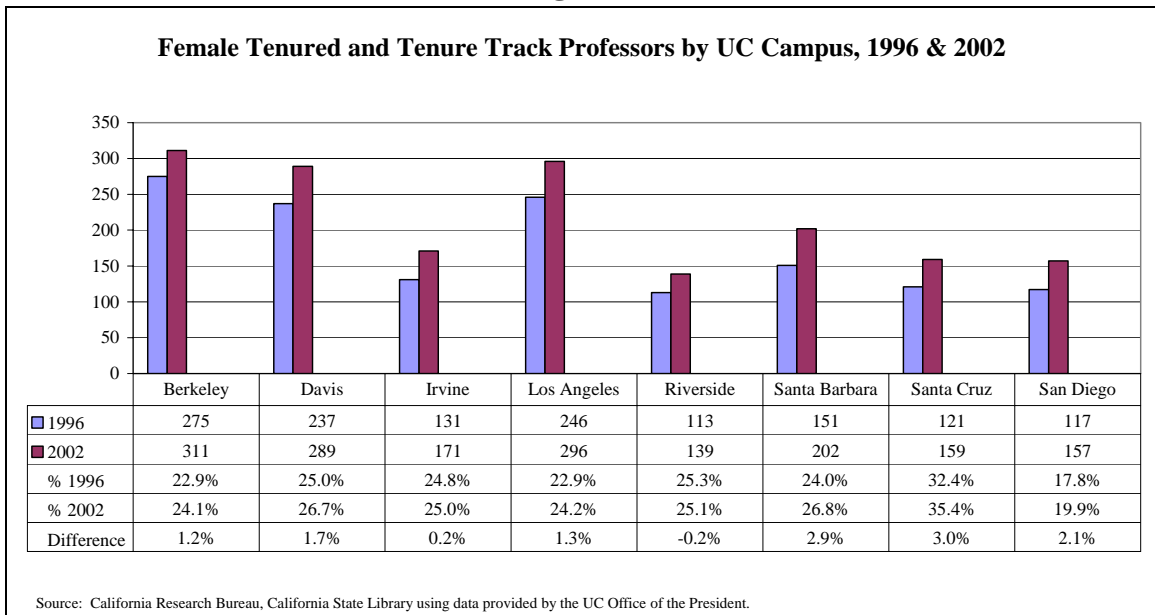


Figure 7



BY ETHNICITY

Figure 8

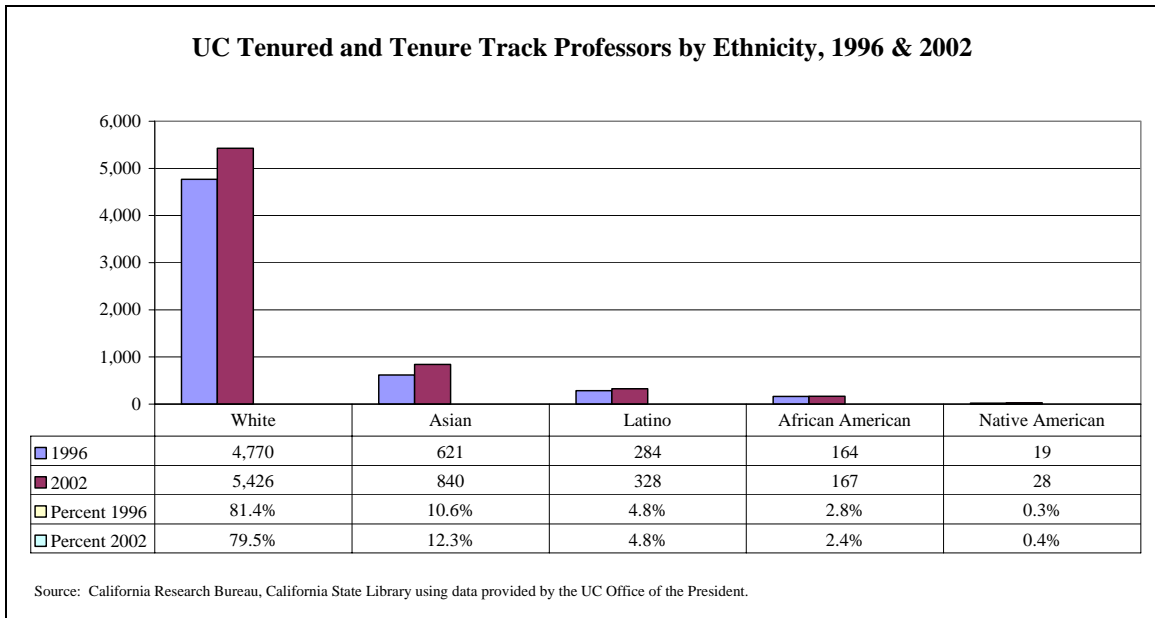


Figure 9

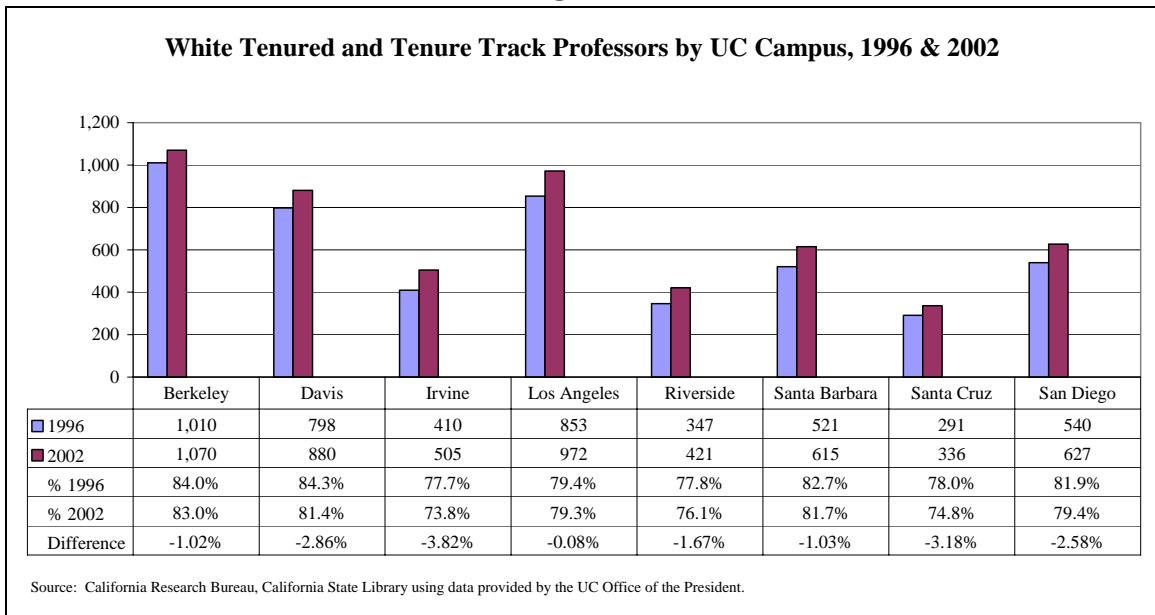


Figure 10

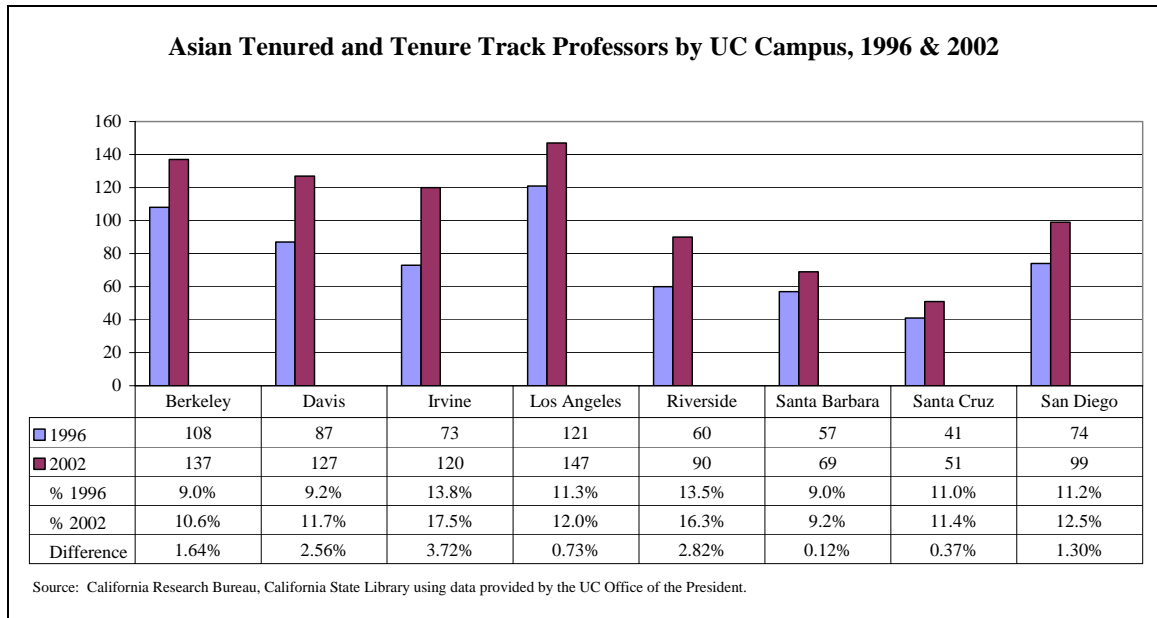


Figure 11

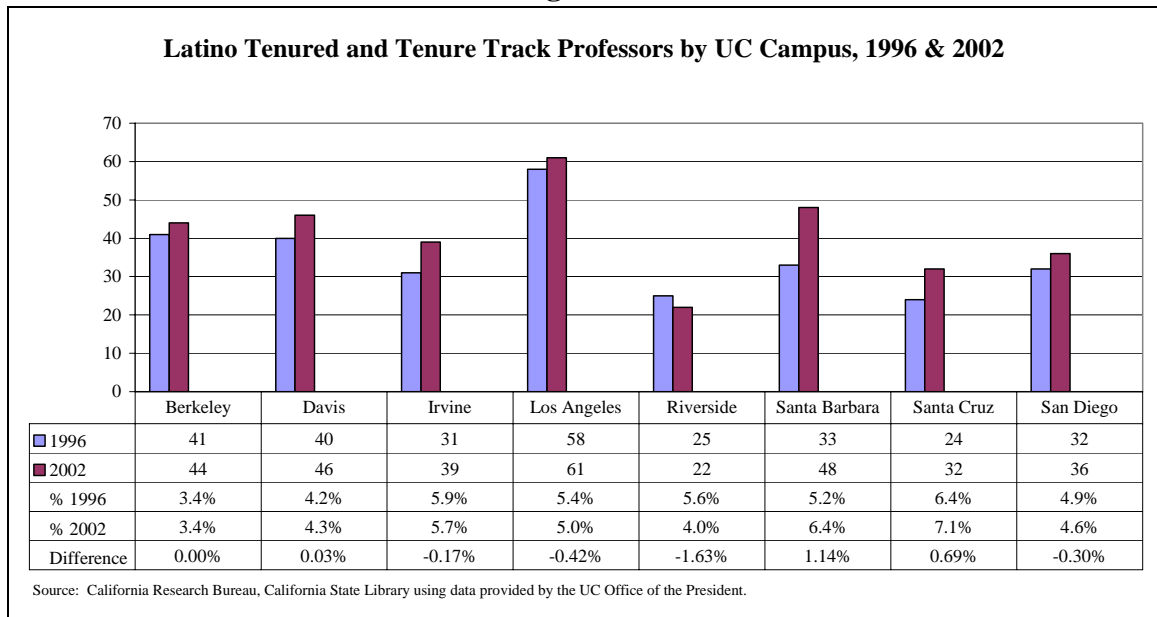
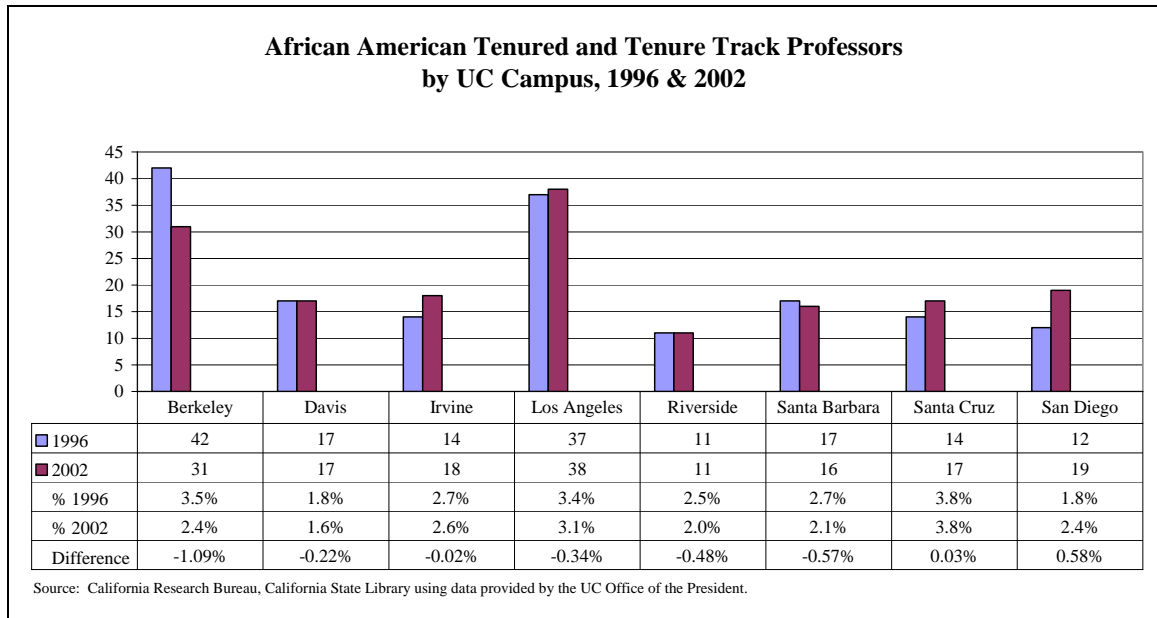


Figure 12



BY DISCIPLINE

Figure 13

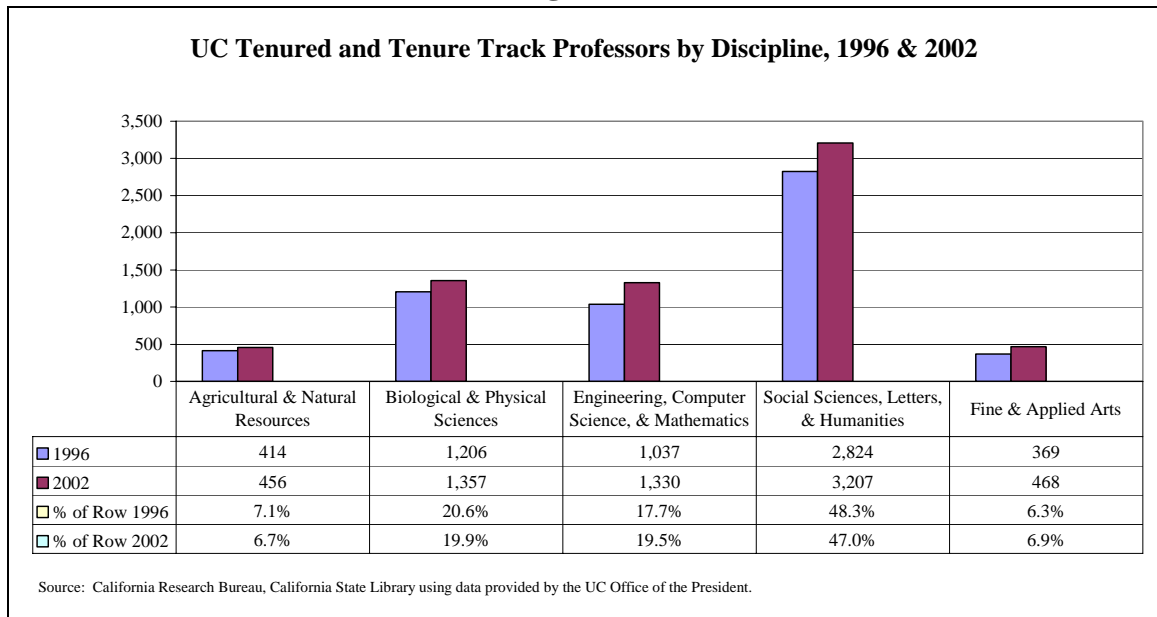


Figure 14

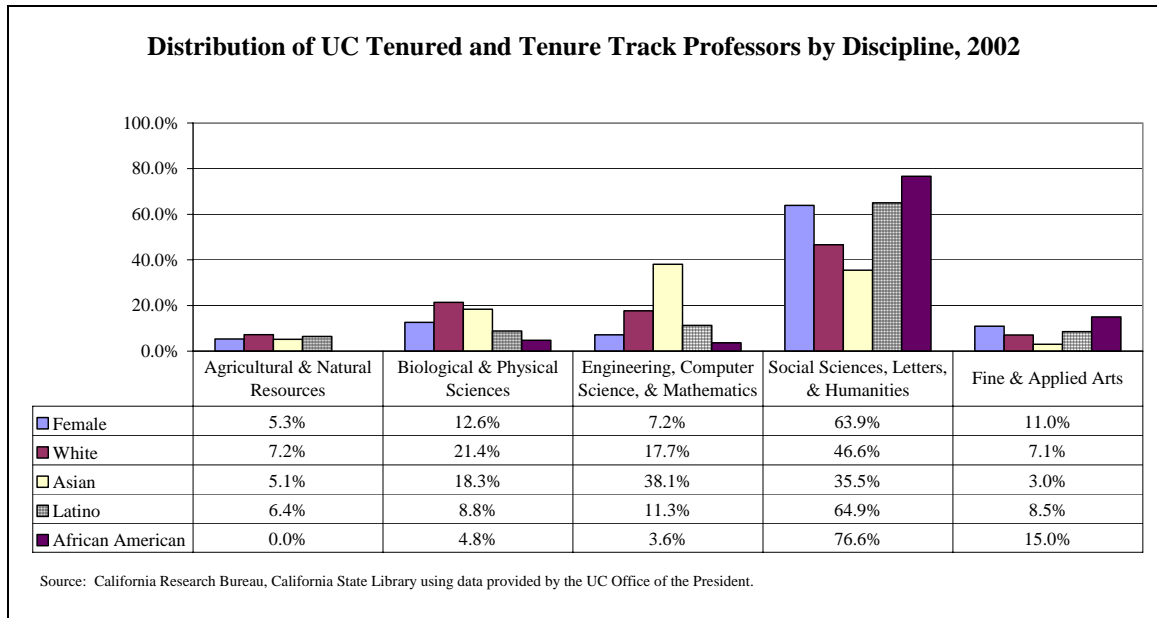


Figure 15

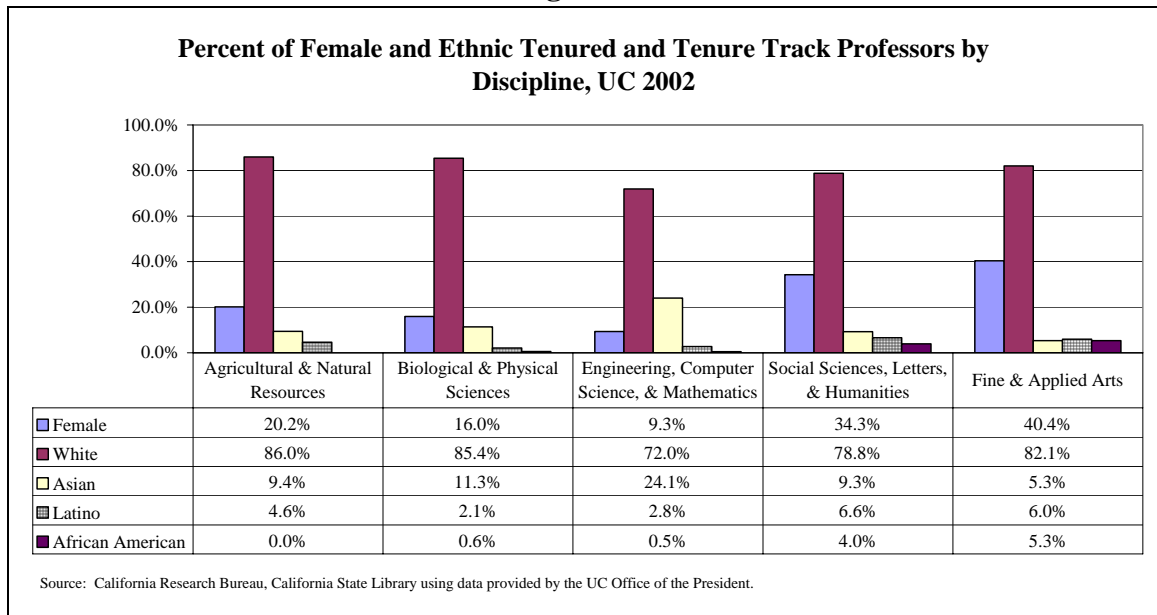
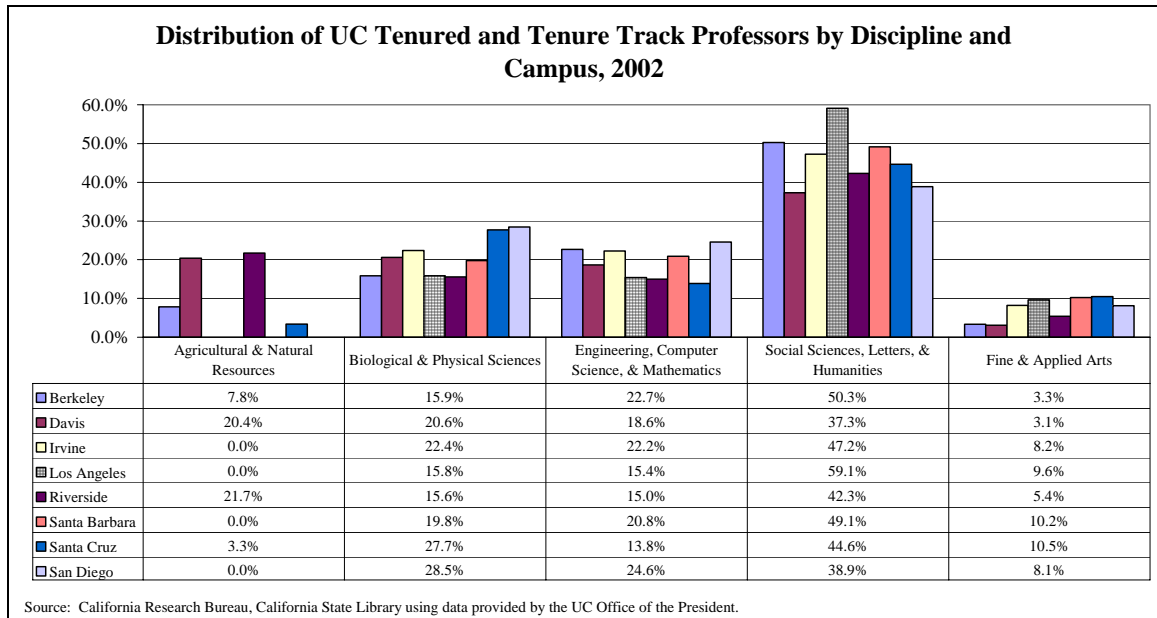


Figure 16



NEWLY HIRED

Figure 17

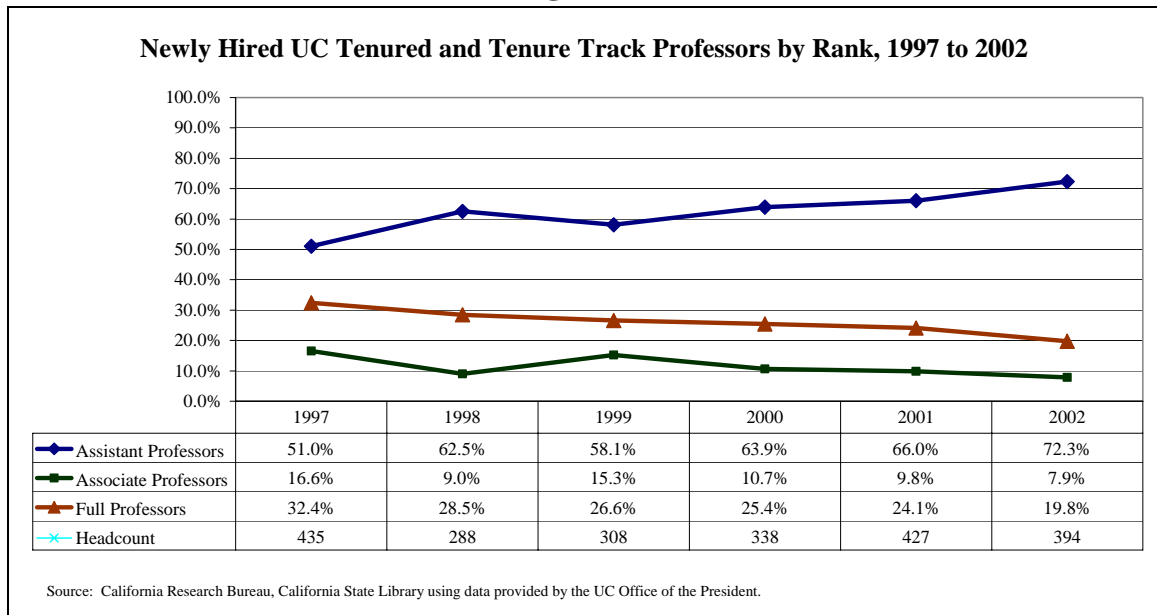


Figure 18

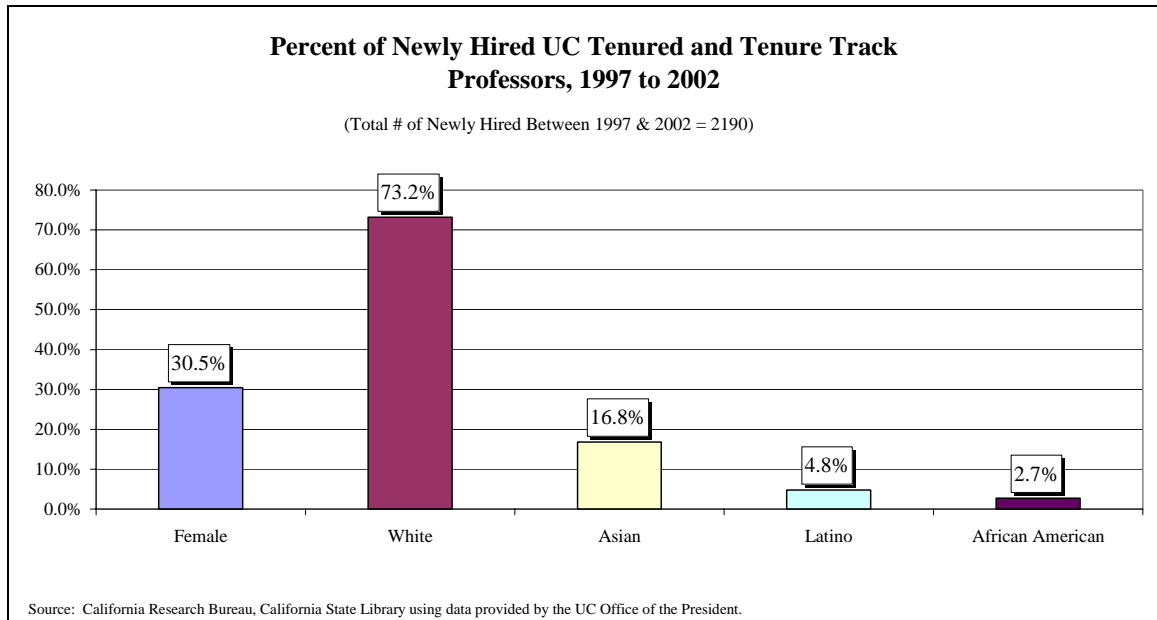
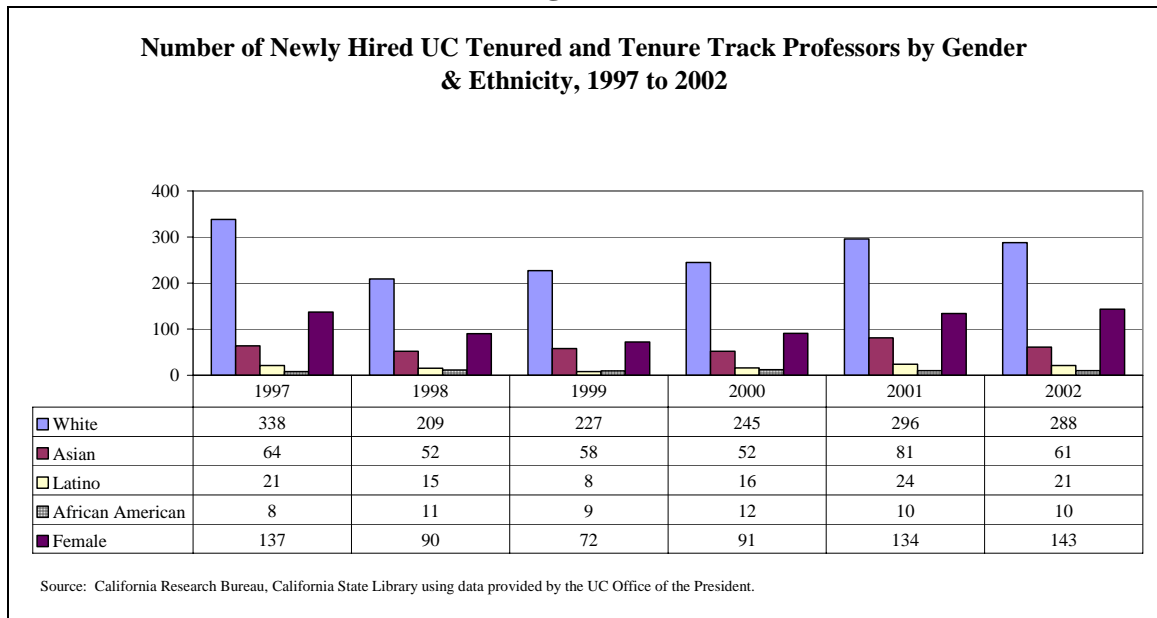


Figure 19



FULL PROFESSORS

Two-thirds of all UC professors are Full Professors. In this section, we review the gender, ethnicity, discipline, and earnings of Full Professors at UC from 1996 until 2002. Below are some of the highlights:

- The number of Full Professors at UC increased between 1996 and 2002 (Figure 20), from 3,488 in 1996 to 4,359 in 2002.
- The number of Full Professors increased in all UC Campuses (Figure 21). The largest increases took place at San Diego and Los Angeles, but Riverside and Irvine had the highest rates of increase. On average, the number of Full Professors at all campuses increased by 25 percent in this period, compared to 37 percent increase at Riverside and 34 percent increase at Irvine.
- Although the number of female Full Professors has increased over time, the gender distribution of Full Professors has changed very little since 1996, when 16 percent of Full Professors were females; the percent of females in 2002 was 19 percent (see Figure 22). By comparison, 45 percent of the students in the UC are females.
- The number of female Full Professors increased at all the UC campuses (Figure 23). Increases were especially noticeable at Santa Barbara and Riverside, where the number of females increased by over 80 percent between 1996 and 2002. In 2002, the campus with the highest proportion of female Full Professors was Santa Cruz at 28 percent.
- Although there has been an increase in the absolute number of Full Professors that are non-White, there was little relative change in the racial and ethnic make up of Full Professors in this period (see Figure 24). In 2002, Whites comprised 84 percent of the Full Professors, Asians 10 percent, Latinos four percent, African Americans two percent, and Native Americans 0.3 percent. Compared to the student population, Asian, Latino, and African American Full Professors are underrepresented (see the student enrollment table in the introduction).*
- The absolute number of Full Professors that are White increased at all UC campuses (Figure 25). The highest numerical increase took place at Los Angeles, while Riverside experienced the highest rate of increase of 37 percent between 1996 and 2002. However, the relative number of White Full Professors declined slightly at most campuses, except for Berkeley and Riverside. At Irvine, the proportion of Full Professors who are White declined from 83 to 79 percent. In

* Keep in mind that Latinos and African Americans are severely underrepresented in the student population (see the demographic tables presented in the introduction).

2002, the campus with the highest proportion of White Full Professors was Berkeley, where 87 percent of Full Professors were White.

- There was a significant increase in the number of Asian Full Professors, going from 286 in 1996 to 425 in 2002. The number of Asian Full Professors almost doubled at Irvine, increased by 88 percent at San Diego; and by 78 percent at Santa Barbara. The campuses with the highest proportion Asians with Full Professor status were Irvine, Riverside, and San Diego (where 13 percent of Full Professors were Asians).
- There was an increase in the number of Latino Full Professors (Figure 27), but the increase was small. There were 35 more Latino Full Professors in 2002 than there were in 1996. In 2002, the campus with the highest proportion of Latinos was Irvine (6%).
- The percent of African American Full Professors declined between 1996 and 2002 (see Figure 28). Berkeley, Davis, and Santa Cruz saw a numerical decline of African American Full Professors during this period. African Americans at most comprise two percent of all Full Professors.
- There was an increase in the number of Full Professors in all the major disciplines at UC (Figure 29). The biggest numerical increases were in Engineering, Computer Science, and Mathematics and in Social Sciences, Letters, and Humanities. The highest rate of increase took place in Engineering, Computer Science, and Mathematics, a 40 percent increase.
- Close to 40 percent of Full Professors are at a salary step seven or higher (see Figure 33). The base salary of a Full Professor at Step III is \$6,550 per month. A Full Professor at Step VI has a base salary of \$8,367 per month. At the highest level, Step IX, the base salary is \$10,692 per month, or \$128,300 per year.
- The median monthly salary for a Full Professor in 2002 was \$8,733, or \$104,796 per year (Figure 35).
- There are substantial differences in salary between male and female Full Professors (Figure 36). At the median, females in 2002 with Full Professor rank made \$1,366 less a month, about \$16,400 less a year.
- White Full Professors earned the highest salaries of all racial and ethnic groups in this period (Figure 37). In 2002, the median monthly income for White Full Professors was over \$400 more a month, or \$4,800 a year, than Full Professors of other ethnic backgrounds. The lowest paid Full Professors are African Americans; their median monthly salary was \$800 less a month (\$9,000 less a year) than White Full Professors in 2002.

- Salaries differ across campuses (Figure 38). Some of the variations may be a reflection of the cost of living, differences in the distribution by discipline, and seniority. Full Professors at UCLA and Berkeley earn the most. Full Professors earn the least at Santa Cruz and Riverside. In 2002, a Full Professor at Riverside earned \$1,962 less per month, \$23,544 less a year, than a Full Professor at UCLA.
- Figure 39 examines newly hired Full Professors. Females comprised 21 percent of the newly hired between 1997 and 2002; non-Whites comprised 18 percent.

HEADCOUNT

Figure 20

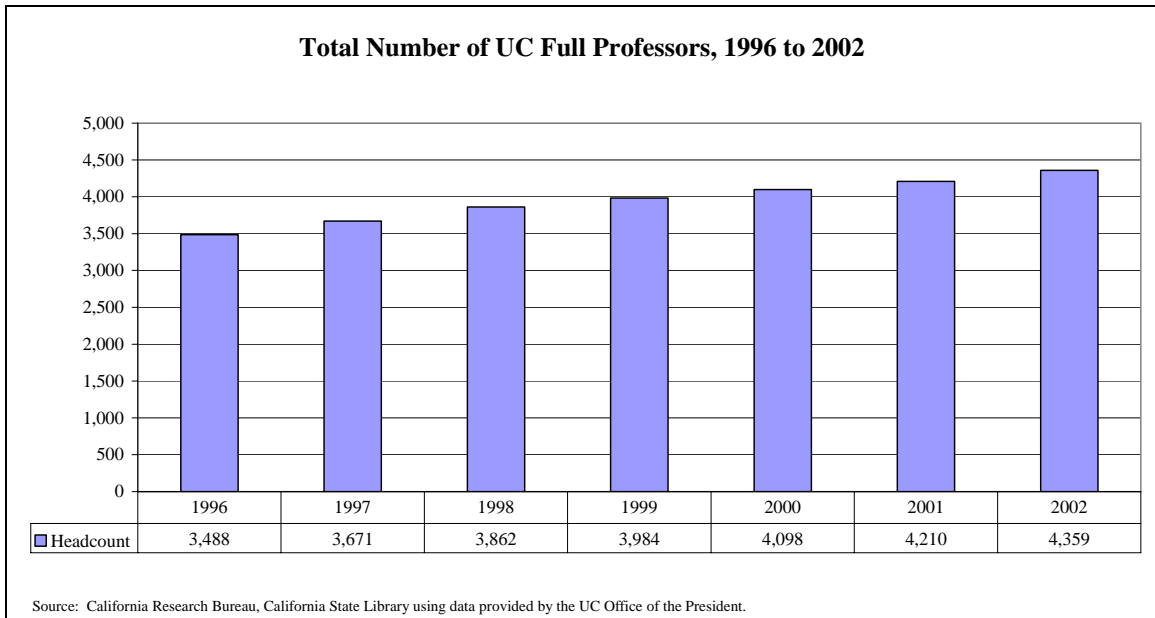
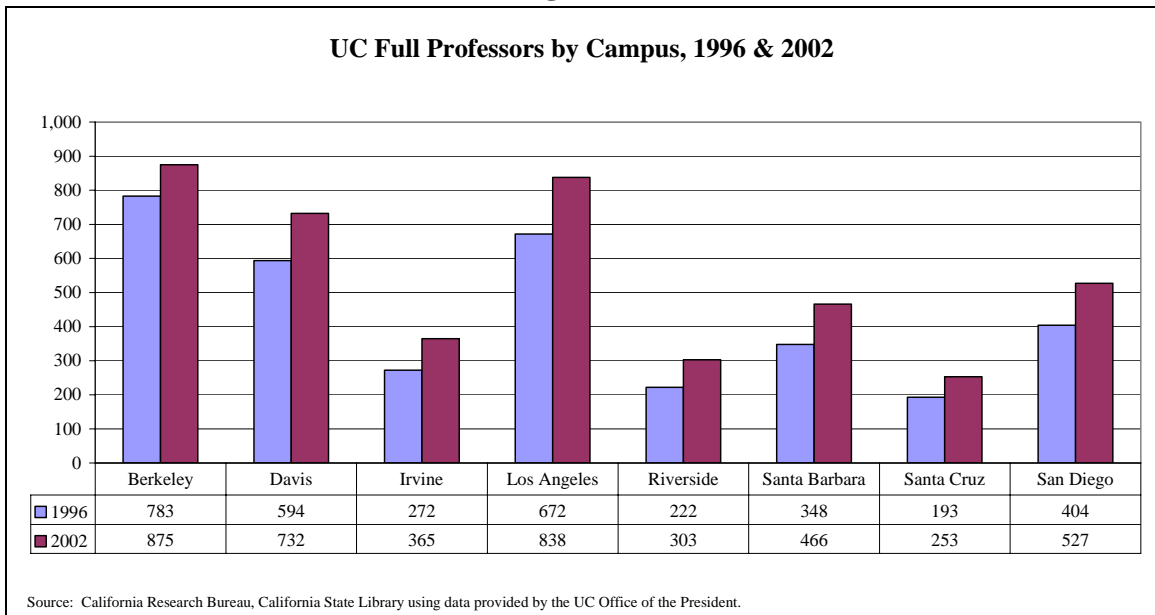


Figure 21



BY GENDER

Figure 22

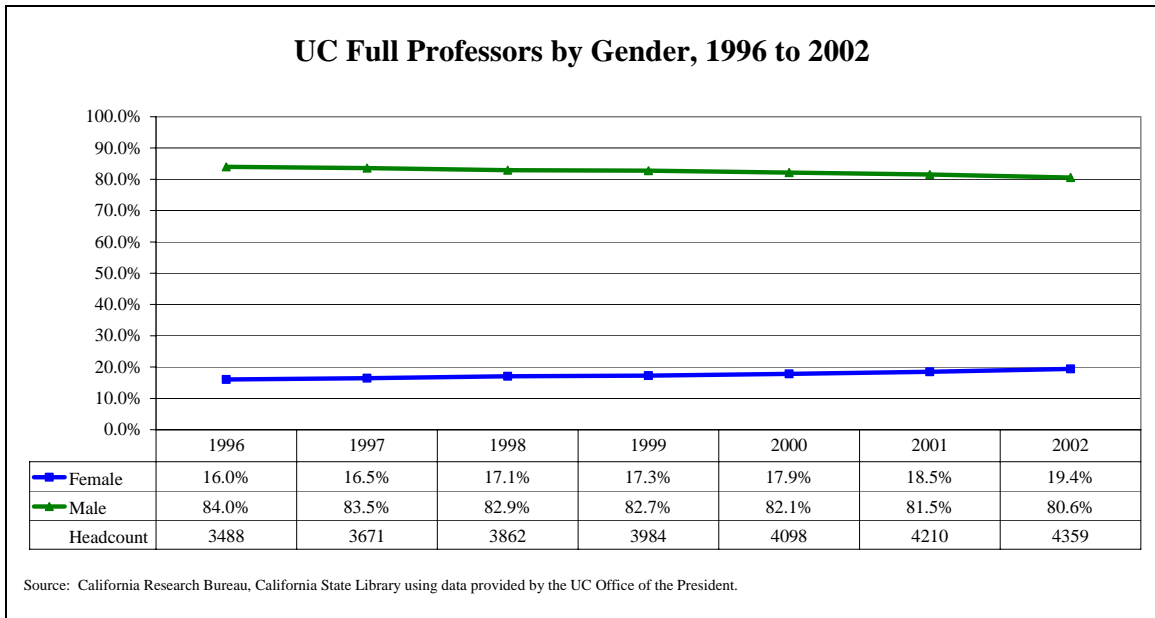
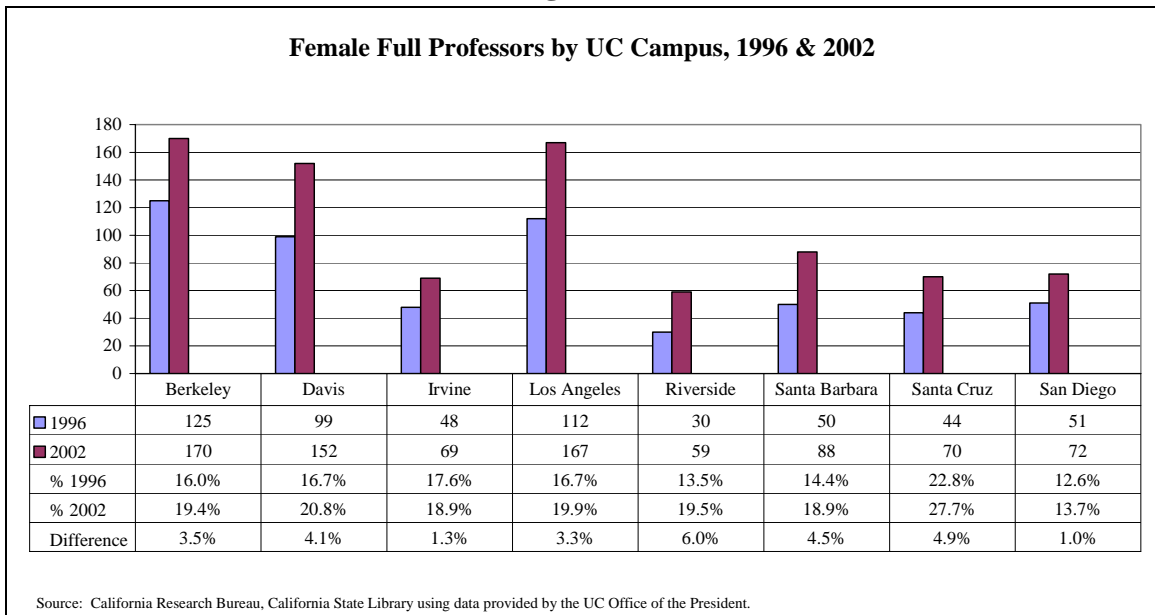


Figure 23



BY ETHNICITY

Figure 24

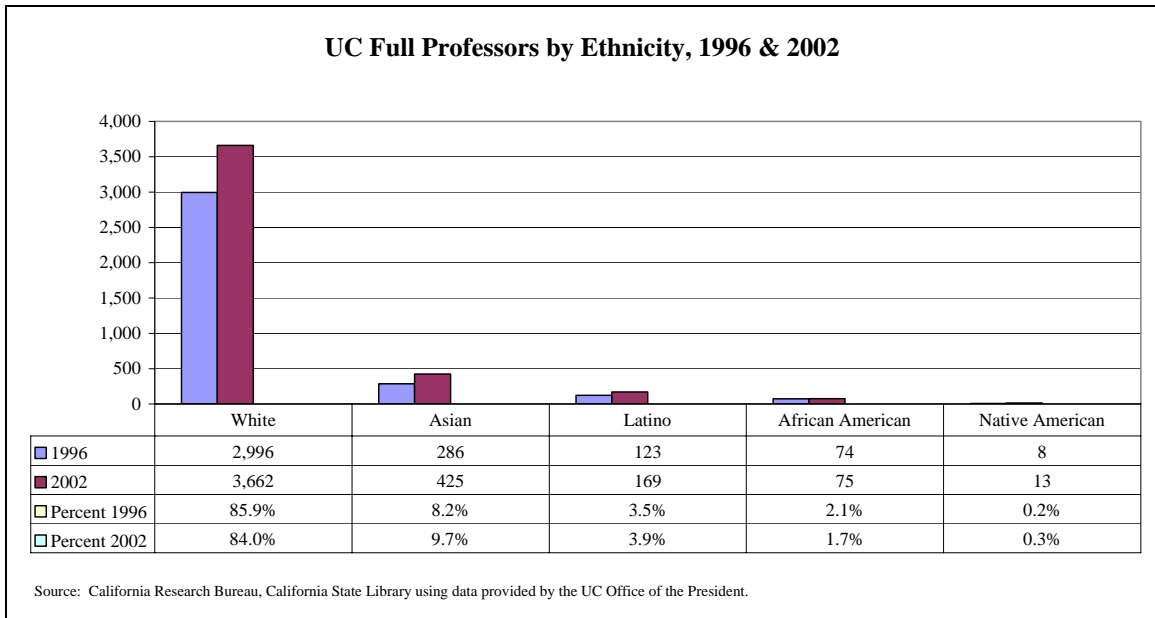


Figure 25

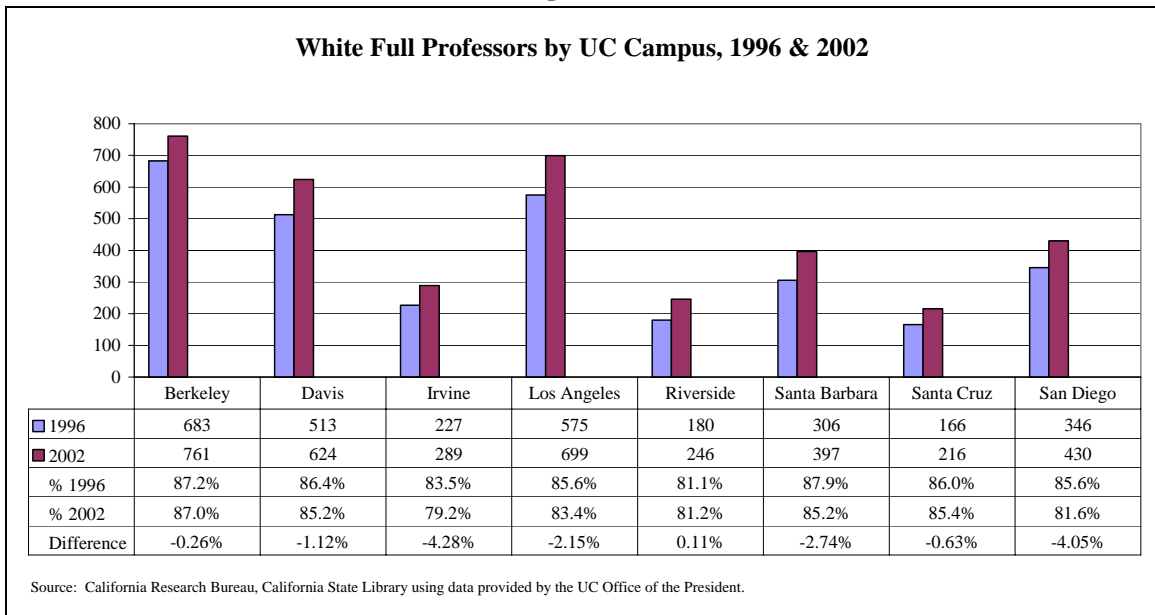


Figure 26

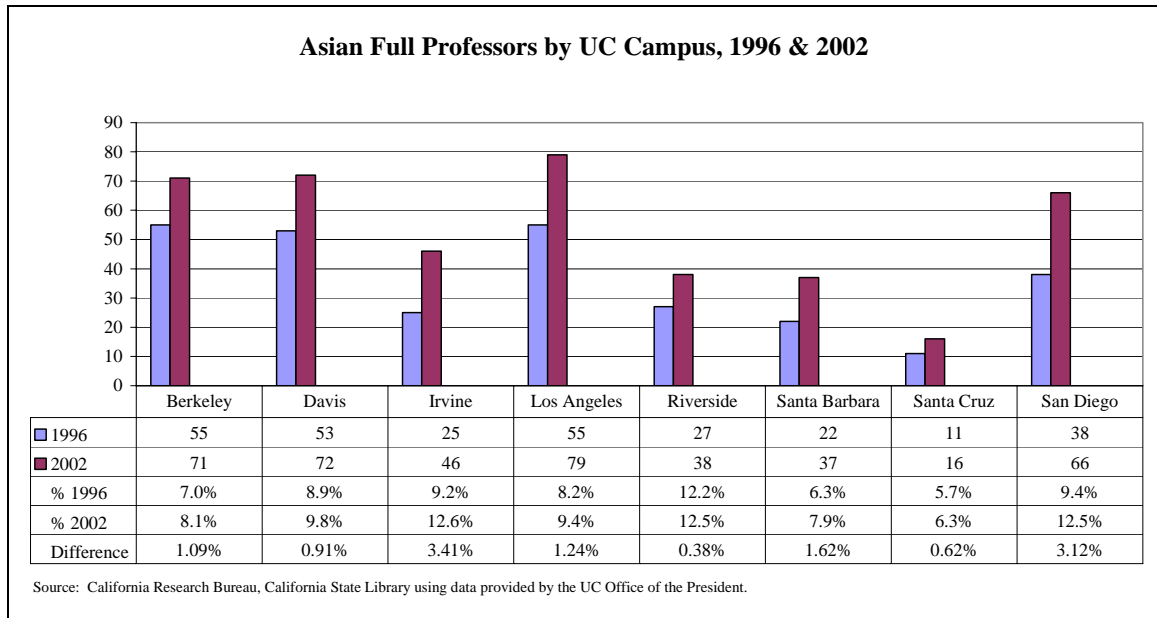


Figure 27

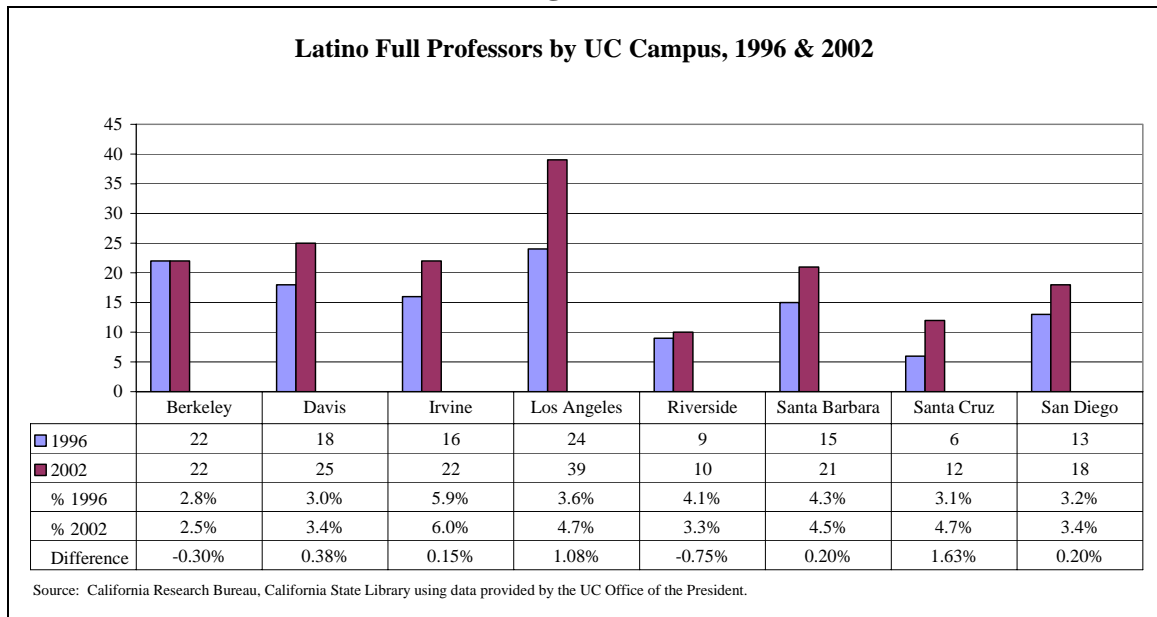
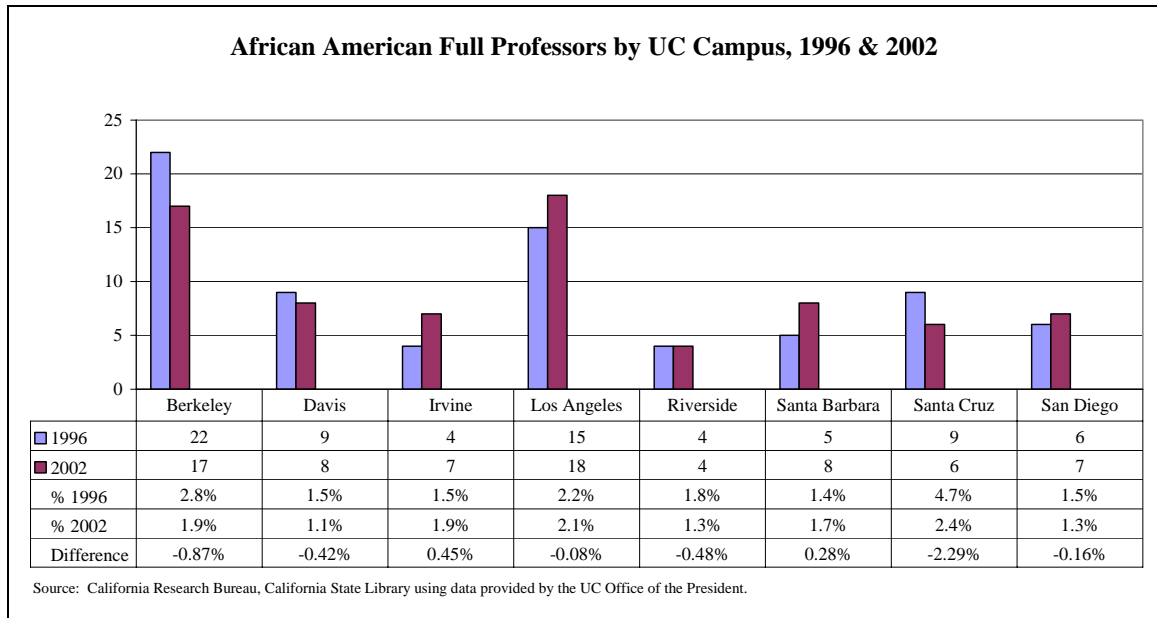


Figure 28



BY DISCIPLINE

Figure 29

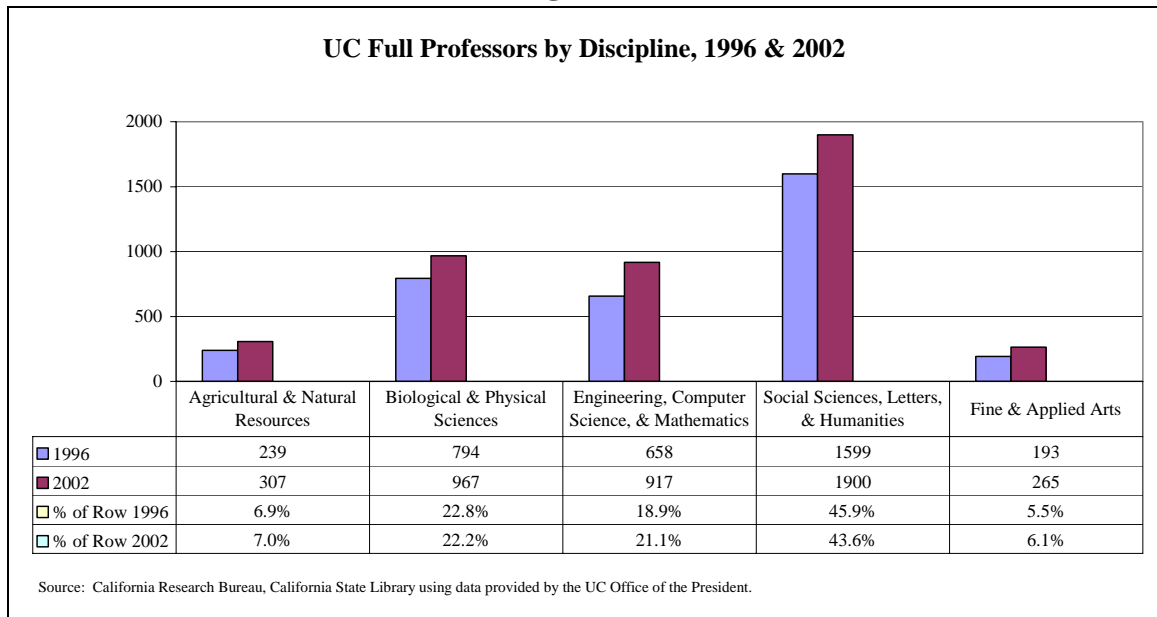


Figure 30

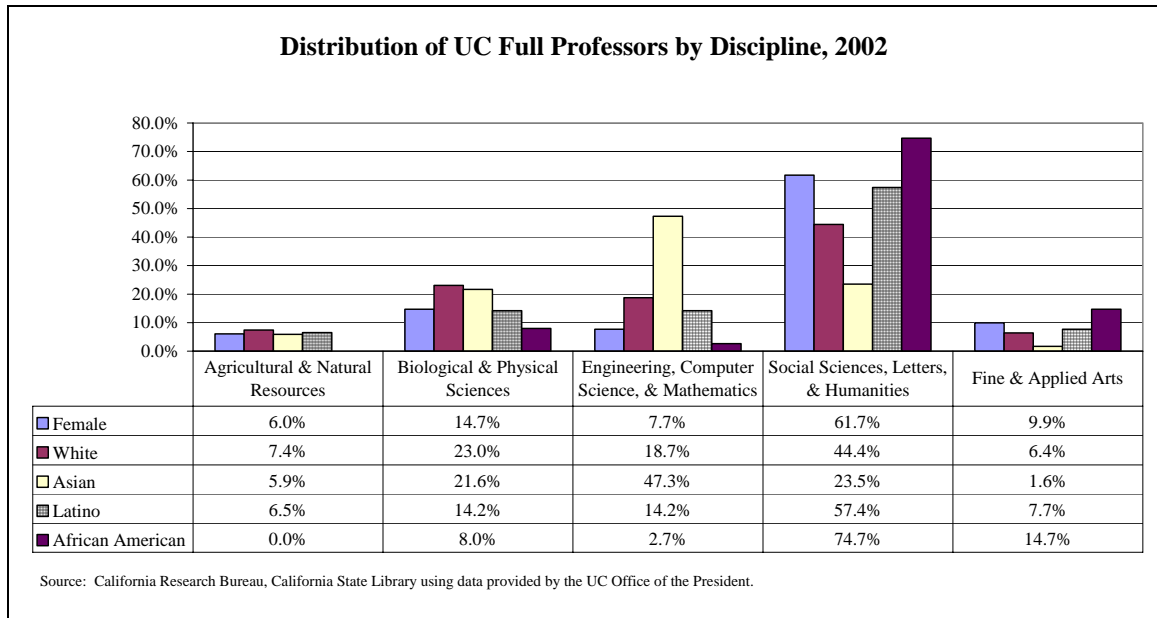


Figure 31

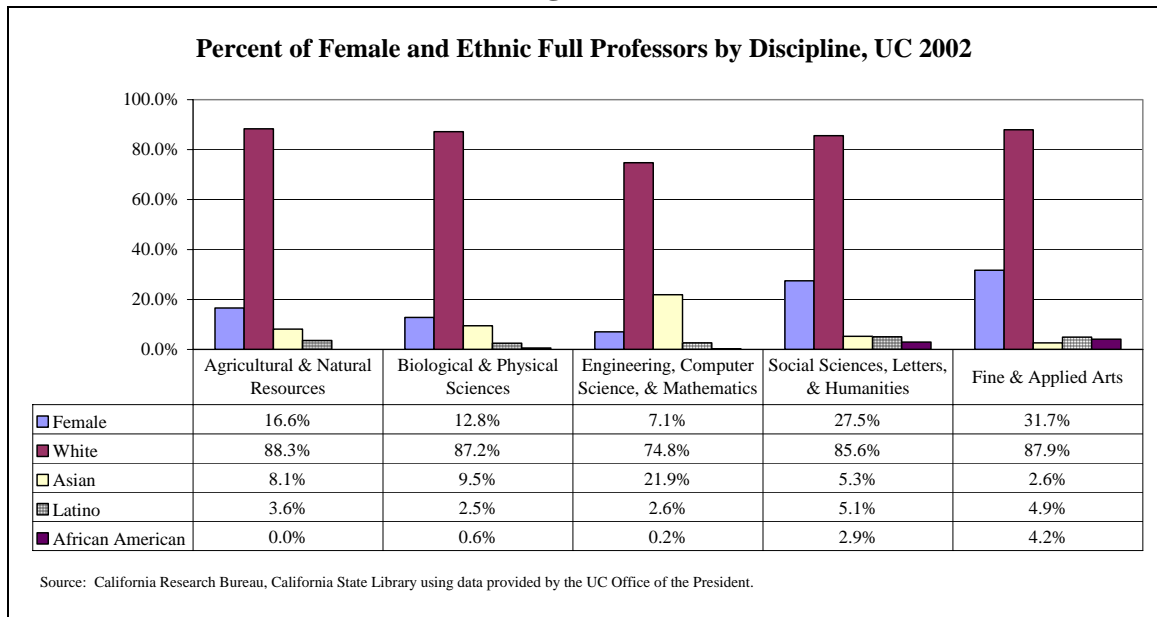
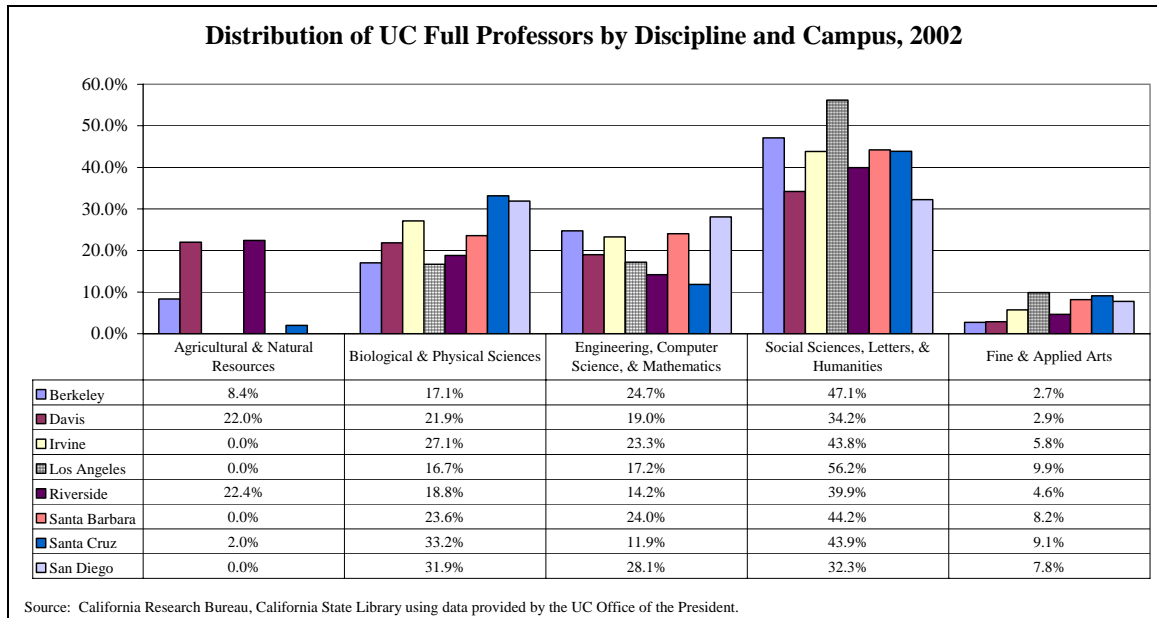


Figure 32



SALARIES AND SCALES

Figure 33

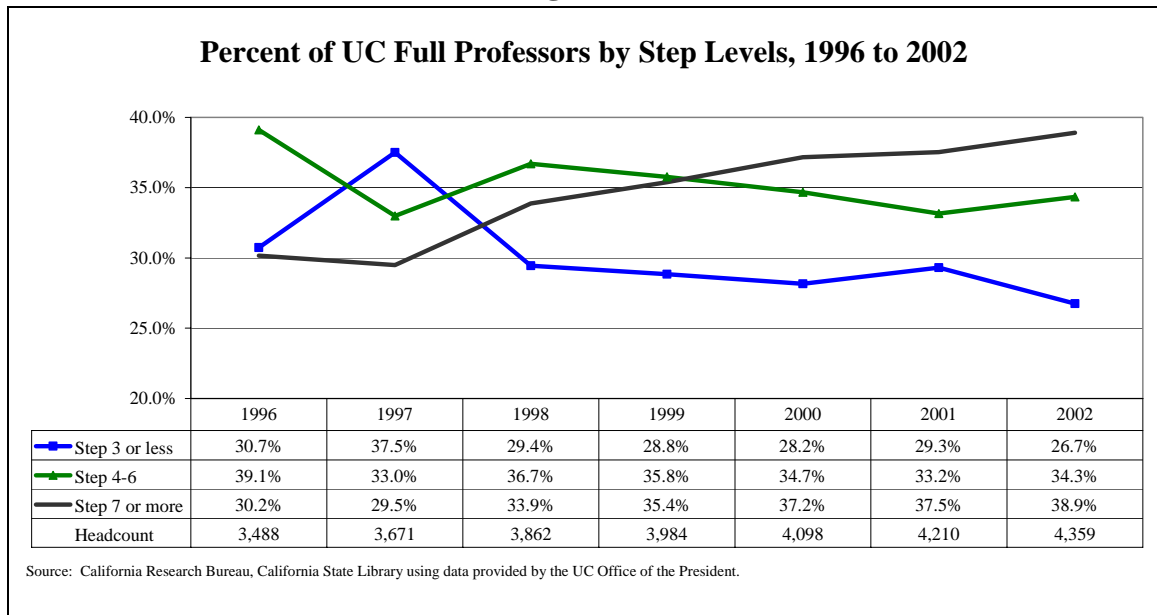


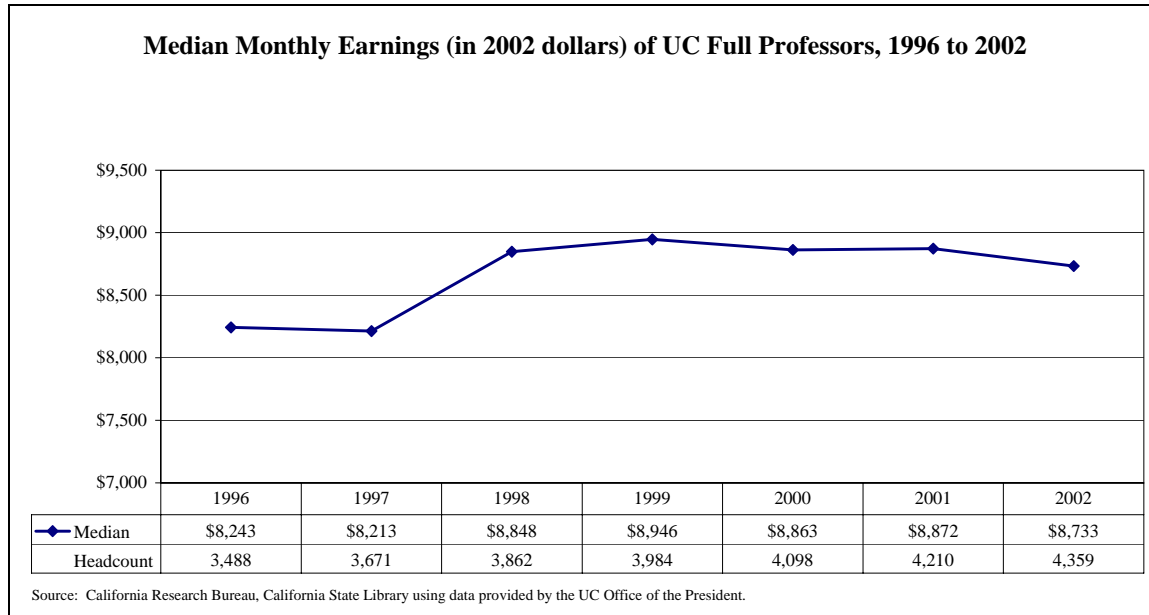
Figure 34

FACULTY--LADDER RANKS--PROFESSOR SERIES*						
<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale 10/1/02</u>		<u>Salary Scale 10/1/03</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Professor	I	3	67,500	5,625.00	67,500	5,625.00
	II	3	72,700	6,058.33	72,700	6,058.33
	III	3	78,600	6,550.00	78,600	6,550.00
	IV	3	85,300	7,108.33	85,300	7,108.33
	V	--	92,600	7,716.67	92,600	7,716.67
	VI	--	100,400	8,366.67	100,400	8,366.67
	VII	--	109,100	9,091.67	109,100	9,091.67
	VIII	--	118,100	9,841.67	118,100	9,841.67
	IX	--	128,300	10,691.67	128,300	10,691.67

Note: This table denotes the base salary. Departments have the flexibility to negotiate salaries based on the experience of the person and the market conditions.

MEDIAN MONTHLY EARNINGS

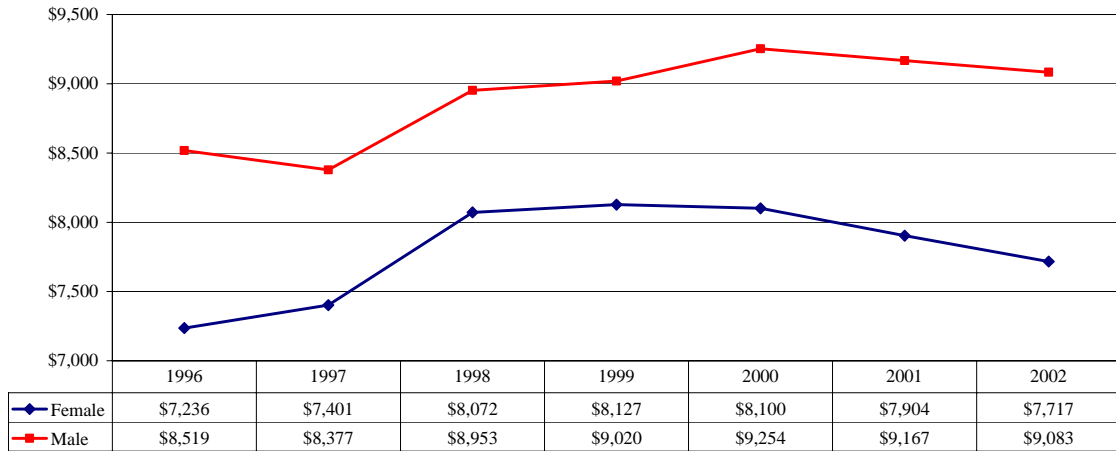
Figure 35



* These salary scales are based on academic years, not on fiscal years.

Figure 36

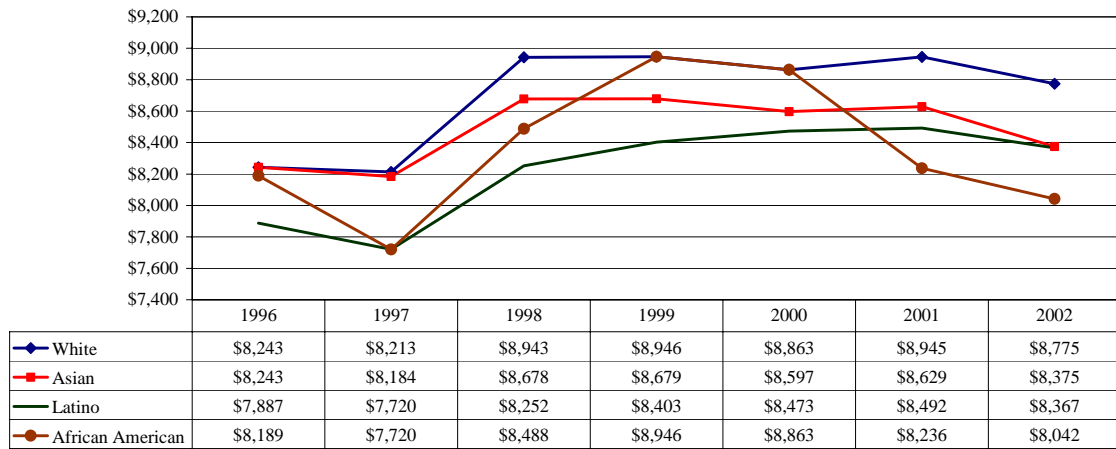
Median Monthly Earnings (in 2002 dollars) of UC Full Professors by Gender, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

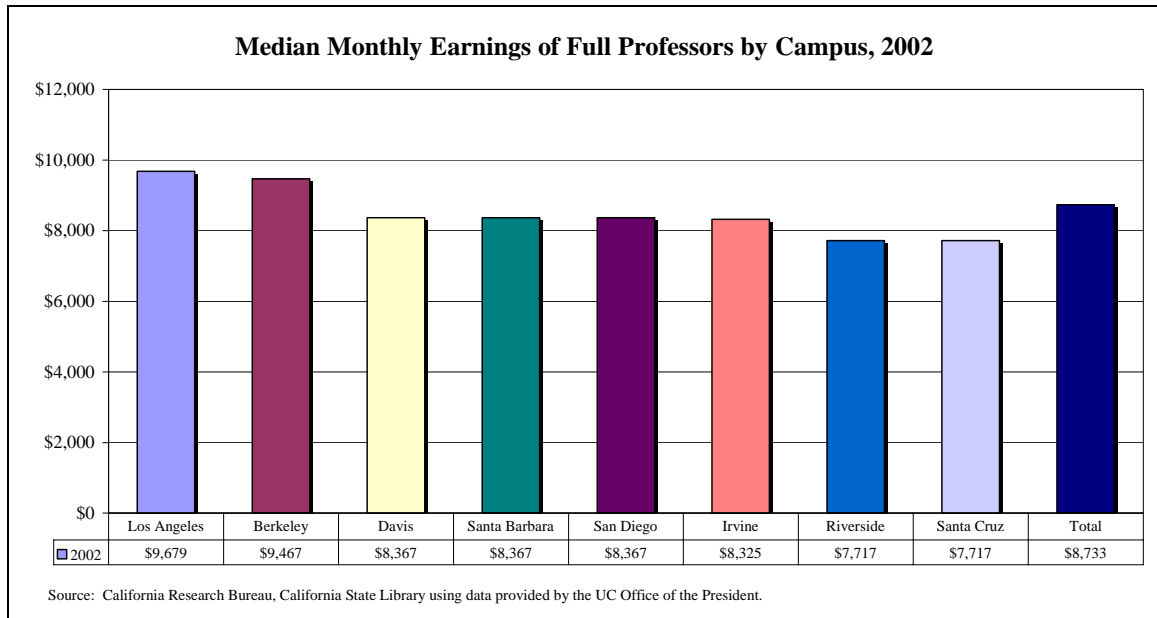
Figure 37

Median Monthly Earnings (in 2002 dollars) of UC Full Professors by Ethnicity, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 38



NEWLY HIRED

Figure 39

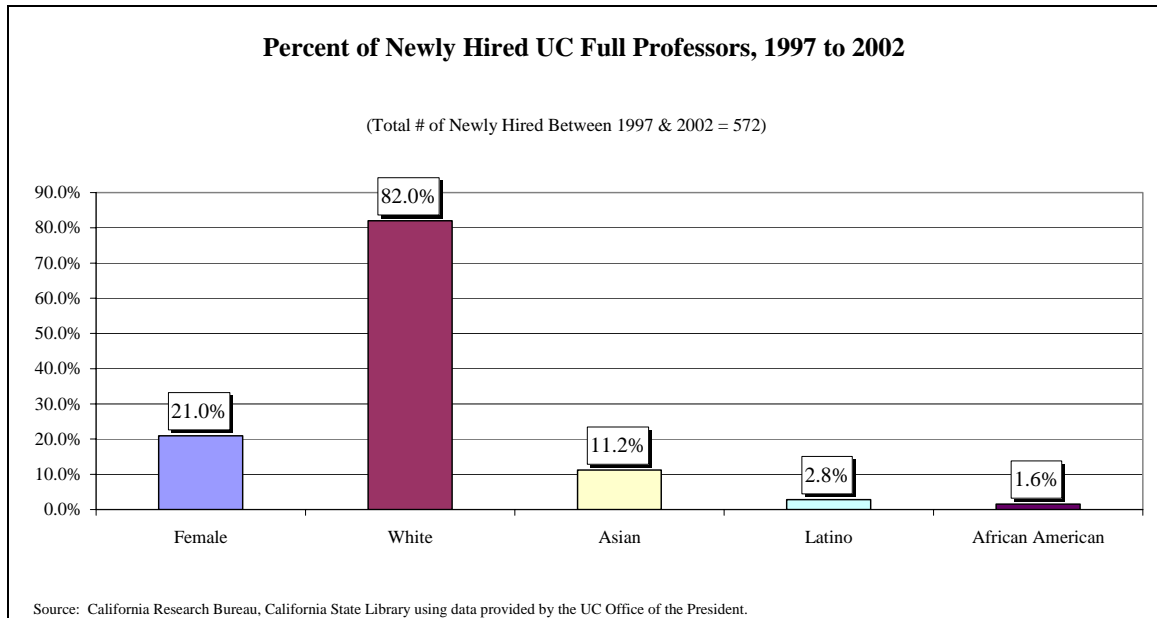
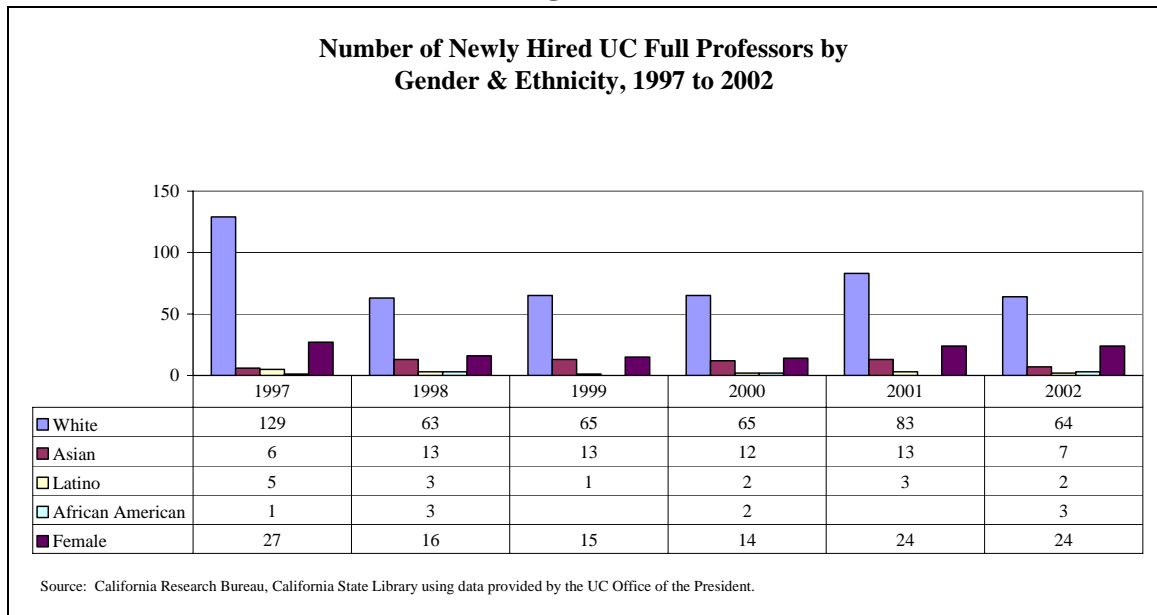


Figure 40



ASSOCIATE PROFESSORS

One of every five professors at UC is an Associate Professor, the intermediate step between Full and Associate Professor. In this section, we review the gender, ethnicity, discipline, and earnings of Associate Professors at UC from 1996 until 2002. Below are some of the highlights of this section:

- In contrast to Full Professors, the number of Associate Professors at UC declined between 1996 and 2002 (Figure 41). There were 1,318 Associate Professors in 1996 and 1,272 in 2002, a decline from 23 percent to 19 percent. The reasons for this decline are not known. It could be that Associate Professors are being promoted to Full Professors at a high rate and the decline is just an indication of promotions taking place among ladder rank faculty. If on the other hand, the decline is because the UC is losing promising young faculty, then the decline points to a worrisome trend. Further research needs to be done on this topic.
- The number of Associate Professors increased at Berkeley, Santa Cruz, and Irvine, and declined at all other campuses (Figure 42). The highest numerical increase took place at Berkeley and the biggest decline at San Diego. In 2002, the campus with the highest share of Associate Professors was Santa Cruz.
- The number of female Associate Professors remained more or less constant in the period under analysis (Figure 43). In 2002, females comprised 35 percent of the Associate Professors, below the proportion of female students at UC.
- In 2002, Santa Cruz had the highest proportion of female Associate Professors (40%), while Riverside had the lowest (30%). (See Figure 44)
- More Associate Professors were Asian, Latino, or African American in 2002 than in 1996, 21 percent to 27 percent (Figure 45).
- Between 1996 and 2002, the number of White Associate Professors declined at all UC Campuses (Figure 46). In 2002, the campus with the highest proportion of White Associate Professors was Santa Barbara (79%), and the campus with the lowest was Santa Cruz (65%).
- There was a 57 percent increase in the number of Asian Associate Professors between 1996 and 2002. The only campus with a decline in the number of Asian Associate Professors was San Diego (Figure 47). In 2002, the campus with the highest proportion of Asian Associate Professors was Riverside (20%), and the campus with the lowest was San Diego (10%).
- On the other hand, the number of Latino Associate Professors declined at most campuses; Berkeley and Irvine were the exceptions (Figure 48). In 2002, Santa

Cruz was the campus with the highest proportion (11%), and Riverside was the lowest (4%).

- There was a small increase in the number of African American Associate Professors (Figure 49). In 2002, the campuses with the highest proportion of African Americans were Berkeley, Irvine, and Los Angeles, where five percent of Associate Professors were African Americans. The campuses with the lowest proportion were Riverside and Davis.
- In 2002, most Associate Professors were in the disciplines of Social Sciences, Letters, and Humanities (53%), Engineering, Computer Science, and Mathematics (17%), and Biological and Physical Sciences (16%). The remaining 15 percent were in Agricultural and Natural Resources and Fine and Applied Arts (see Figure 50).
- Close to three quarters of Associate Professors are at salary Step III or below (Figure 54). However, the proportion of Associate Professors at higher levels increased in the period under analysis.
- In 2002, Associate Professors had a median monthly salary of \$5,617 per month, or \$67,404 per year (Figure 56).
- Although there were large differences between the salaries of male and female Full Professors, there is less of a difference for Associate Professors, and the gap narrowed in the period under analysis. Males earned about \$310 more than females in 1996 but only \$100 per month in 2002 (see Figure 57).
- There is little difference in earning across ethnic groups for Associate Professors (Figure 58), and the gap narrowed between 1996 and 2002. Further analysis is needed in order to explore the narrowing of the earnings gap among Associate Professors.
- As with Full Professors, salary differences among campuses may reflect differences in the cost of living (Figure 59). Berkeley and Los Angeles had the highest monthly earnings for Associate Professors, while Associate Professors earned the least at Riverside. In 2002, Full Professors at Riverside earned \$758 less per month, about \$9,096 less a year, than Full Professors at Berkeley.
- Of the newly hired Associate Professors, 27 percent were females and 30 percent were non-White (see Figure 60). Asians comprised 19 percent of the newly hired Associate Professors.

HEADCOUNT

Figure 41

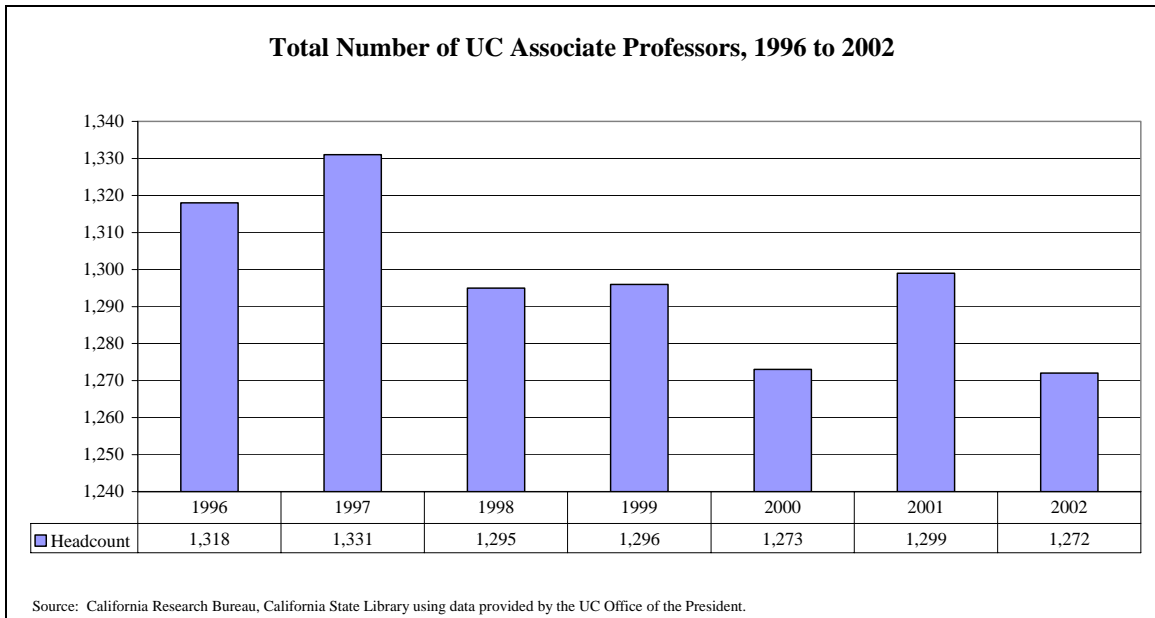
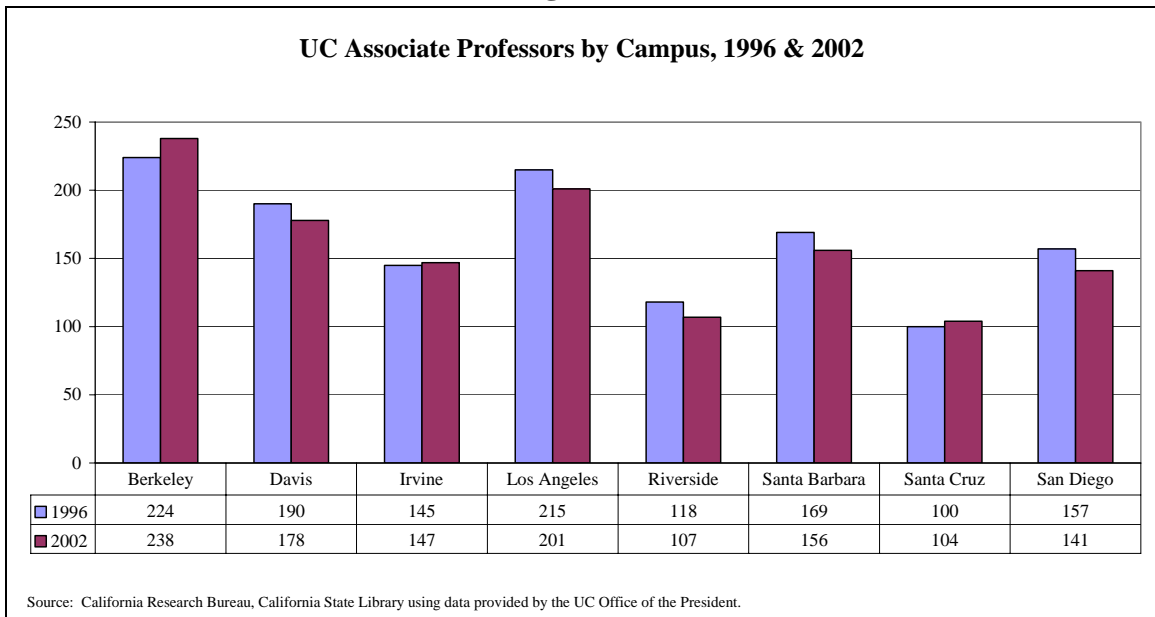


Figure 42



BY GENDER

Figure 43

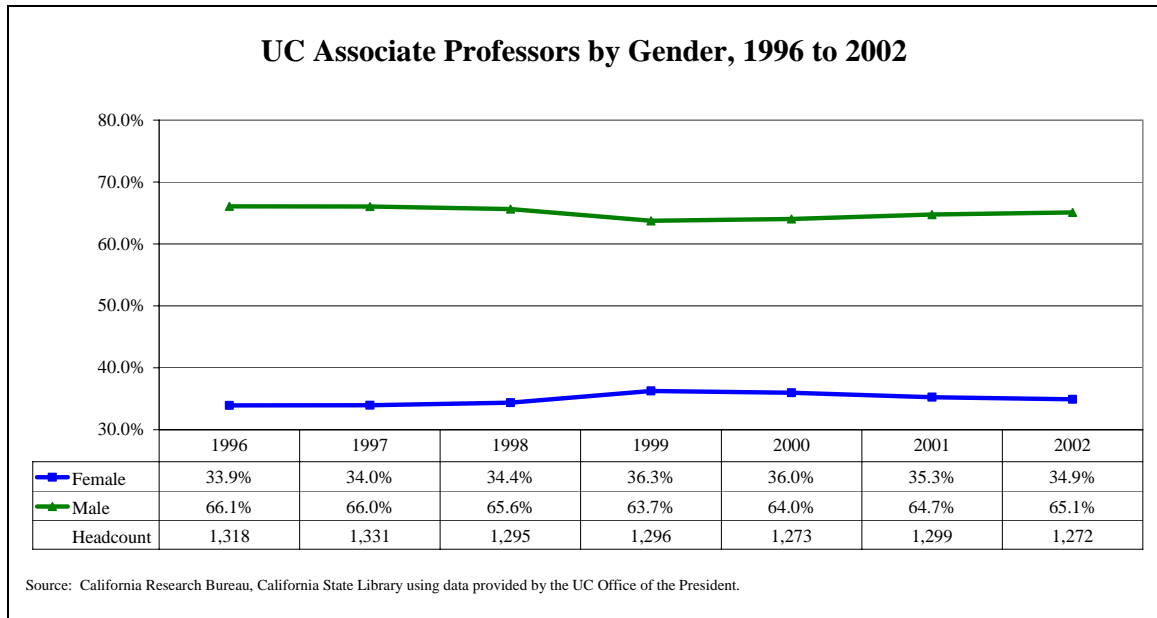
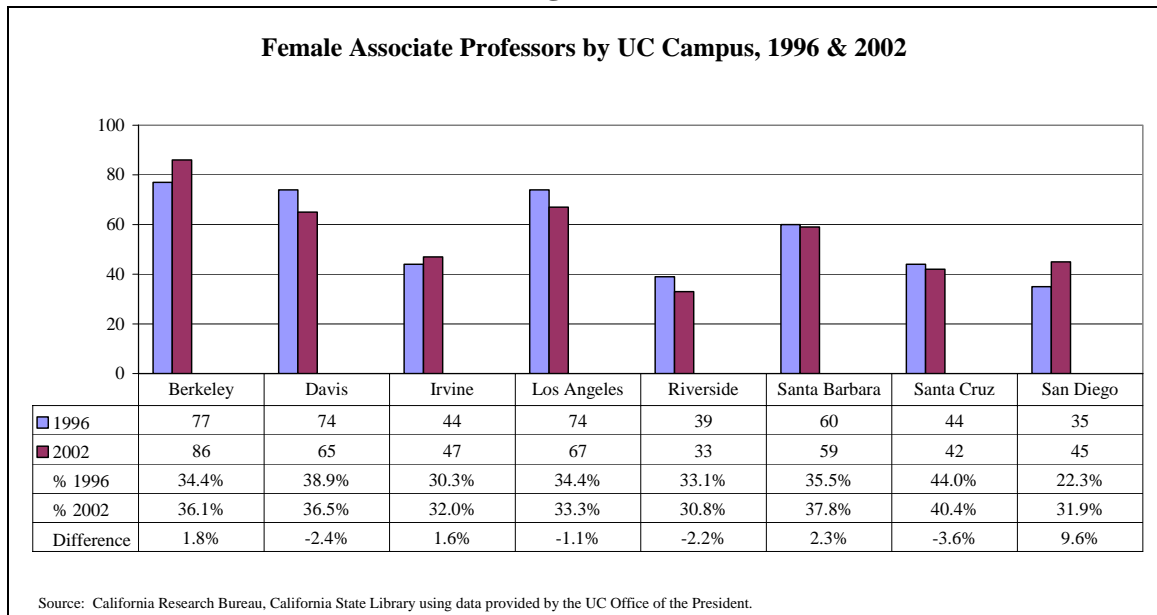


Figure 44



BY ETHNICITY

Figure 45

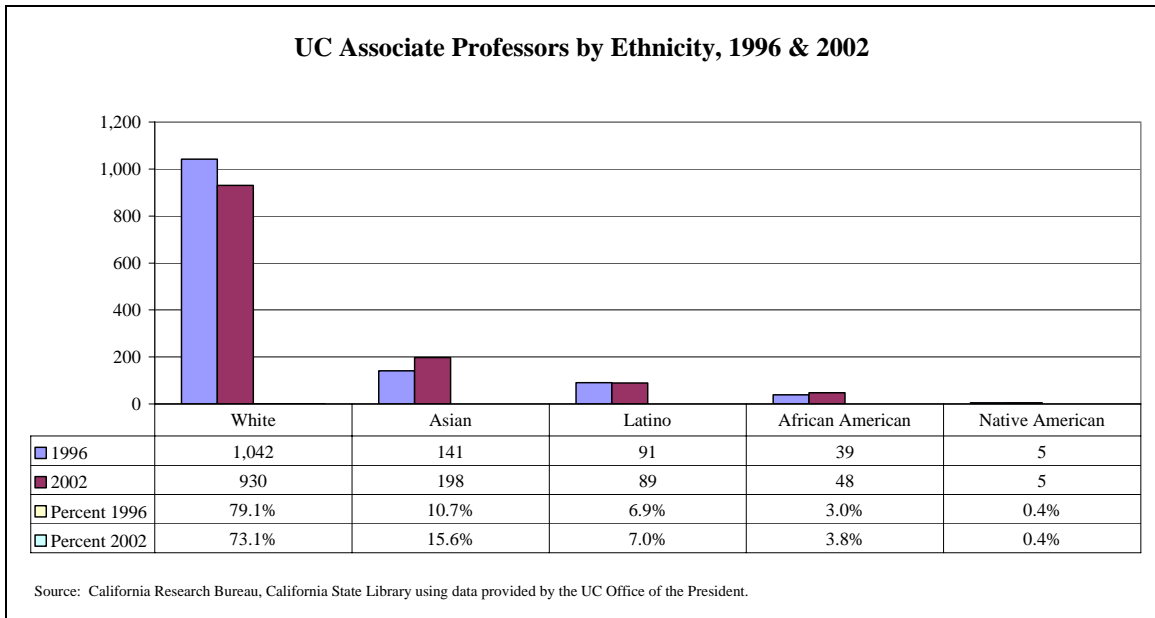


Figure 46

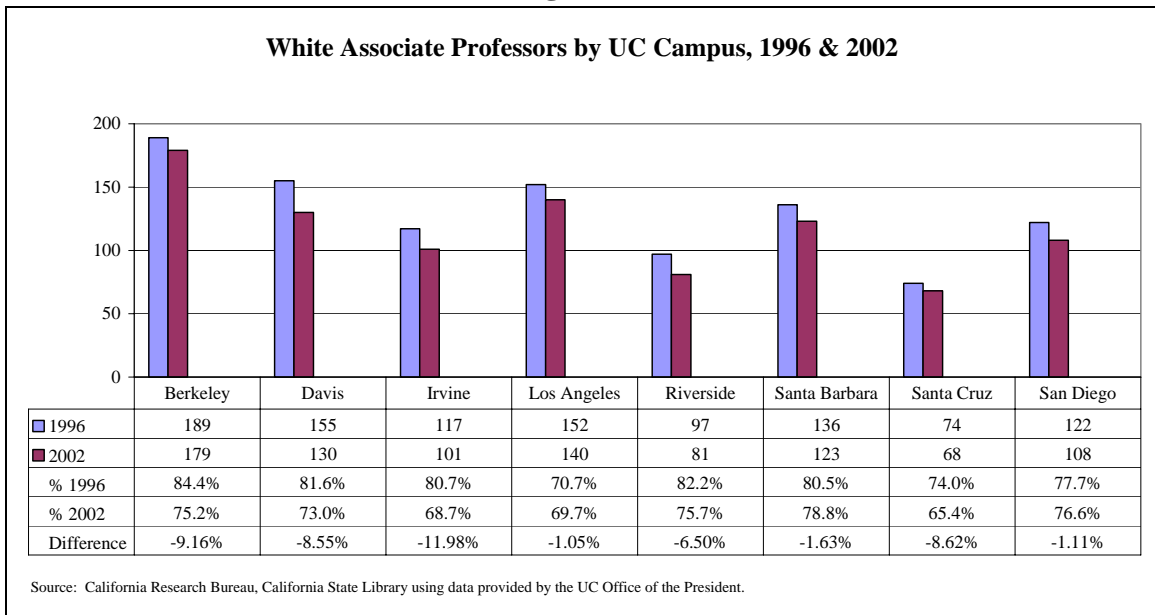


Figure 47

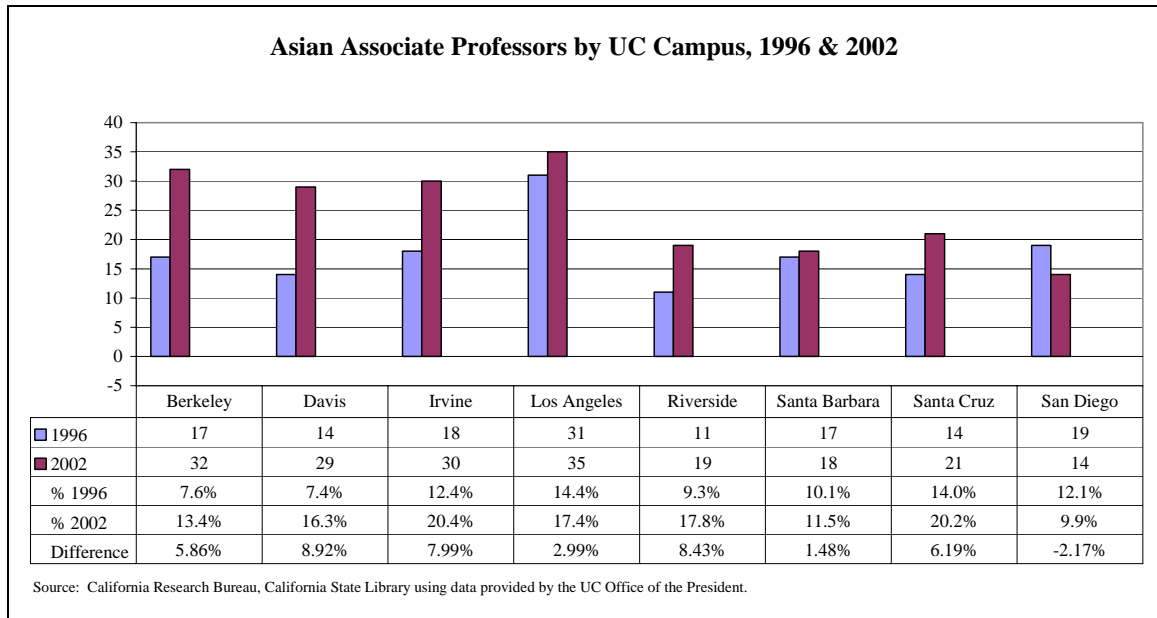


Figure 48

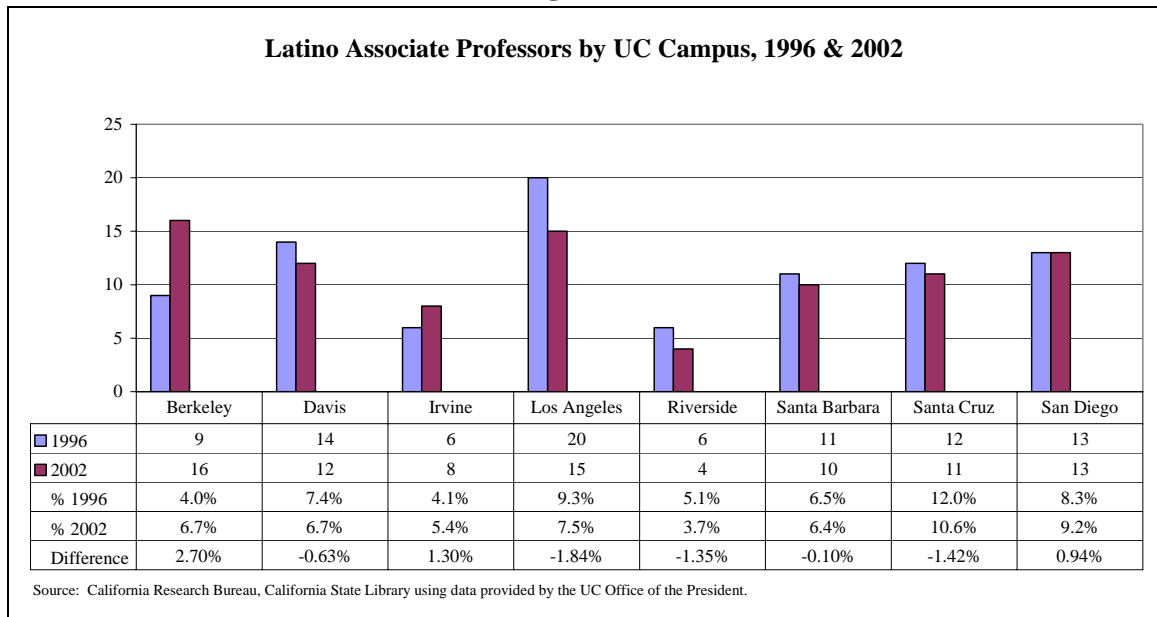
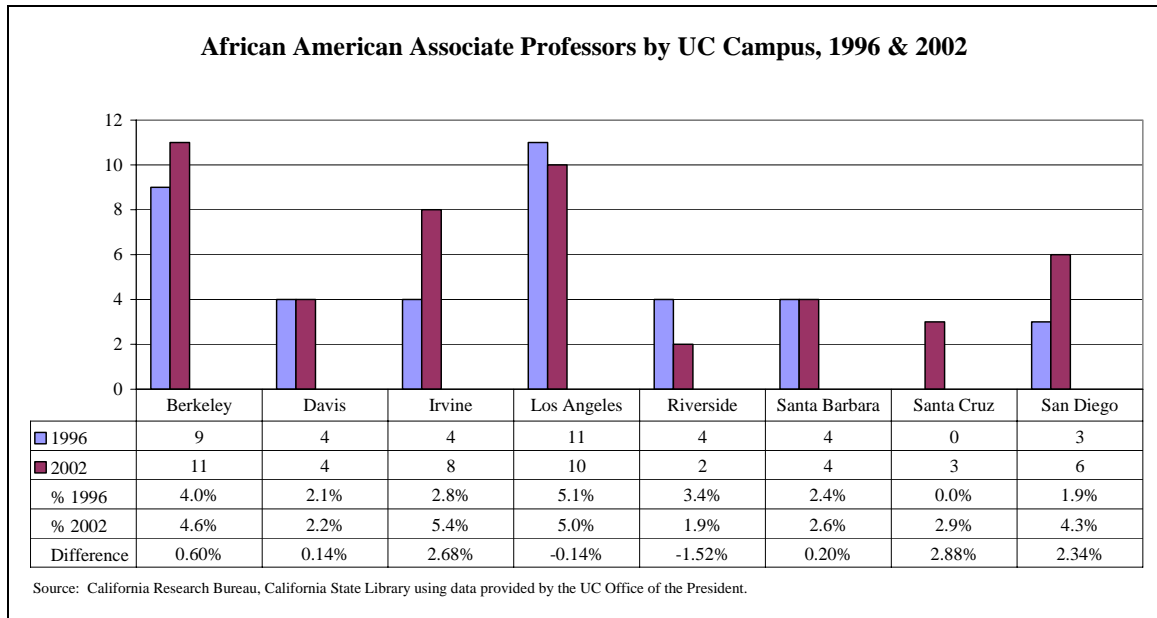


Figure 49



BY DISCIPLINE

Figure 50

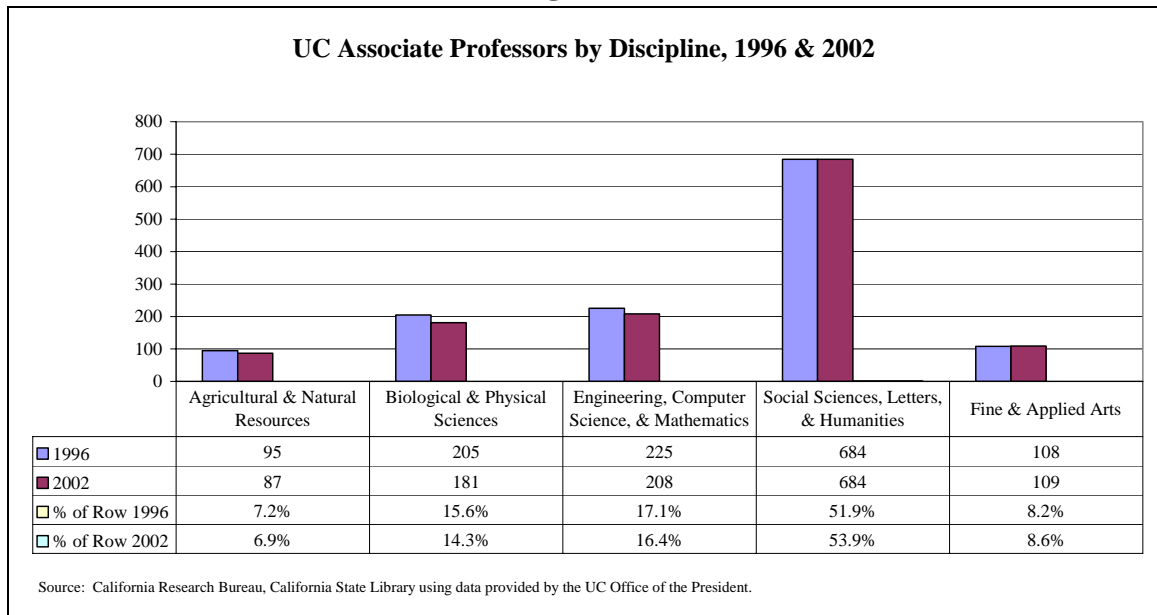


Figure 51

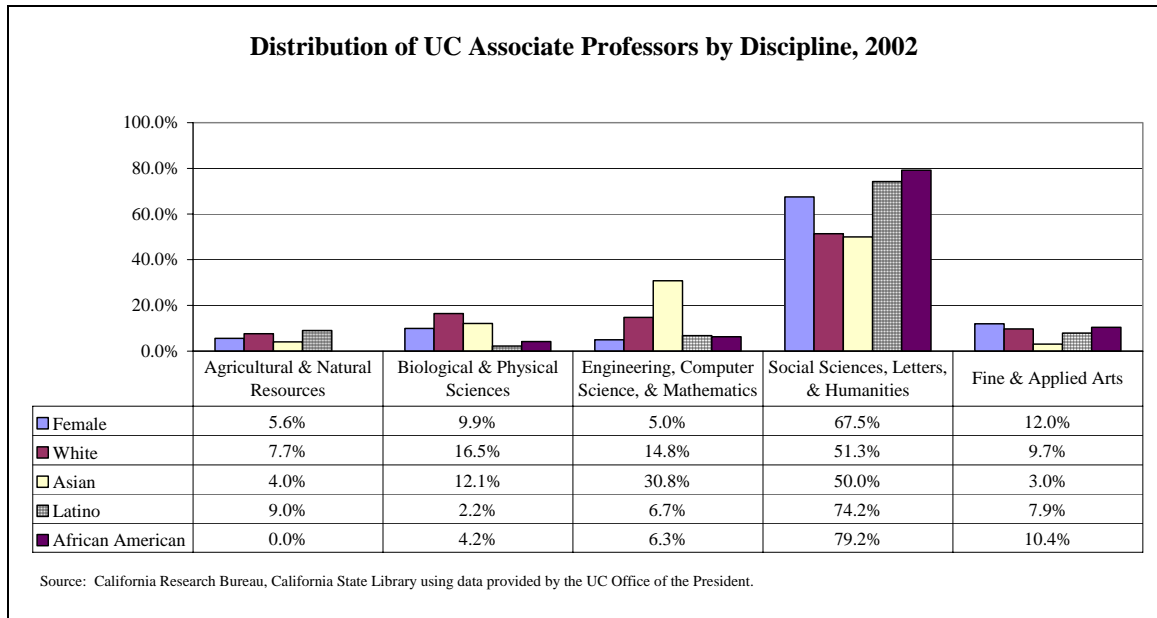


Figure 52

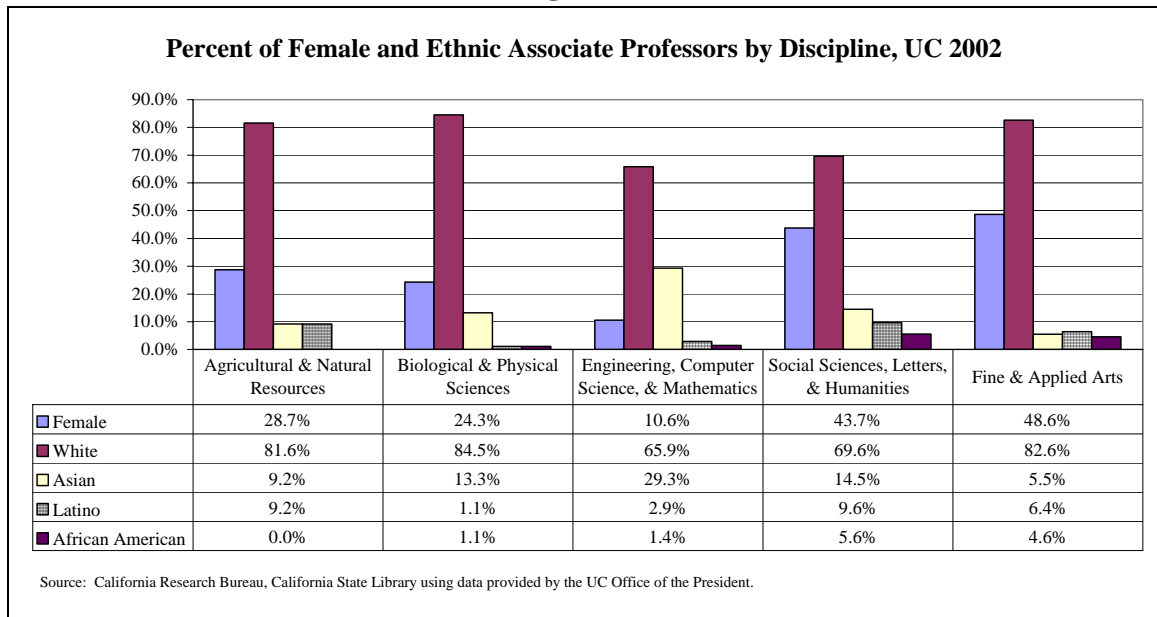
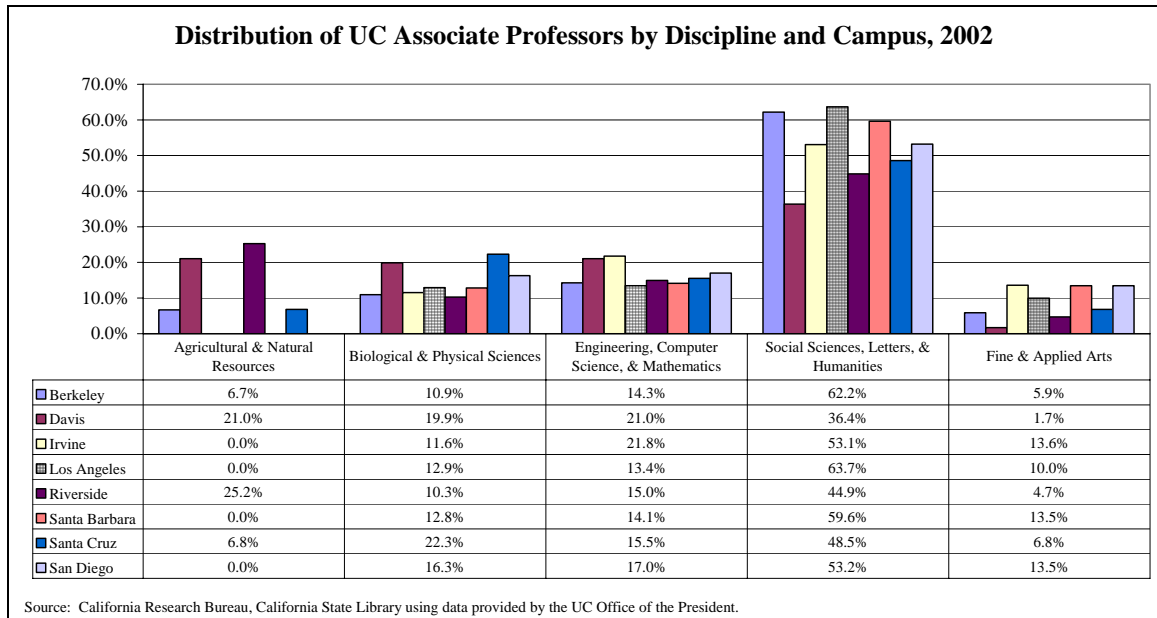


Figure 53



SALARIES AND SCALES

Figure 54

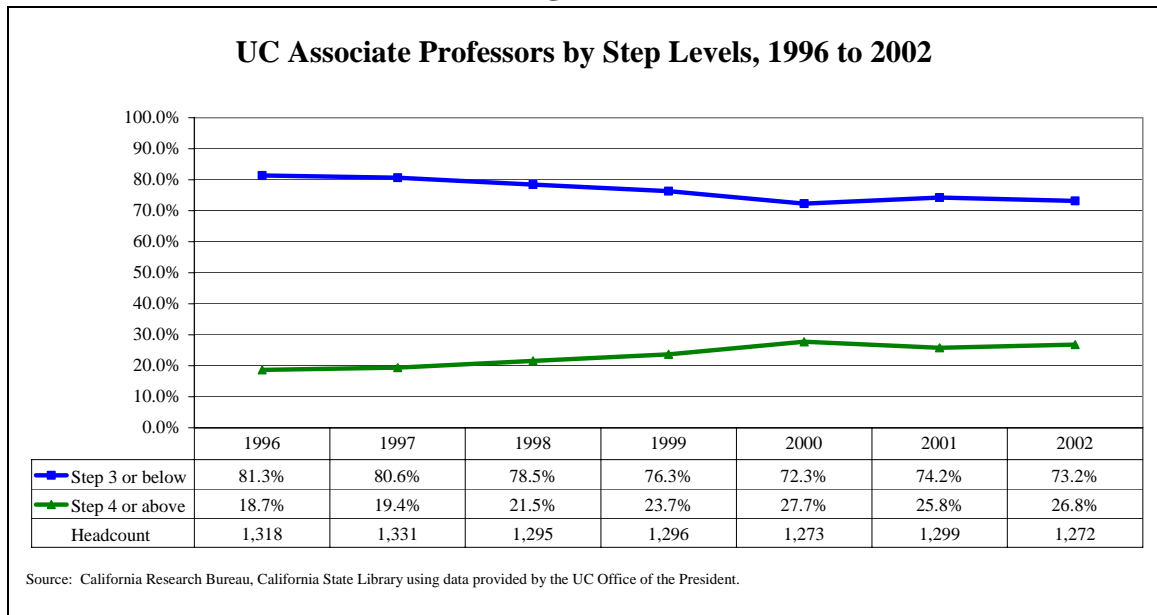


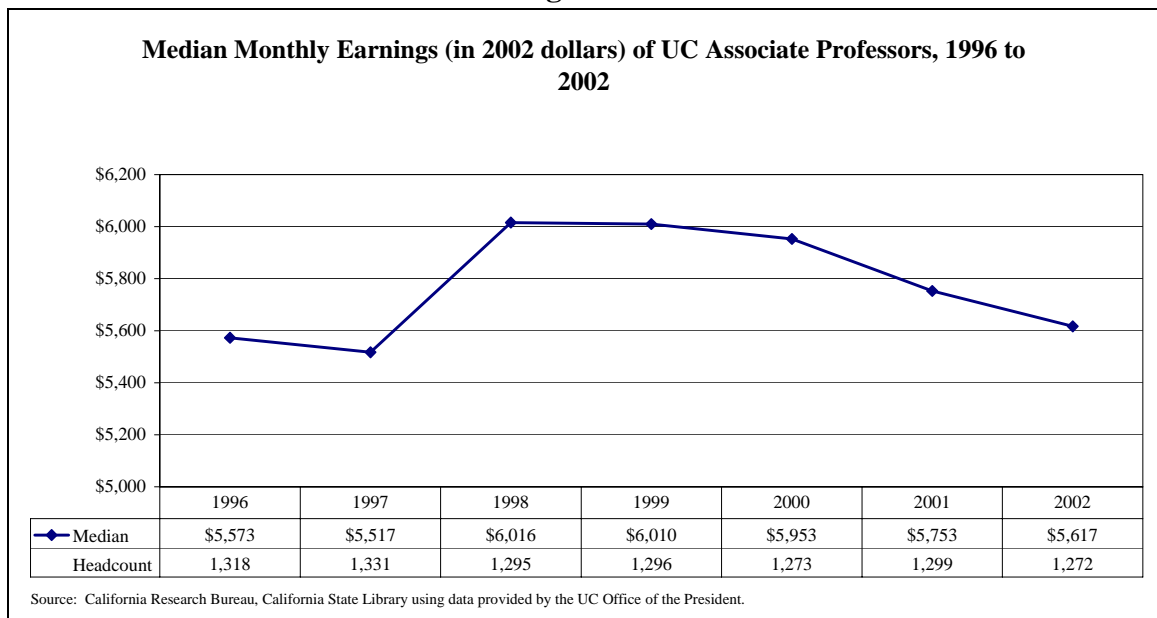
Figure 55

FACULTY--LADDER RANKS—ASSOCIATE PROFESSOR SERIES*						
		Salary Scale		Salary Scale		
		Years at	10/1/02		10/1/03	
Steps						
I	2		57,400	4,783.33	57,400	4,783.33
II	2		60,200	5,016.67	60,200	5,016.67
III	2		63,500	5,291.67	63,500	5,291.67
IV	3		67,400	5,616.67	67,400	5,616.67
V	3		72,600	6,050.00	72,600	6,050.00

Note: This table denotes the base salary. Departments have the flexibility to negotiate salaries based on the experience of the person and the market conditions.

MEDIAN MONTHLY EARNINGS

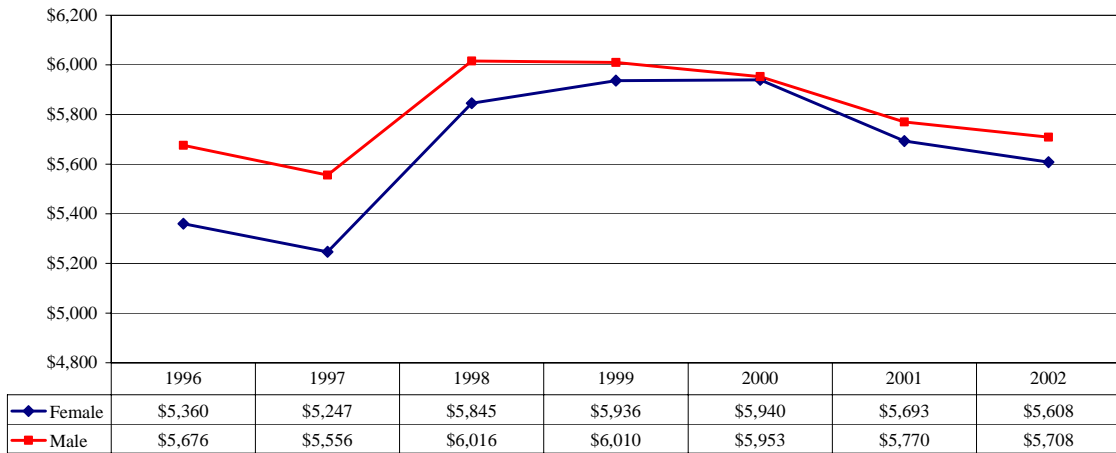
Figure 56



* These salary scales are based on academic years, not on fiscal years.

Figure 57

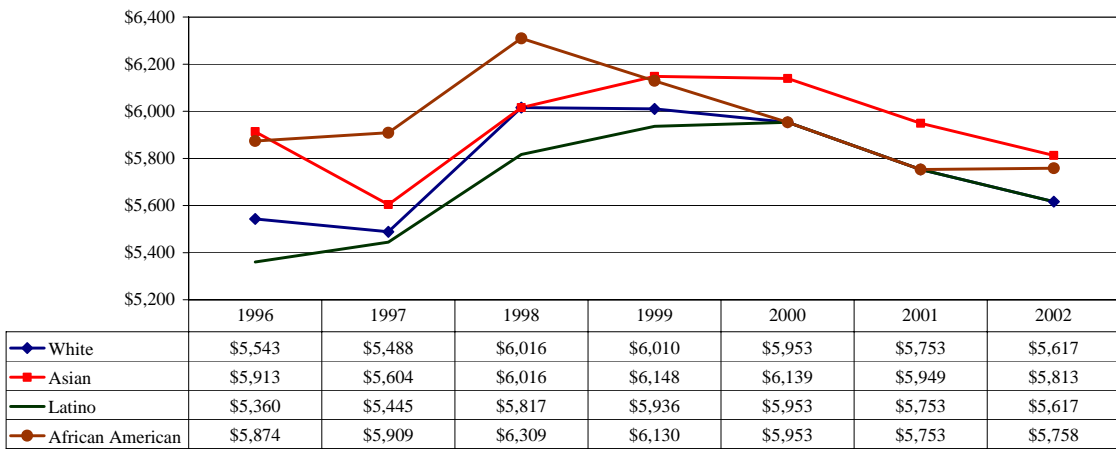
Median Monthly Earnings (in 2002 dollars) of UC Associate Professors by Gender, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

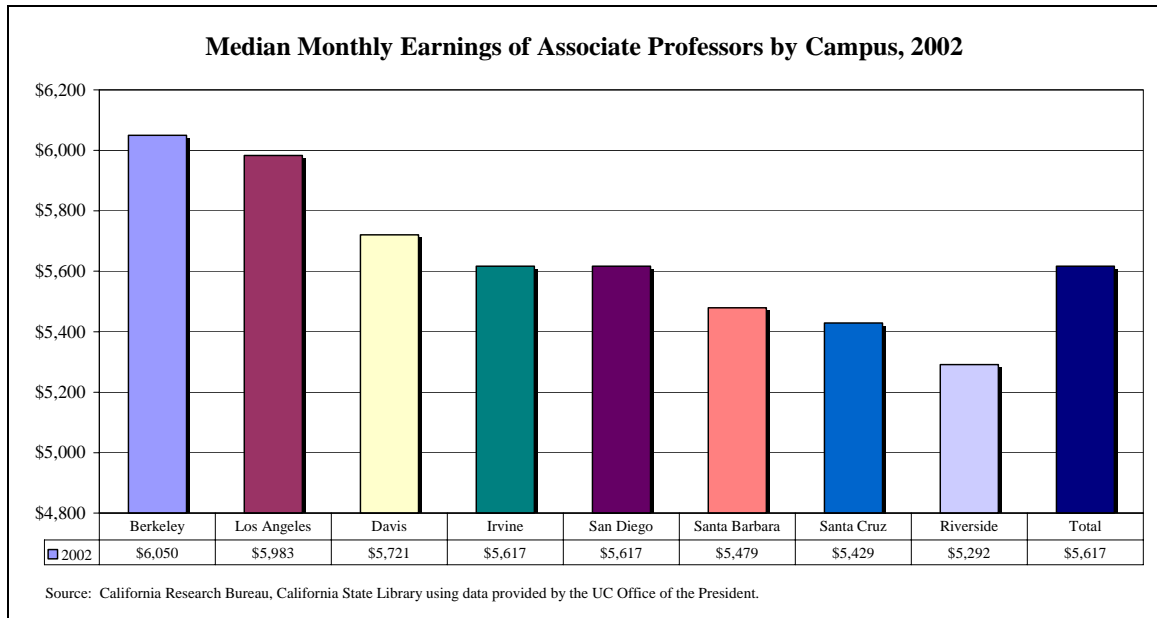
Figure 58

Median Monthly Earnings (in 2002 dollars) of UC Associate Professors by Ethnicity, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 59



NEWLY HIRED

Figure 60

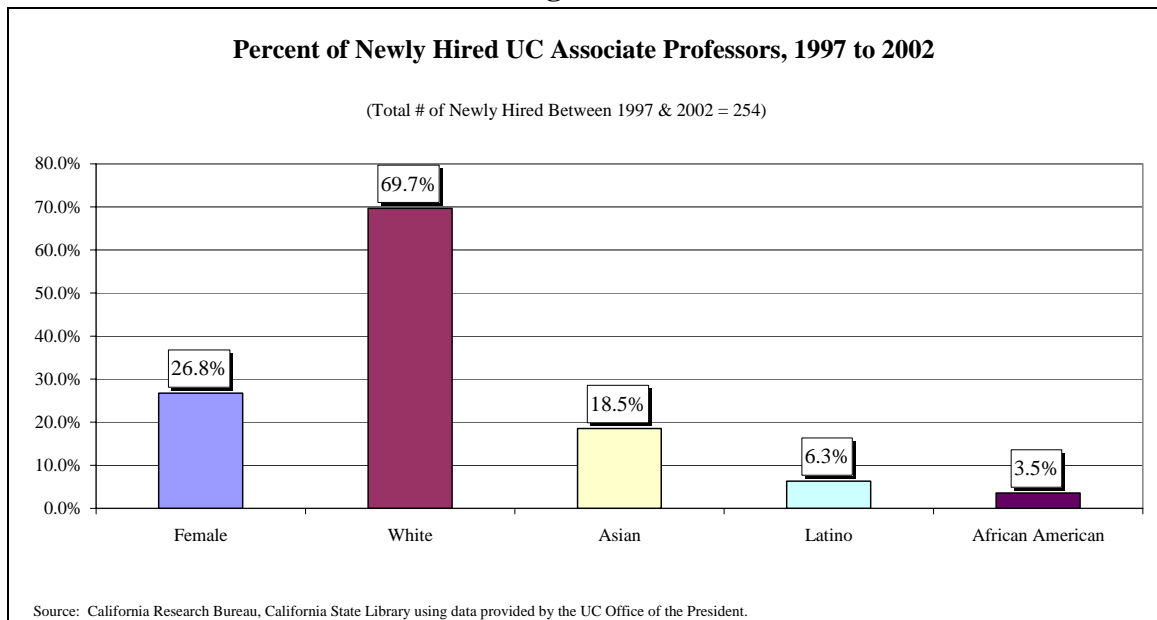
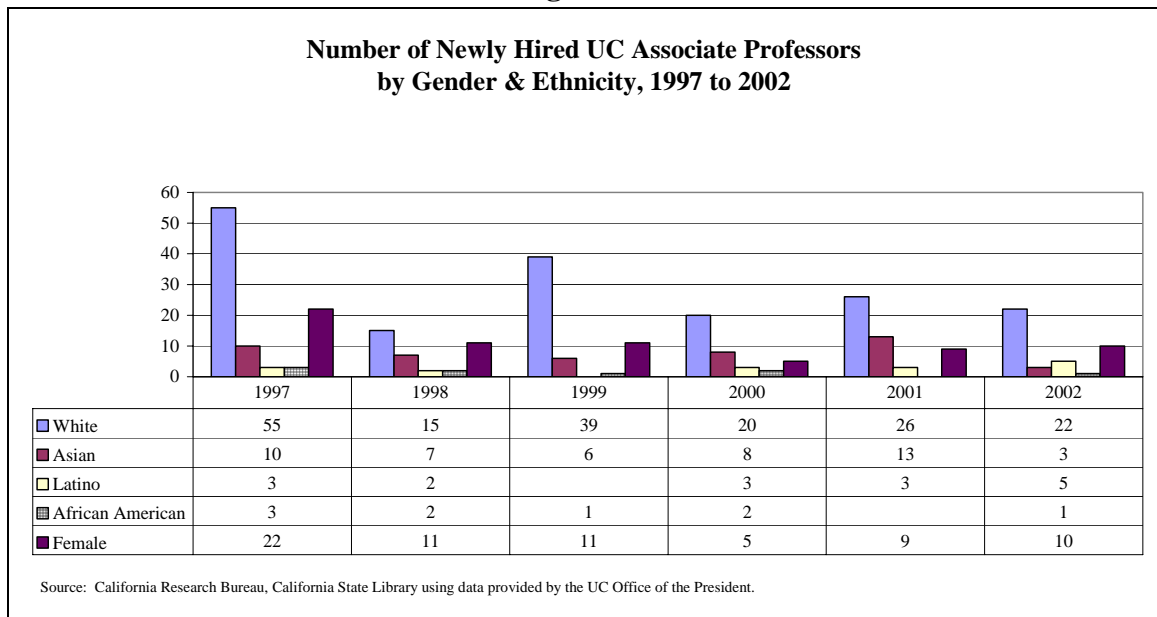


Figure 61



ASSISTANT PROFESSORS

One of every six professors at UC is an Assistant Professor, the entry-level position into the professorate. This is the smallest group of UC professors. In this section, we review the gender, ethnicity, discipline, and earnings of Assistant Professors at UC from 1996 to 2002. Below are some of the highlights of this section:

- The number of Assistant Professors decreased slightly in the late 1990s and increased again in the early 2000s, reaching 1,272 by 2002 (see Figure 62).
- The number of Assistant Professors increased at all the campuses, except for Berkeley and Los Angeles (Figure 63); the largest increases were at Irvine, Riverside, and San Diego.
- The relative share of female Assistant Professors did not increase during the period of analysis (Figure 64). Females comprised 36 percent of Assistant Professors in both 1996 and 2002. However, the absolute number of female Assistant Professors increased at all campuses with the exception of Berkeley (Figure 65). At Santa Cruz and Irvine the number of female Assistant Professors increased by over 40 percent between 1996 and 2002. In 2002, the campus with the highest proportion of female Assistant Professors was Santa Cruz, where 51 percent of Assistant Professors were females.
- Although the number of non-White Assistant Professors increased, the relative share remained unchanged between 1996 and 2002 (Figure 66). Even so, there was more diversity among Assistant Professors (30% non-White), than Associate Professors (27% non-White) and Full Professors (16% non-White) in 2002.
- The second largest ethnic group was Asians, who in 2002 comprised 18 percent of Assistant Professors (Figure 66). Latinos comprised six percent and African Americans four percent of all Assistant Professors in 2002.
- The number of White UC Assistant Professors increased from 732 to 834 between 1996 and 2002 (see Figure 66). Only at Berkeley and Davis was there a decline in the number of White Assistant Professors; however, these campuses also had the highest share of White professors (Figure 67). The largest numerical increases were at Riverside and Irvine.
- There was a 12 percent growth in the number of Asian Assistant Professors between 1996 and 2002. At Irvine and Riverside the number of Asian Assistant Professors increased by almost 50 percent. However, at Berkeley, UCLA, Santa Barbara, and Santa Cruz the number of Asian Assistant Professors declined during this period (Figure 68). In 2002, the campus with the highest proportion of Asian Assistant Professors was Irvine (26%).

- The number of Latino Assistant Professors declined at most campuses (Figure 69). Santa Cruz, Santa Barbara, and Davis were the only campuses at which the number of Latino Assistant Professors increased. The relative share of Latino Assistant Professors increased at only two campuses, Santa Barbara and Santa Cruz. In 2002, Santa Barbara had the highest proportion of Latino Assistant Professors (13%), and Berkeley the lowest (3%).
- The total number of African American Assistant Professors declined at the UC between 1996 and 2002. However, Davis, Riverside, Santa Cruz, and San Diego had small numerical increases (Figure 70). In 2002, the campus with the highest proportion of African American Assistant Professors was Santa Cruz (9%).
- The number of Assistant Professors declined in the discipline of Agriculture and Natural Resources (Figure 71). Most of the increases were in Engineering, Computer Science, and Mathematics, and in the Biological and Physical Sciences. In 2002, the Social Sciences, Letters, and Humanities had 52 percent of all Assistant Professors, the Biological and Physical Sciences had 18 percent, and Engineering, Computer Science, and Mathematics had another 17 percent.
- Latino and African American Assistant Professors are concentrated in the Social Sciences, Letters, and Humanities compared with Whites and Asians (Figure 72). Asians comprised the lowest proportion of Assistant Professors in the Social Sciences, Letters, and Humanities.
- Figure 74 shows that some campuses concentrate more on the Social Sciences, Letters, and Humanities. At UCLA, 67 percent of the Assistant Professors were in the disciplines of Social Science, Letters, and Humanities. By comparison, Santa Cruz and Riverside had only 42 percent and 45 percent of their Assistant Professors in these disciplines. San Diego has the highest proportion of Assistant Professors in the Biological and Physical Sciences (28%), Riverside in the Agricultural and Natural Resources (18%), Berkeley in Engineering, Computer Science, and Mathematics (24%), and Santa Cruz in Fine and Applied Arts (19%).
- Most Assistant Professors (61%) fall between salary Steps III and IV (see Figure 75). The base salary of Assistant Professors at Step II is \$4,075 per month, or \$48,900 a year. Assistant Professors at Step IV have a base salary of \$4,550 per month, or \$54,600 a year.
- In 2002, the median monthly earnings of Assistant Professors in the UC were \$4,867 per month, or \$58,404 per year (Figure 77).
- There was a significant increase in the gap between the median monthly salaries of male and female Assistant Professors between 1996 and 2002 (see Figure 78). Males went from earning \$237 more a month (\$2,844 more a year) in 1996 to \$383 per month (\$4,596 a year) in 2002.

- Ethnic differences in earning also increased between 1996 and 2002 (Figure 79). Asians were the highest paid Assistant Professors of all ethnic groups in 2002. At the median, Asian Assistant Professors made over \$580 more a month, or \$7,000 more a year, than Latino Assistant Professors in 2002. The difference in distribution by discipline discussed earlier may explain most of this variation, but further analysis is needed in order to understand this gap.
- Figure 80 shows salary differences among Assistant Professors across campuses. Throughout the period under analysis, Assistant Professors had higher earnings at Berkeley and UCLA. In 2002, Assistant Professors earned the least at Santa Cruz, where they earned \$795 less per month (\$9,540 less a year) than Assistant Professors at UCLA.
- Of the Assistant Professors hired between 1997 and 2002, 35 percent were females, 19 percent were Asian, five percent were Latino, and three percent were African American (see Figure 81).
- The year 2001 was the best recruiting year for non-White Assistant Professors. In that year, 55 Asians, 18 Latinos, and 10 African Americans were recruited as UC Assistant Professors. For Whites and females, the numbers were 187 and 101, respectively.

HEADCOUNT

Figure 62

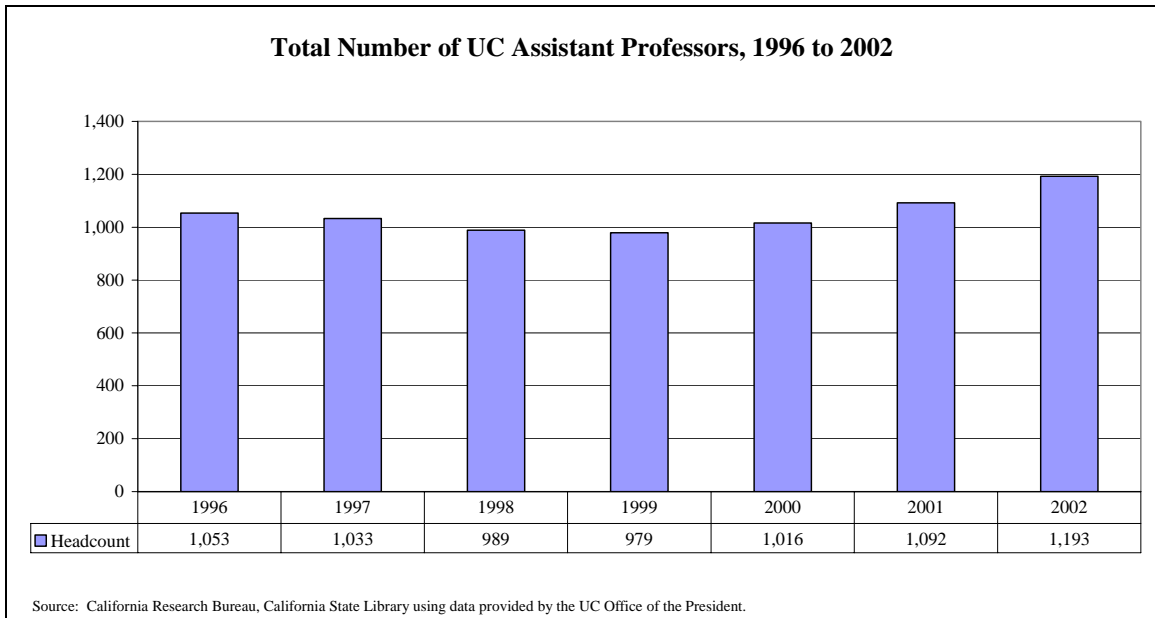
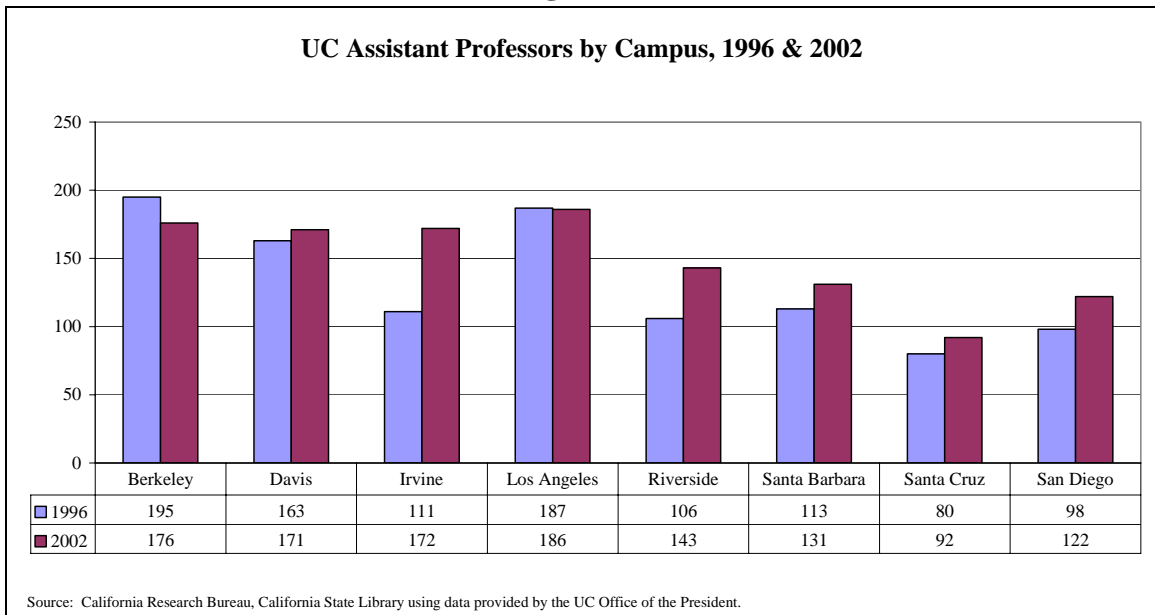


Figure 63



BY GENDER

Figure 64

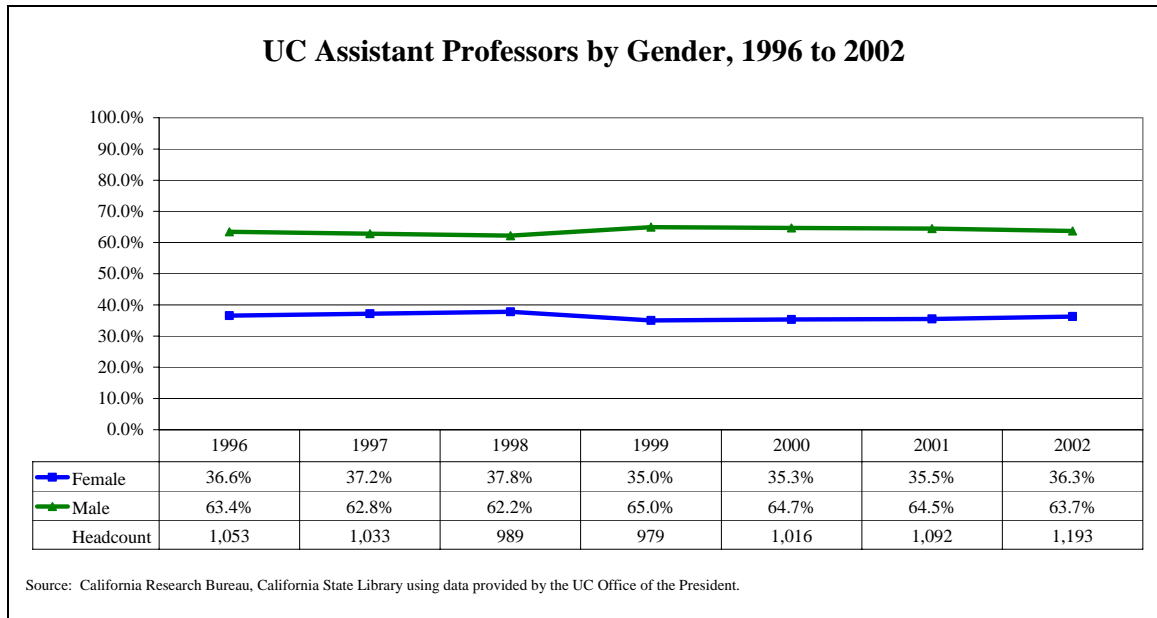
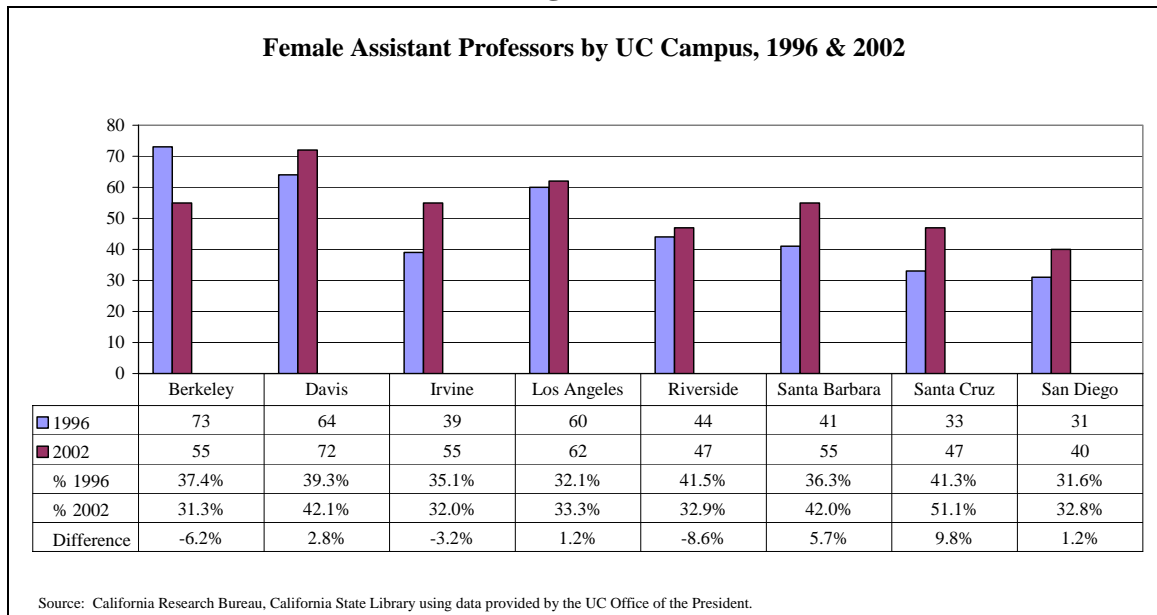


Figure 65



BY ETHNICITY

Figure 66

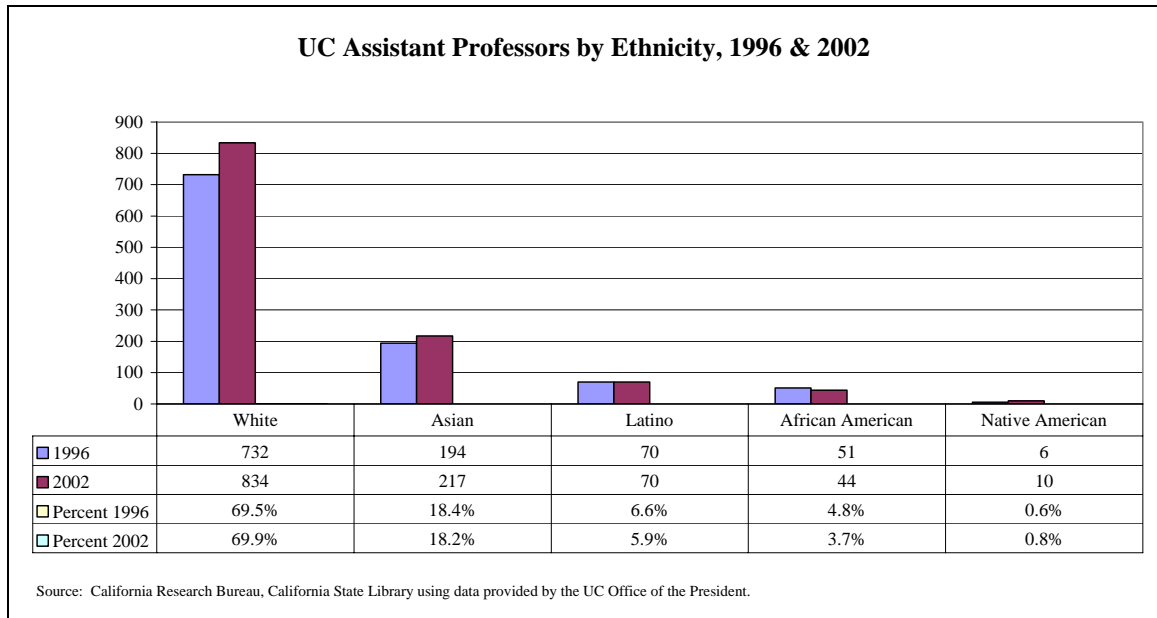


Figure 67

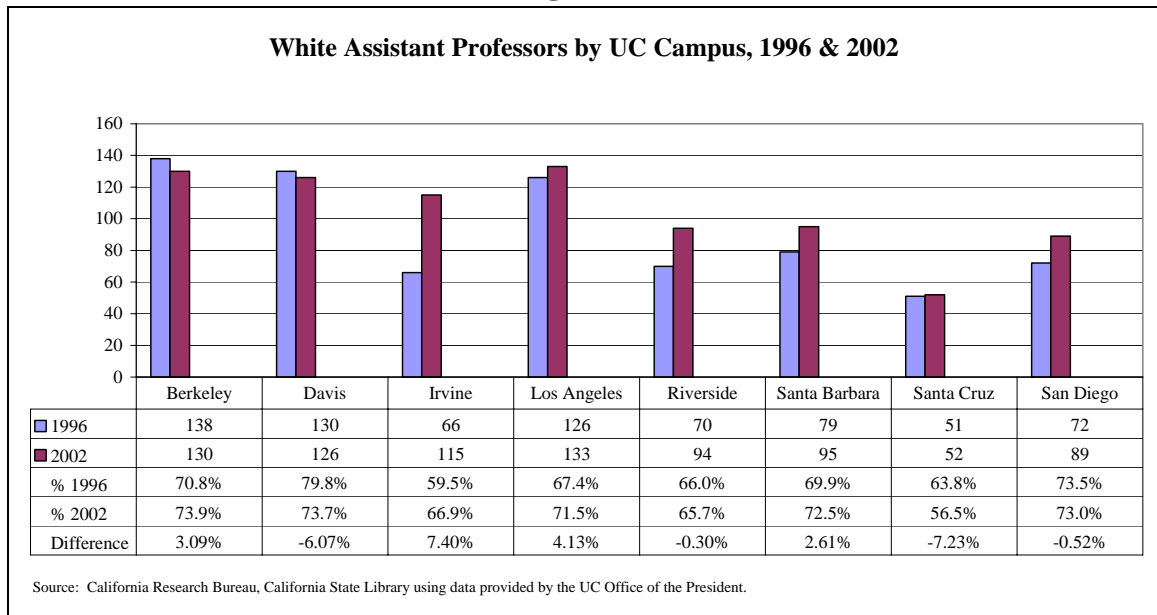


Figure 68

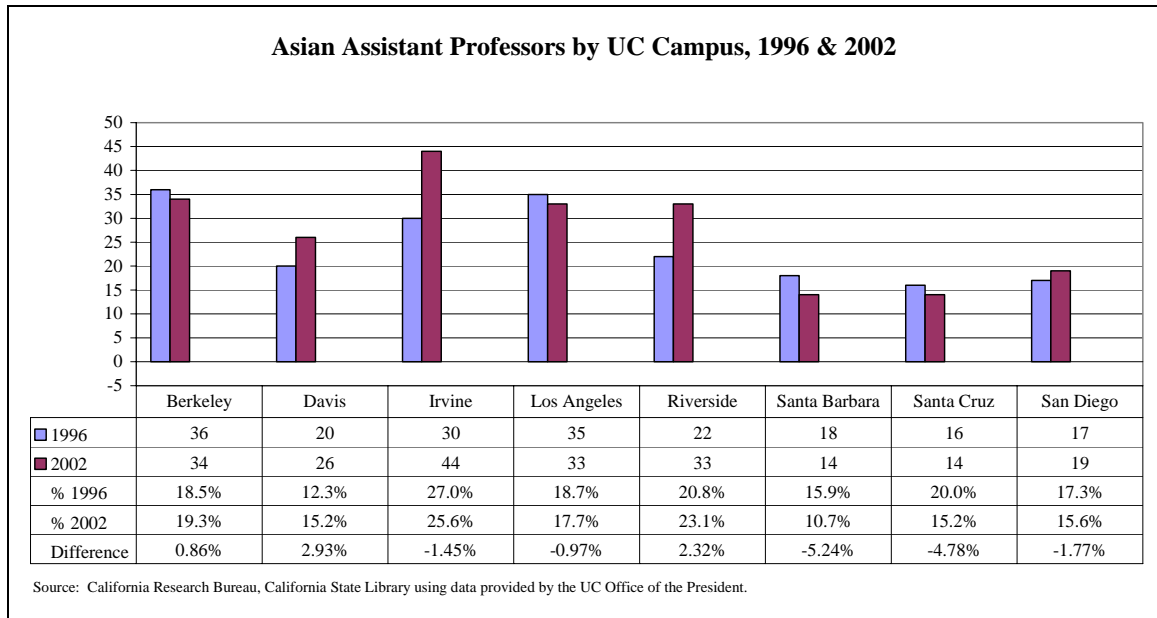


Figure 69

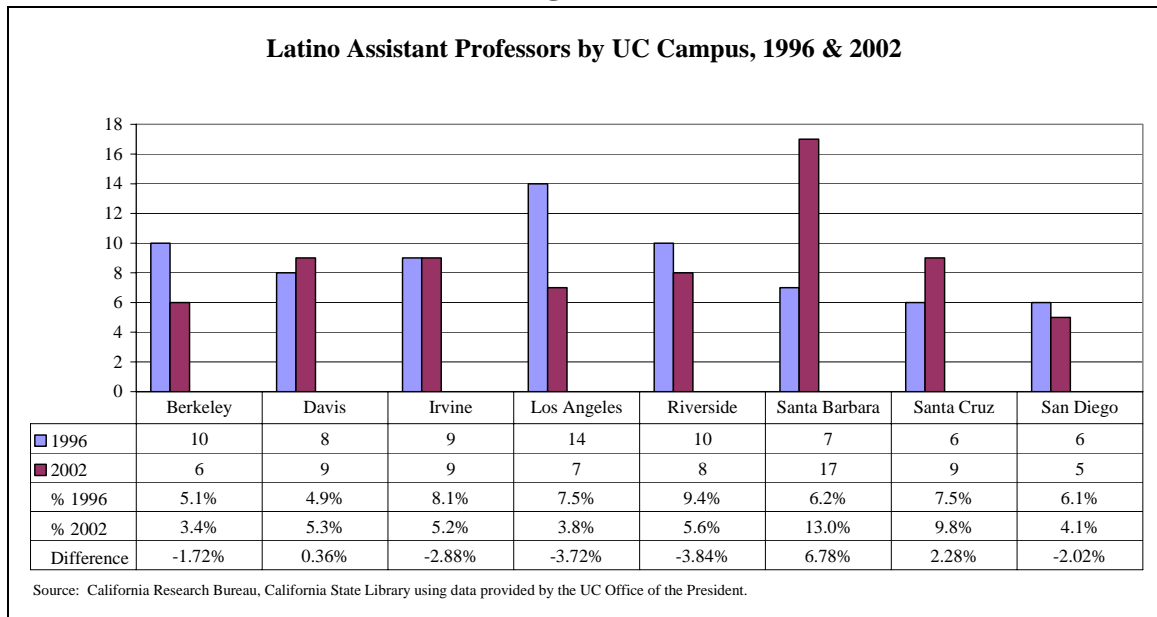
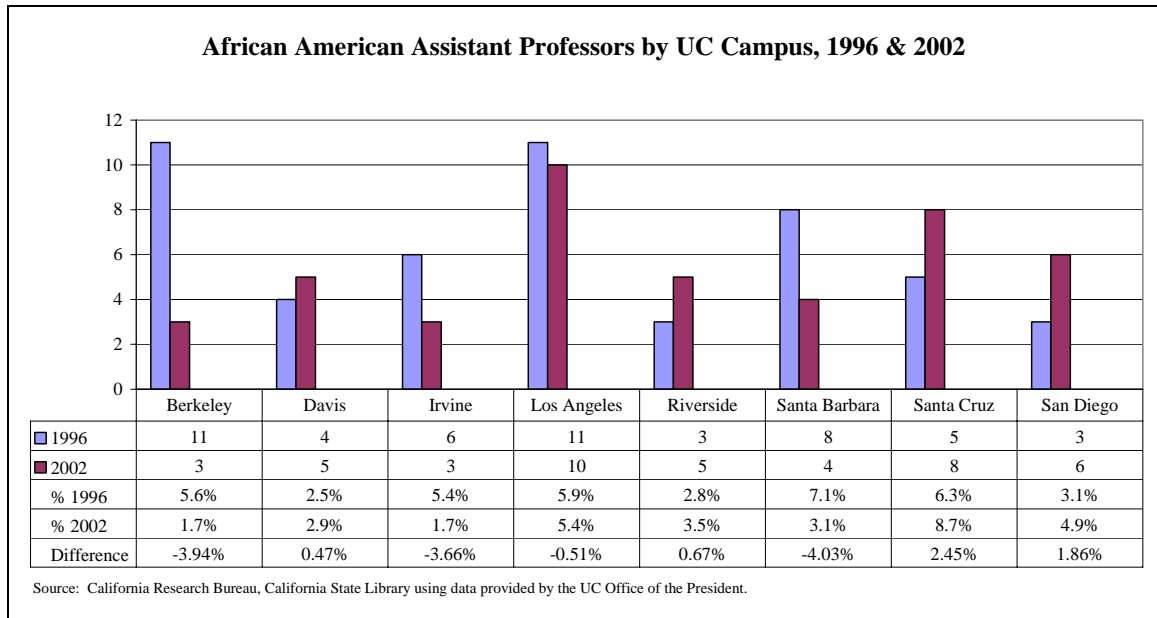


Figure 70



BY DISCIPLINE

Figure 71

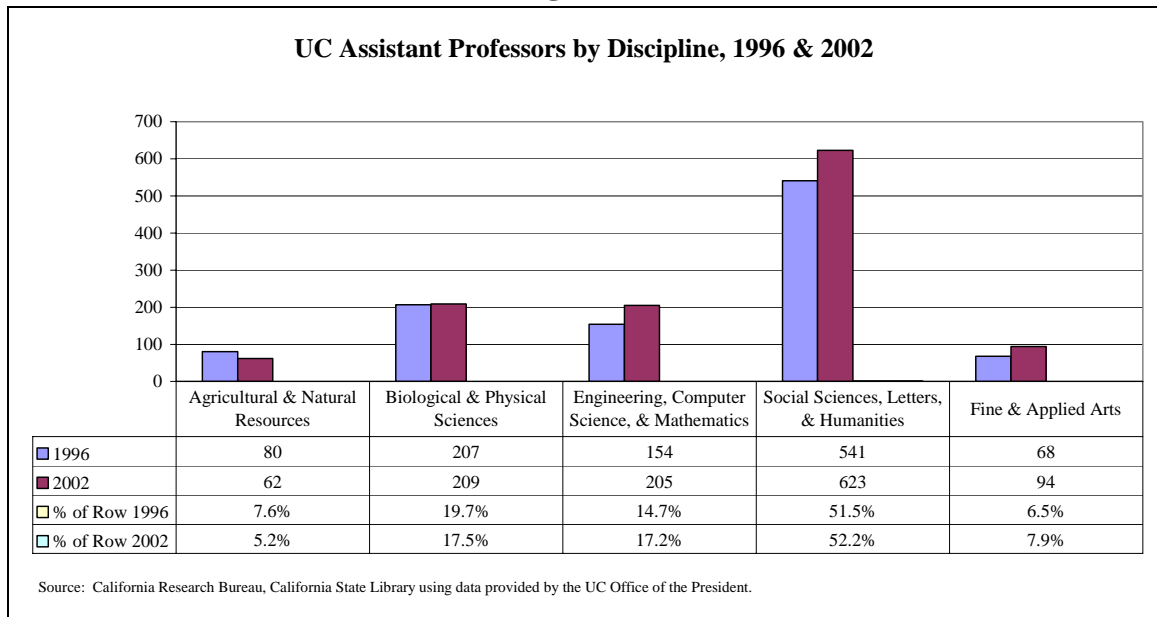


Figure 72

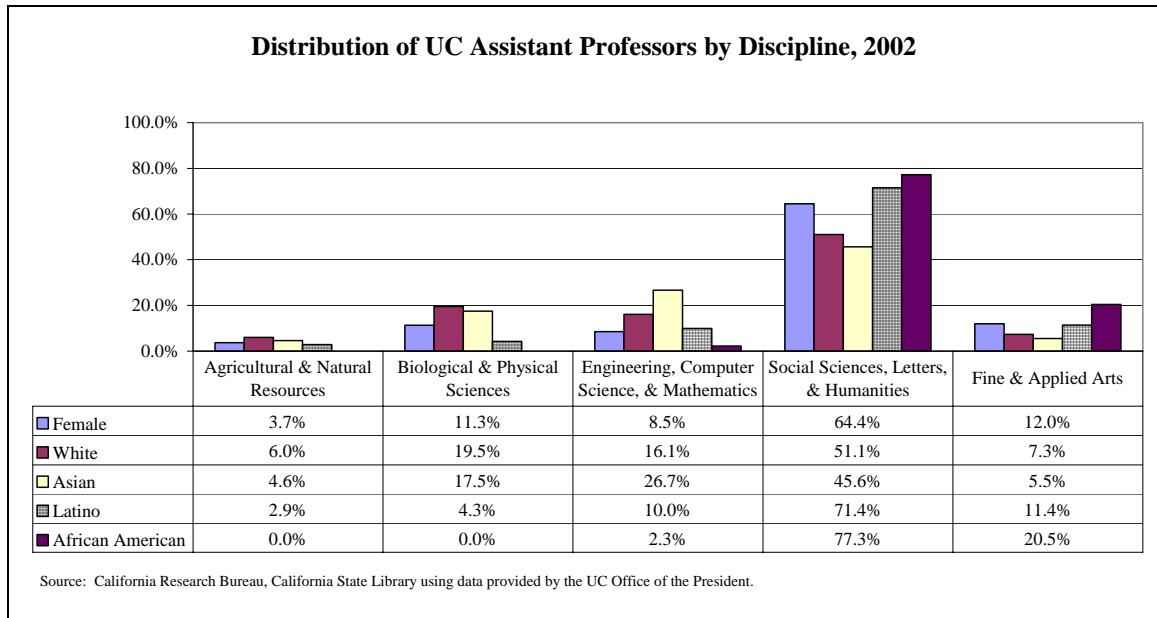


Figure 73

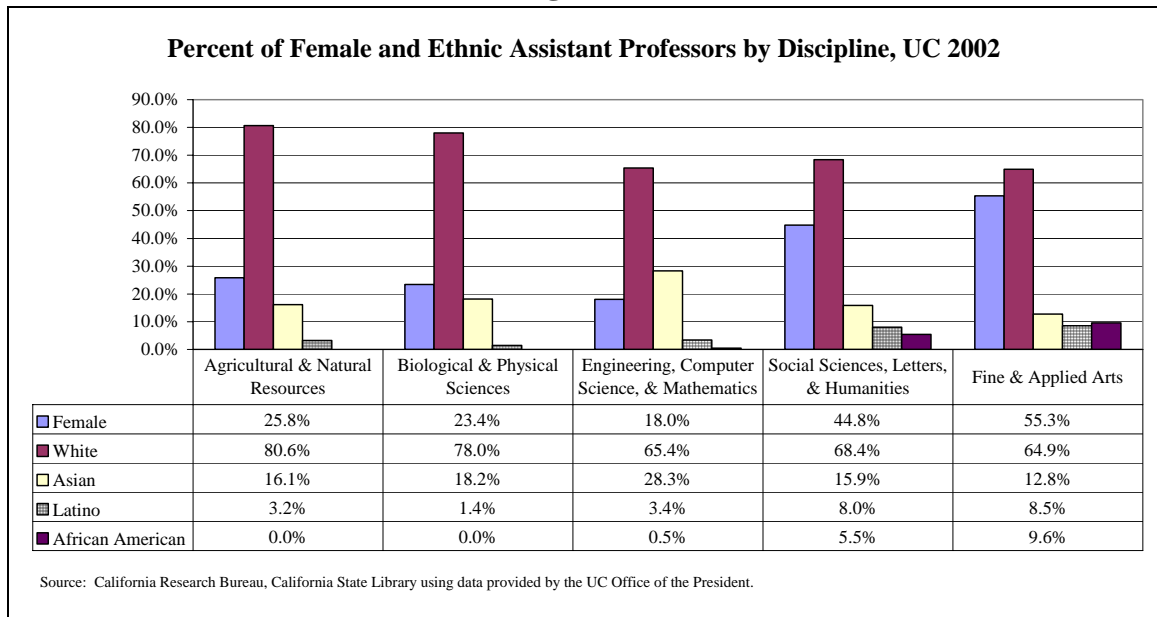
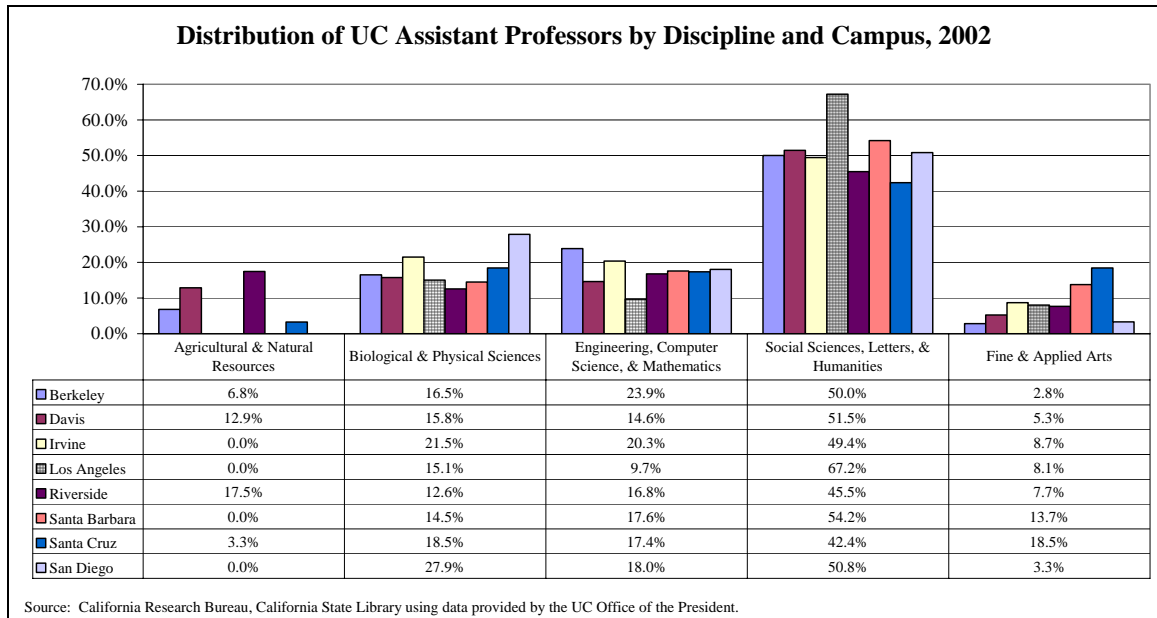


Figure 74



SALARIES AND SCALES

Figure 75

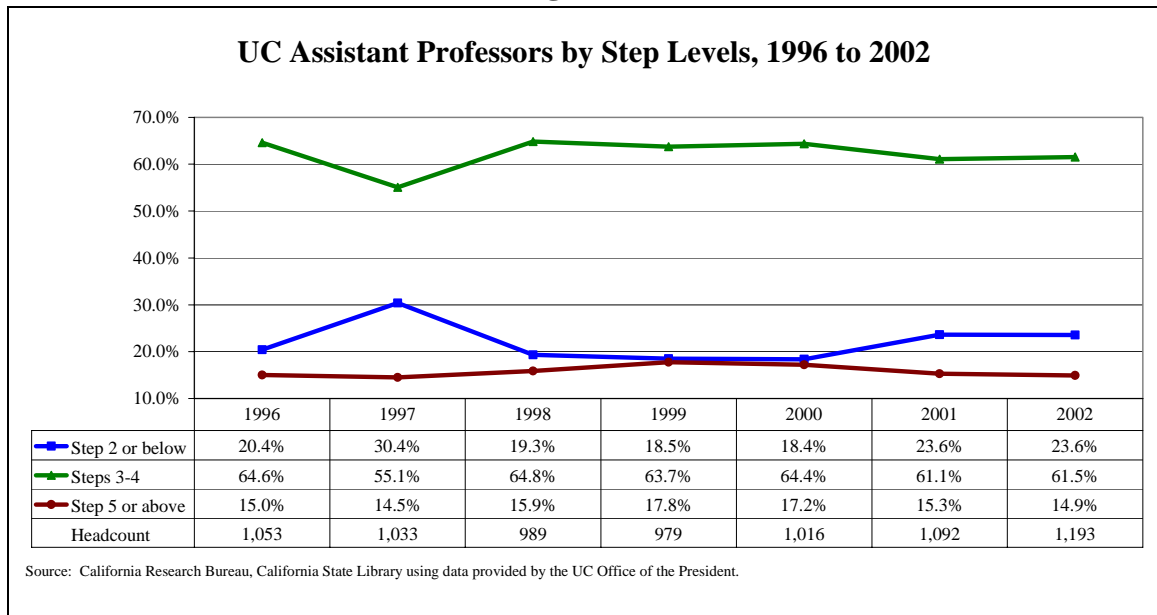


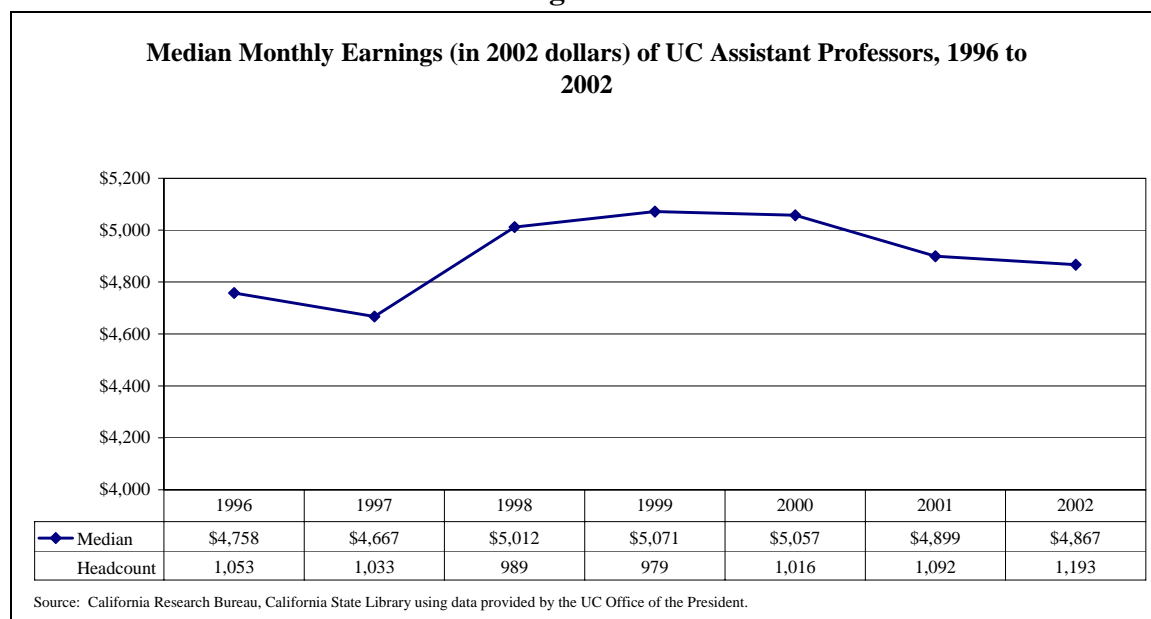
Figure 76

FACULTY--LADDER RANKS--PROFESSOR SERIES*						
			Salary Scale		Salary Scale	
Years at			10/1/02		10/1/03	
Rank	Step	Step	Annual	Monthly	Annual	Monthly
Assistant	I	2	46,300	3,858.33	46,300	3,858.33
	II	2	48,900	4,075.00	48,900	4,075.00
Professor	III	2	51,700	4,308.33	51,700	4,308.33
	IV	2	54,600	4,550.00	54,600	4,550.00
	V	2	57,300	4,775.00	57,300	4,775.00
	VI	2	60,100	5,008.33	60,100	5,008.33

Note: This table denotes the base salary. Departments have the flexibility to negotiate salaries based on the experience of the person and the market conditions.

MEDIAN MONTHLY EARNINGS

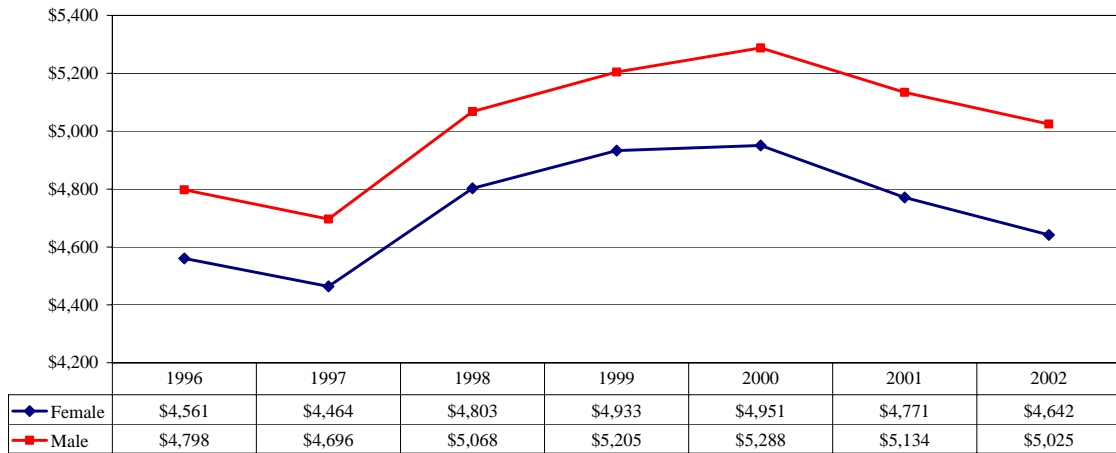
Figure 77



* These salary scales are based on academic years, not on fiscal years.

Figure 78

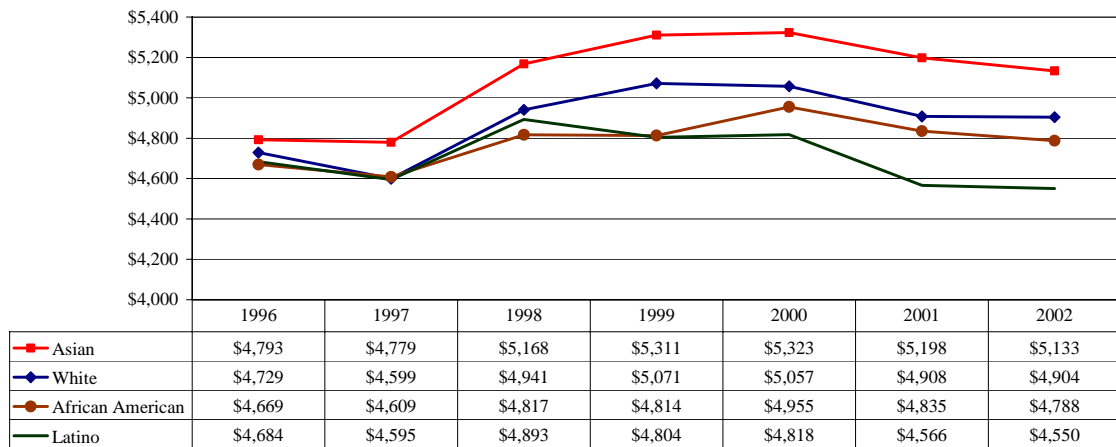
Median Monthly Earnings (in 2002 dollars) of UC Assistant Professors by Gender, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

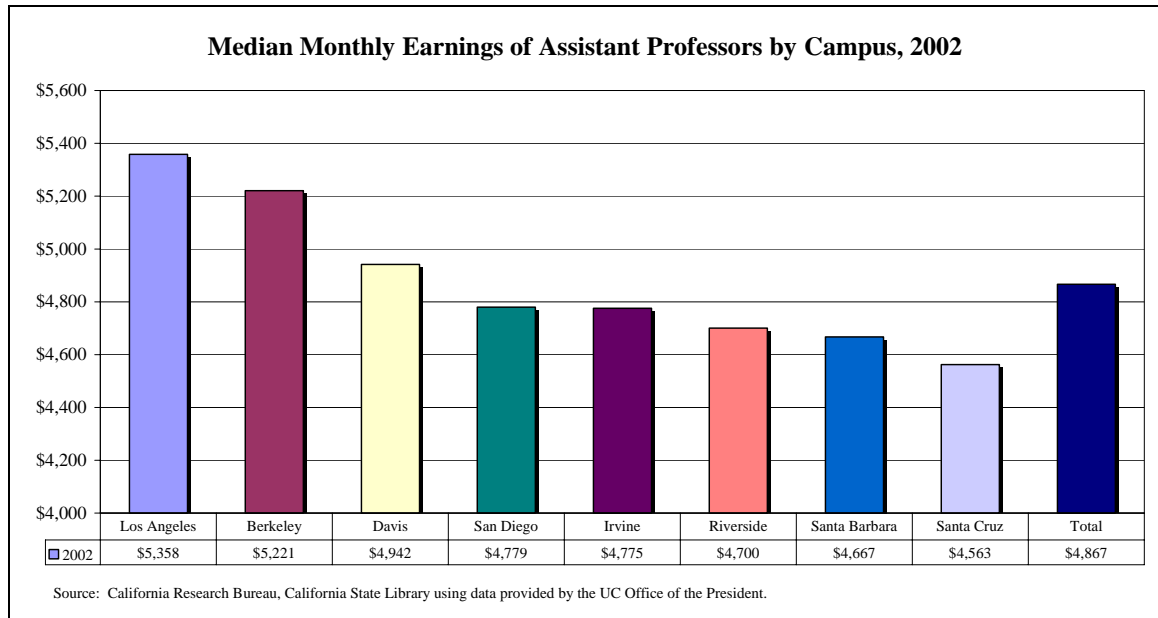
Figure 79

Median Monthly Earnings (in 2002 dollars) of UC Assistant Professors by Ethnicity, 1996 to 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 80



NEWLY HIRED

Figure 81

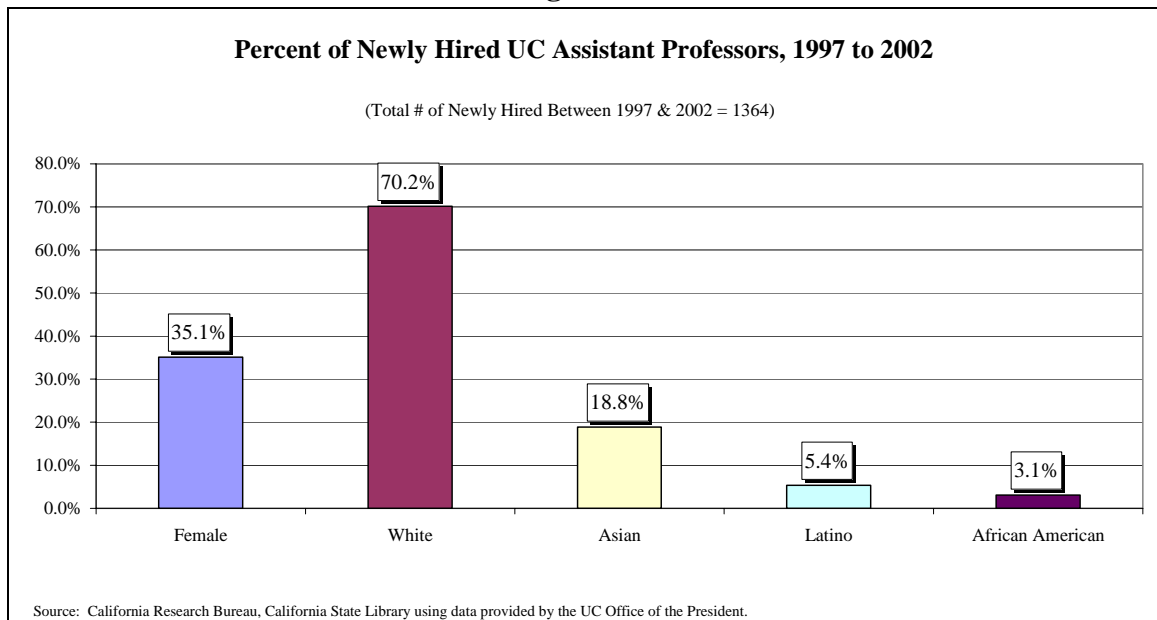
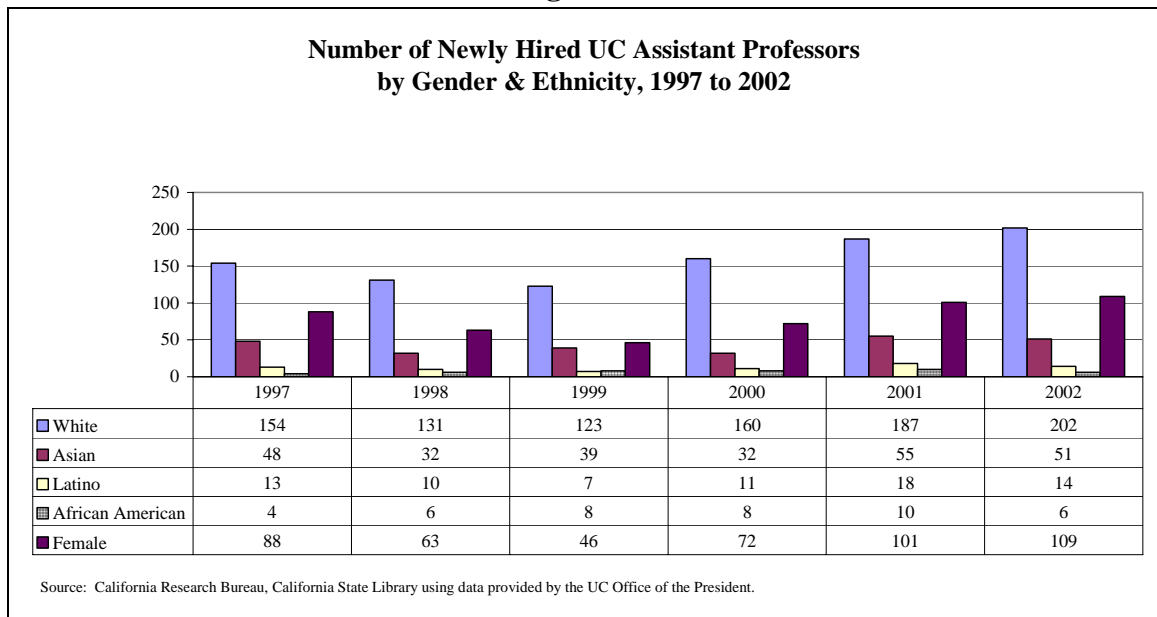


Figure 82



LECTURERS

UC also employs lecturers who specialize in teaching courses. There are two types of lecturers, permanent and temporary. Permanent lecturers are called “Lecturer with Security of Employment” (LSOE) or “Lecturer with Potential Security of Employment” (PSOE). All other lecturers have temporary status and most work part-time. In 2002, 2,457 persons worked as lecturers in the UC, and 95 percent of them were temporary lecturers. In this section we review the gender, ethnicity, discipline, and earnings of lecturers at UC from 1996 until 2002. Below are some of the highlights of this section:

- The number and relative share of lecturers has increased over time (Figure 83). In 2002, there were 2,457 lecturers at the UC, an increase of 777 from 1996. In 1996, lecturers comprised 22 percent of all the persons teaching in the UC; by 2002, they comprised 27 percent.
- The number of lecturers increased at all the UC campuses, especially at Irvine, Riverside, and Berkeley (Figure 84). In 2002, the campuses with the highest proportion of lecturers were Santa Cruz (38%) and Irvine (36%).
- Fewer than five percent of lecturers at the UC are permanent lecturers (Figure 85), a decrease from 5.5 percent in 1996 to 4.5 percent in 2002.
- As is to be expected, permanent lecturers tend to work full-time and temporary lecturers part-time (Figure 86). In 2002, 84 percent of permanent lecturers worked full-time compared to 25 percent of temporary lecturers.
- Although females are not a large proportion of UC professors, they comprise the majority of the lecturers (Figure 88). In 2002, 50 percent of all lecturers were female.
- The number of female lecturers increased at all the UC campuses (Figure 89). At Irvine, the number of female lecturers almost doubled and at Riverside, they increased by 72 percent. The campuses with the highest proportion of female lecturers are Berkeley (55%) and San Diego (53%).
- The ethnic distribution of lecturers in the UC is similar to that of Associate Professors and it has changed very little since 1996 (Figure 90). In 2002, non-Whites comprised 22.4 percent of lecturers, compared to 21 percent in 1996.
- The number of White lecturers increased at all UC Campuses (Figure 91), especially at Irvine and Riverside.
- There was an increase in the number of Asian lecturers, from 186 in 1996 to 275 in 2002 (Figure 90). The number of Asian lecturers doubled at Riverside and increased by more than 50 percent at Davis and Irvine (Figure 92). In 2002, the

campuses with the highest proportion of Asian lecturers were Berkeley and San Diego, where 14 to 15 percent of lecturers were Asian.

- There was a small increase in the number of Latino lecturers, an increase of 32 between 1996 and 2002 (Figure 90). In 2002, Riverside had the highest proportion of Latino lecturers (10%). (See Figure 93.)
- There was no increase in the number of African American lecturers between 1996 and 2002 (Figure 90). Consequently, the relative share of African American lecturers declined at most campuses between 1996 and 2002; Davis and Santa Cruz were the exceptions (Figure 94).
- Most of the increase in the number of lecturers between 1996 and 2002 took place in the disciplines of Social Sciences, Letters, and Humanities (Figure 95).
- Sixty-five percent of lecturers teach in the Social Sciences, Letters, and Humanities (Figure 95). The second largest area of employment is Fine and Applied Arts (16%), followed by Engineering, Computer Science, and Mathematics (10%).
- At the median, Lecturers earned \$2,352 a month in 2002 (Figure 99), a decline from 1996. Permanent lecturers made substantially more. In 2002, permanent lecturers earned a median of \$6,094 a month. In comparison, full time temporary lecturers made \$2,223 a month (Figure 100).
- There is little difference in the earnings between male and female lecturers (Figure 101). In 2002, their median earnings was \$2,352 a month.
- African American lecturers had the lowest median monthly earnings, making \$665 less a month than White (Figure 102).
- Lecturers at Riverside and Los Angeles get paid \$900 more a month than Lecturers at Irvine and Berkeley (Figure 103).
- Between 1997 and 2002, 49 percent of the newly hired lecturers were females (Figure 104). In terms of ethnic composition, Whites were 75 percent, Asians 12 percent, Latinos six percent, and African Americans three percent of the newly hired lecturers.

HEADCOUNT

Figure 83

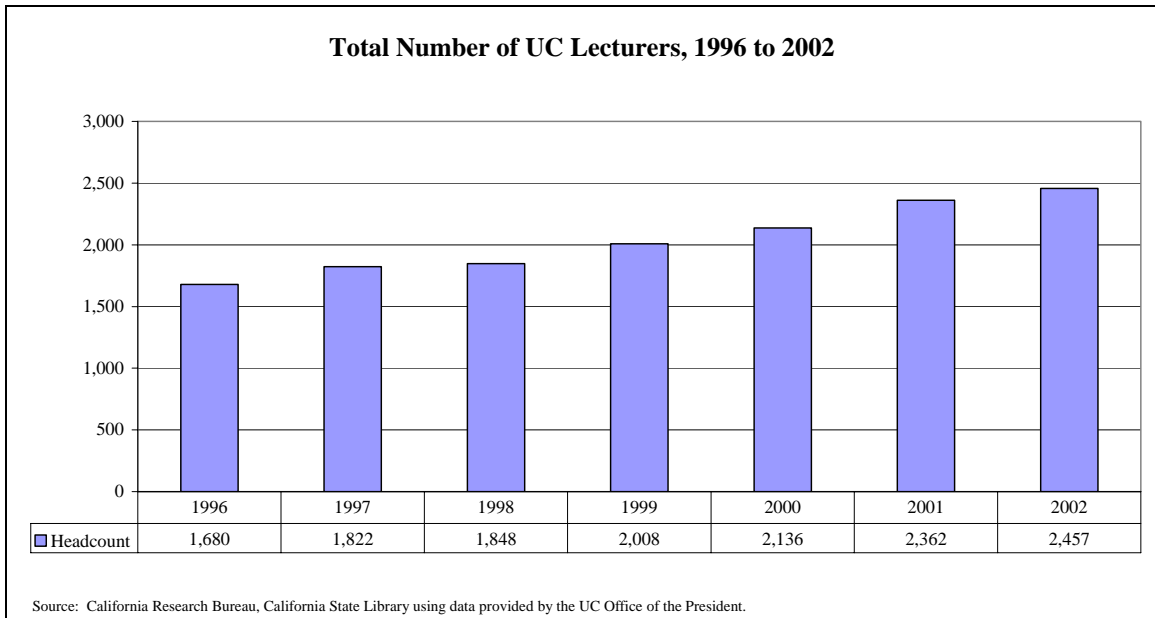
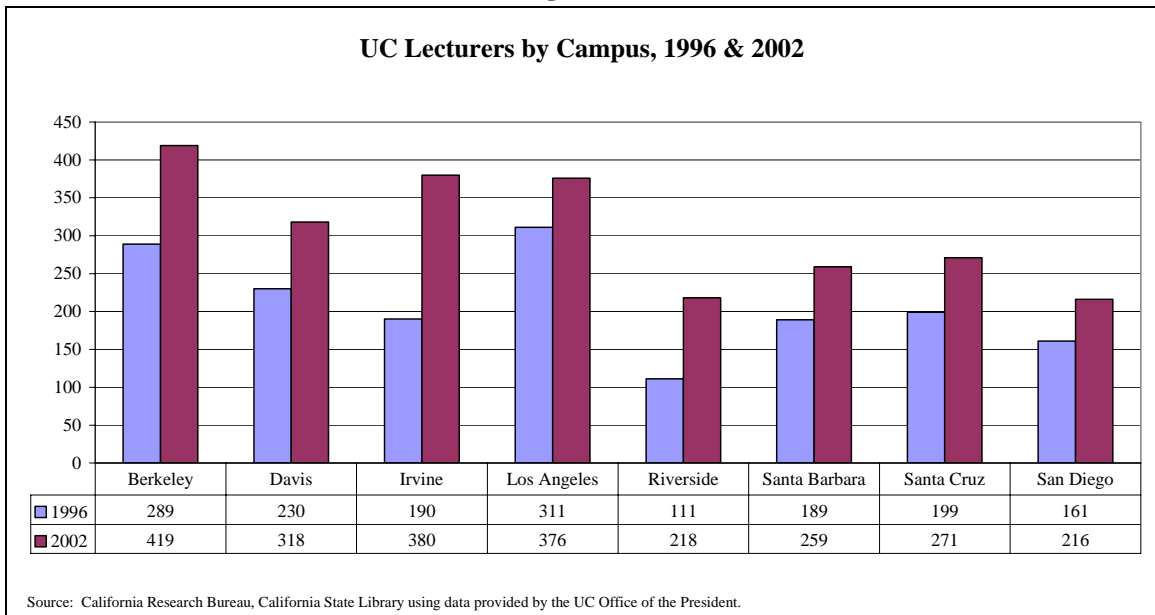


Figure 84



PERMANENT AND TEMPORARY

Figure 85

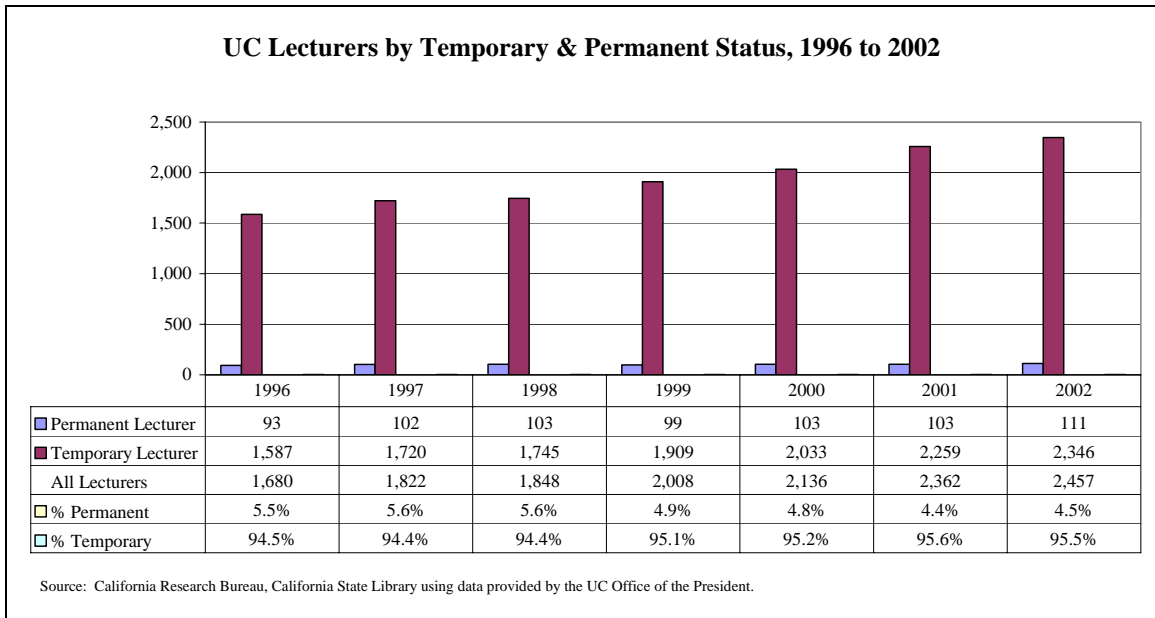


Figure 86

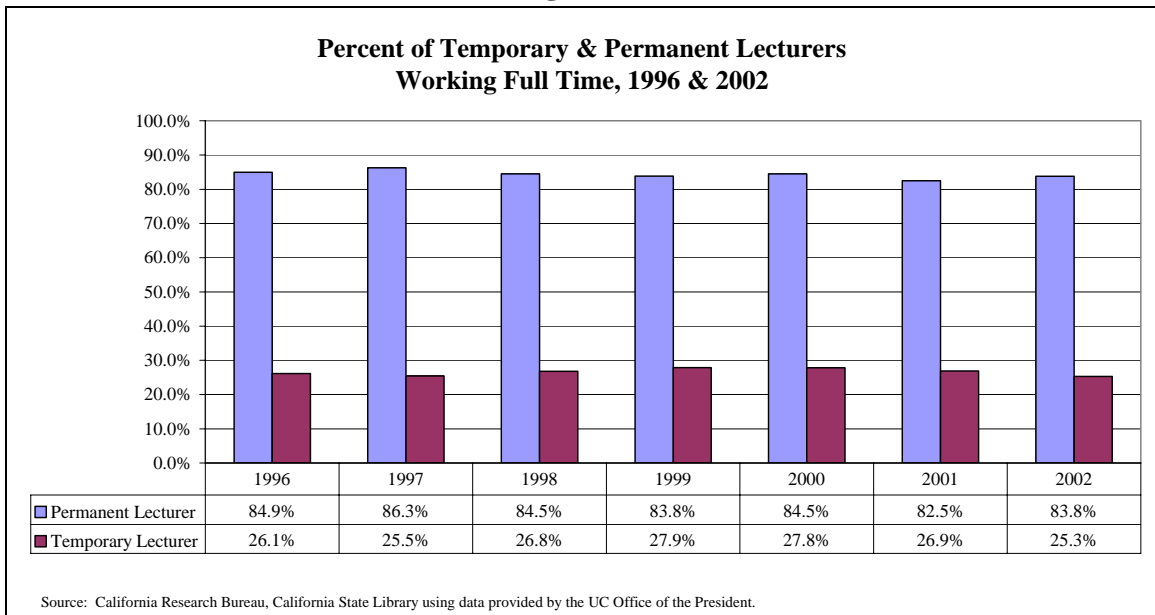
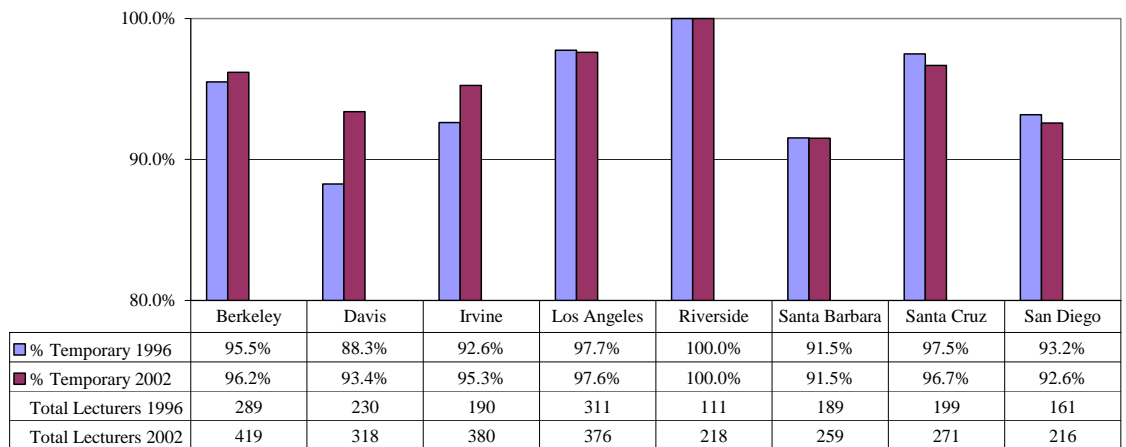


Figure 87

Percent of UC Lecturers that are Temporary by Campus, 1996 & 2002



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

BY GENDER

Figure 88

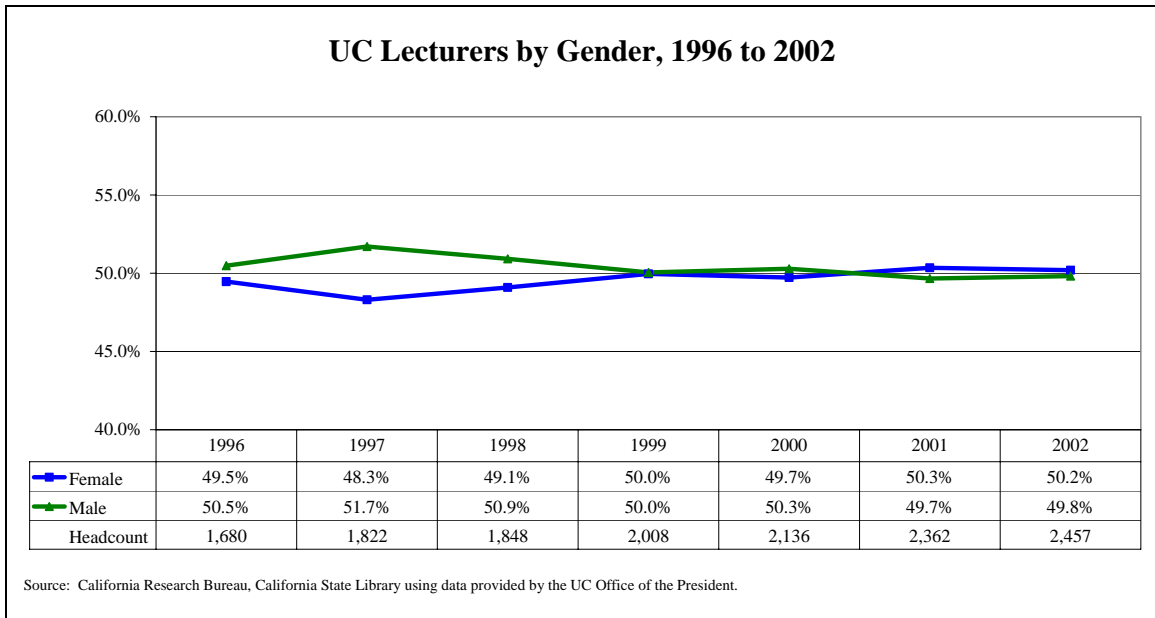
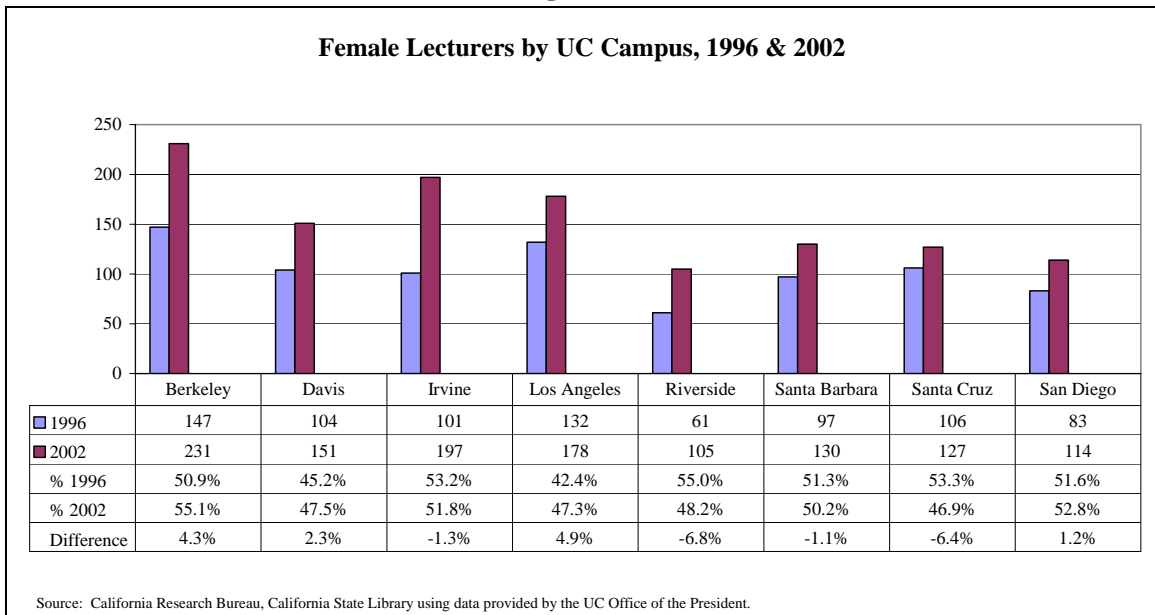


Figure 89



BY ETHNICITY

Figure 90

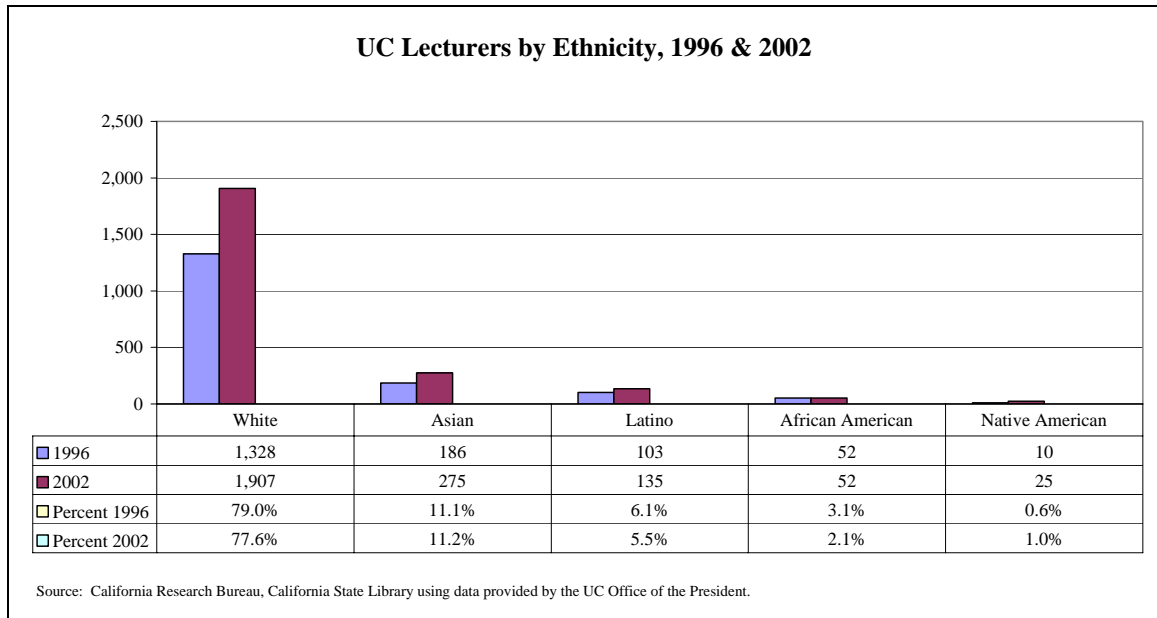


Figure 91

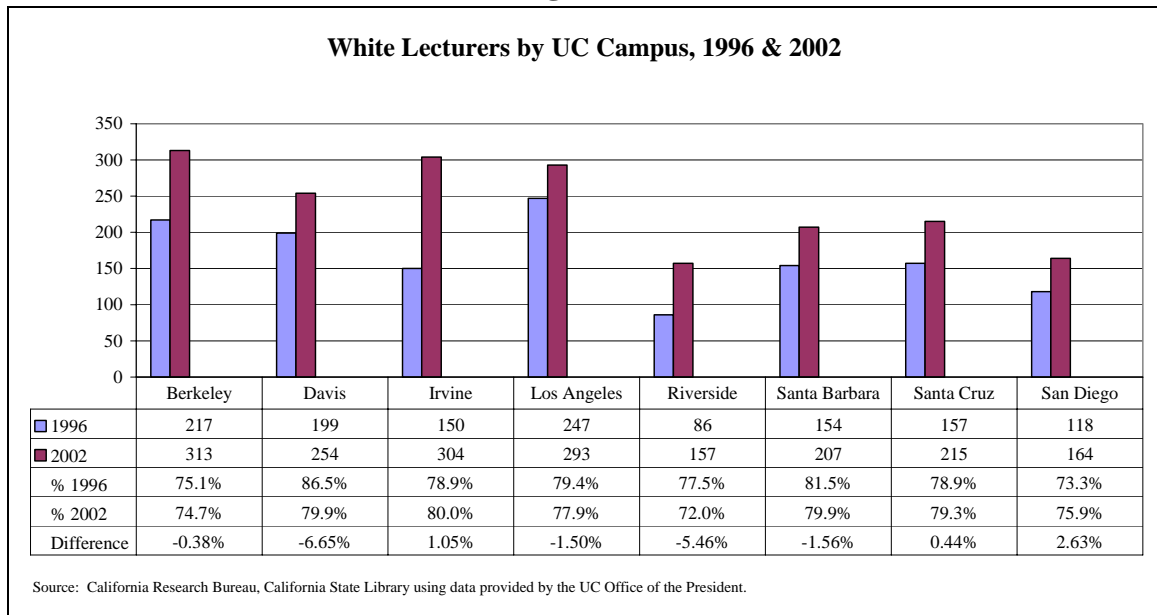


Figure 92

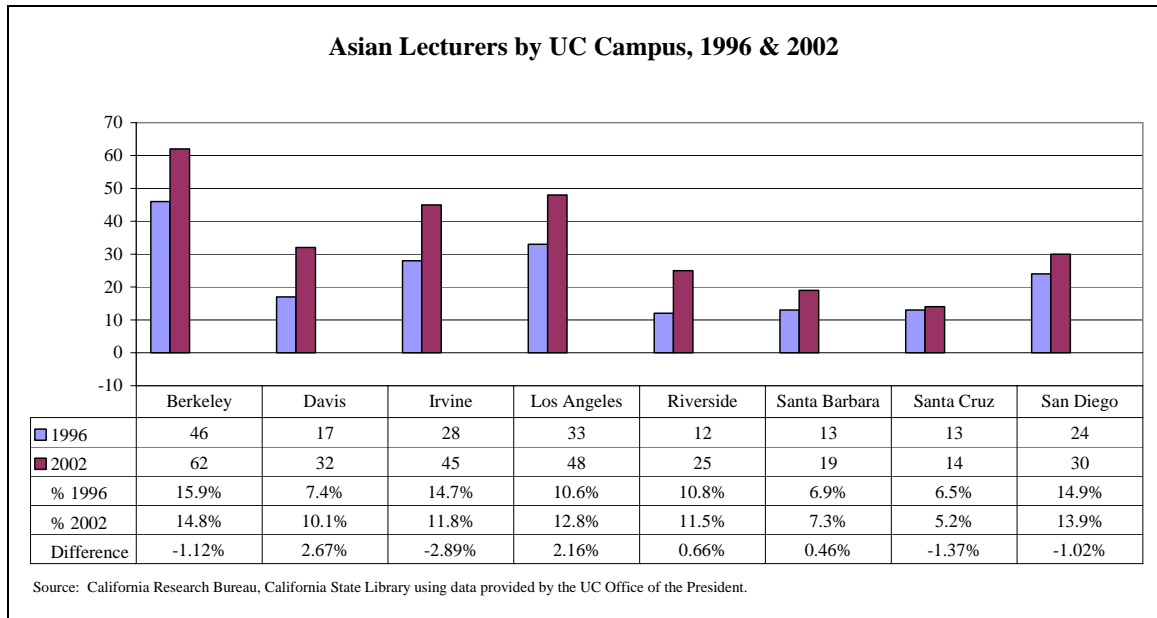


Figure 93

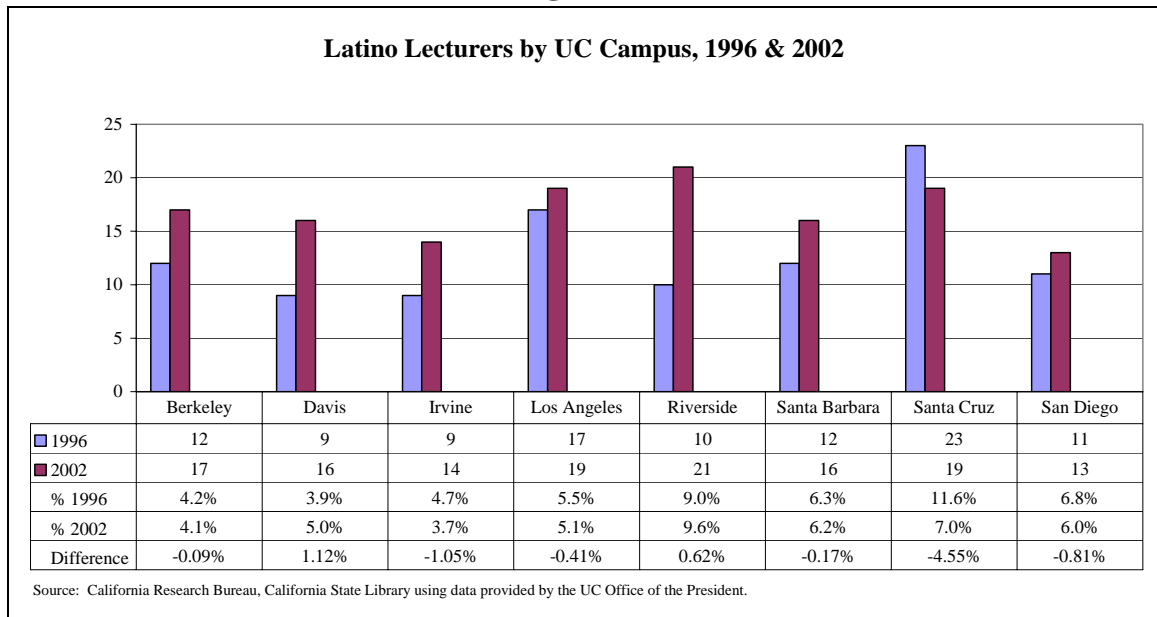
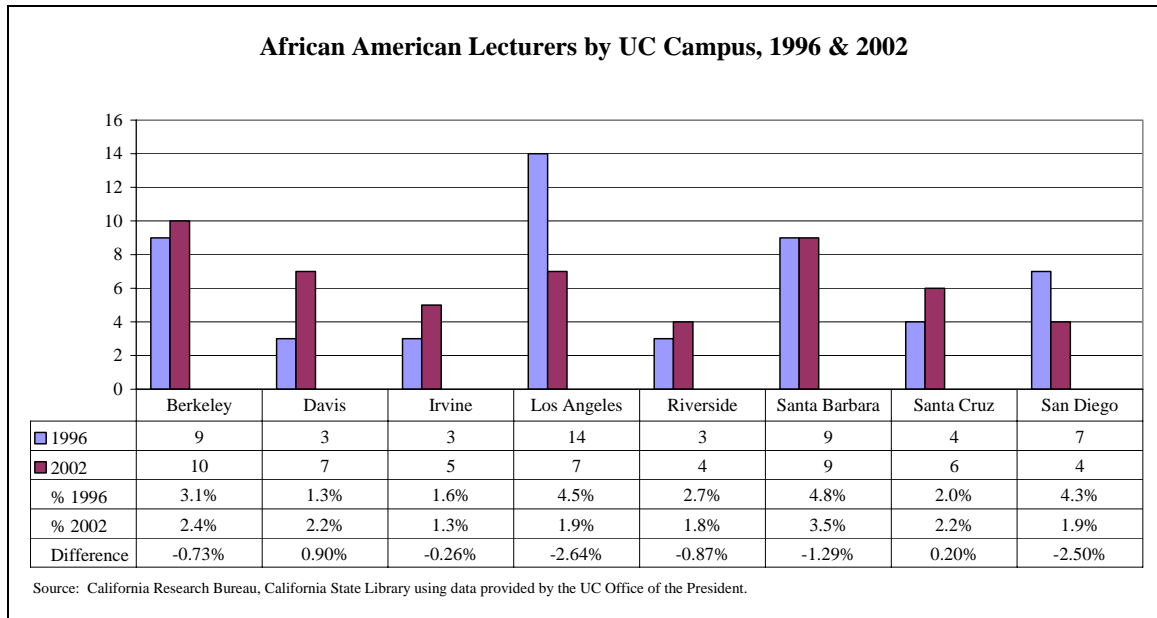


Figure 94



BY DISCIPLINE

Figure 95

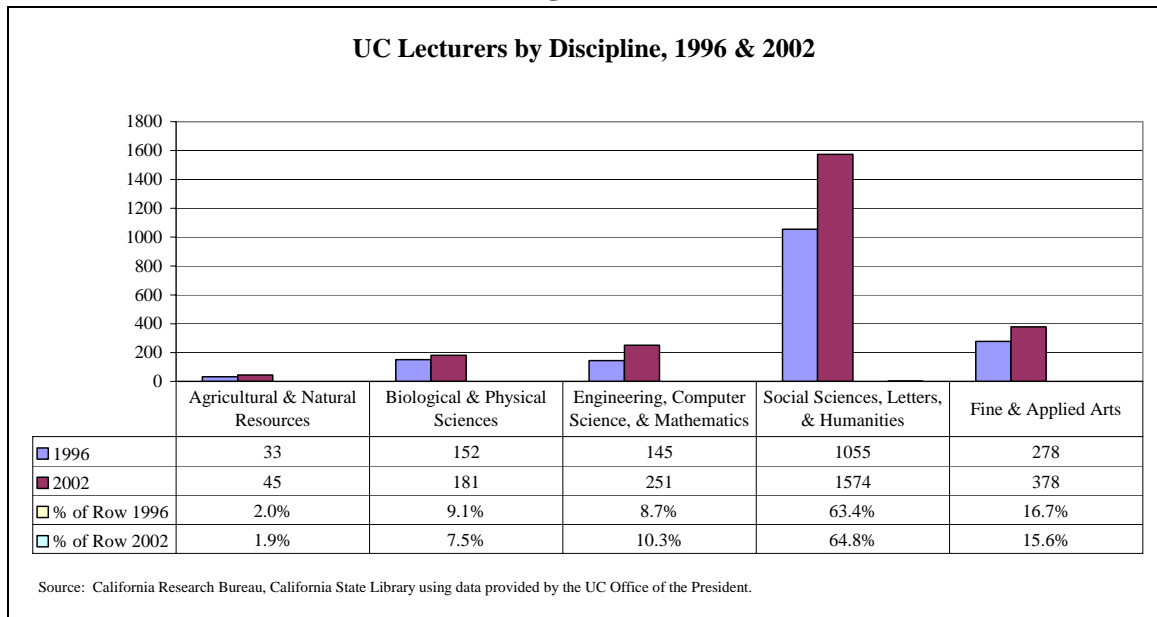


Figure 96

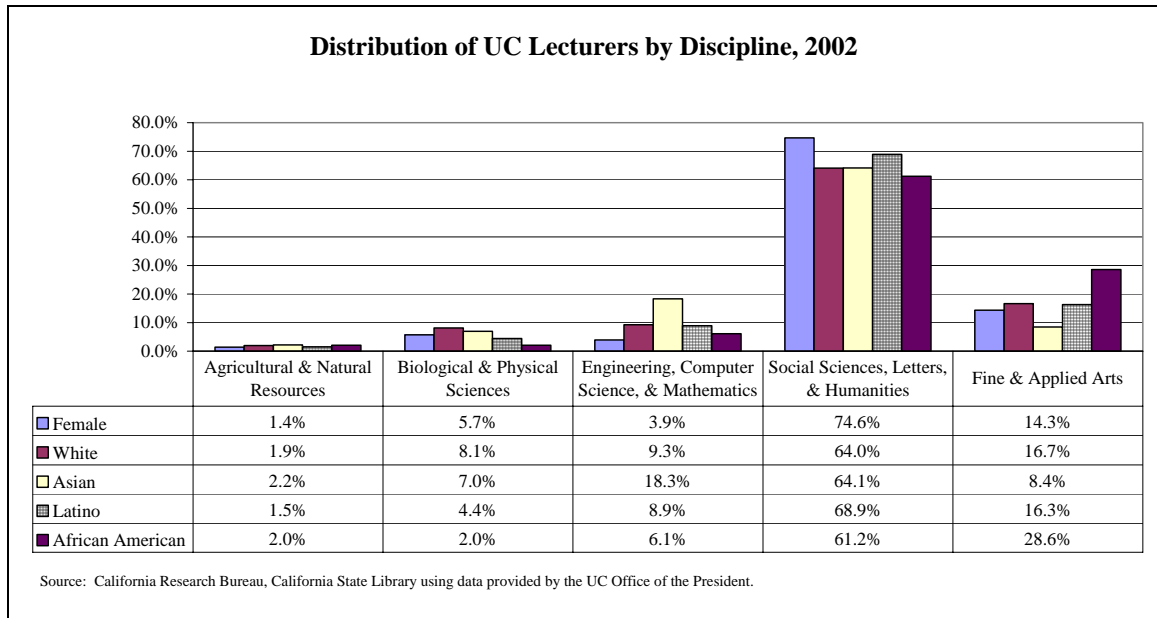


Figure 97

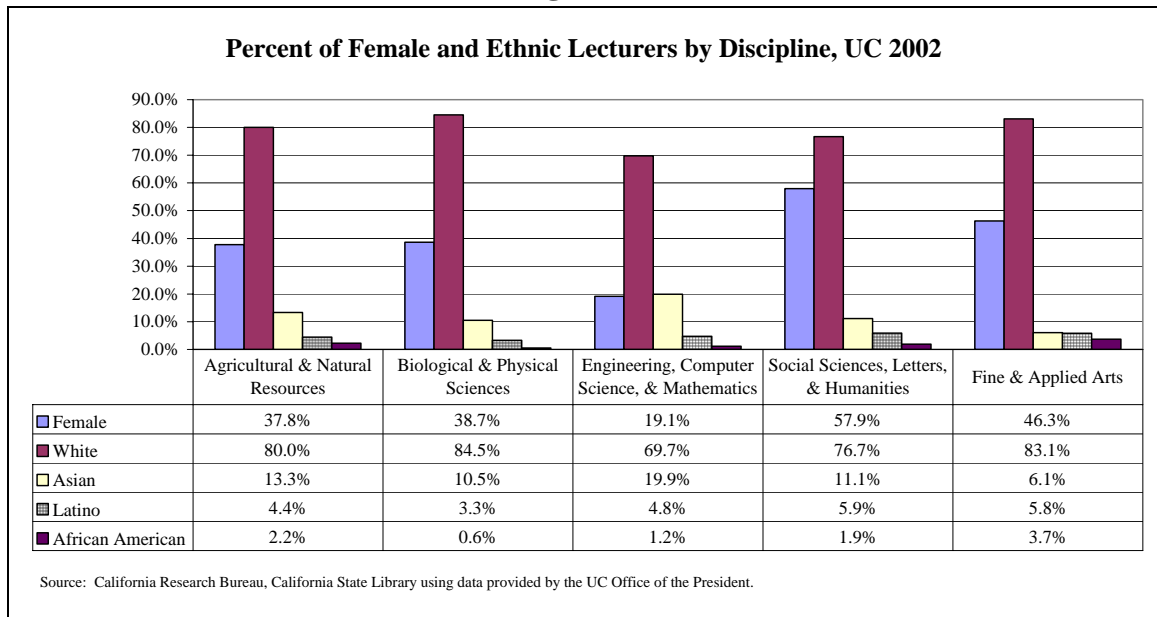
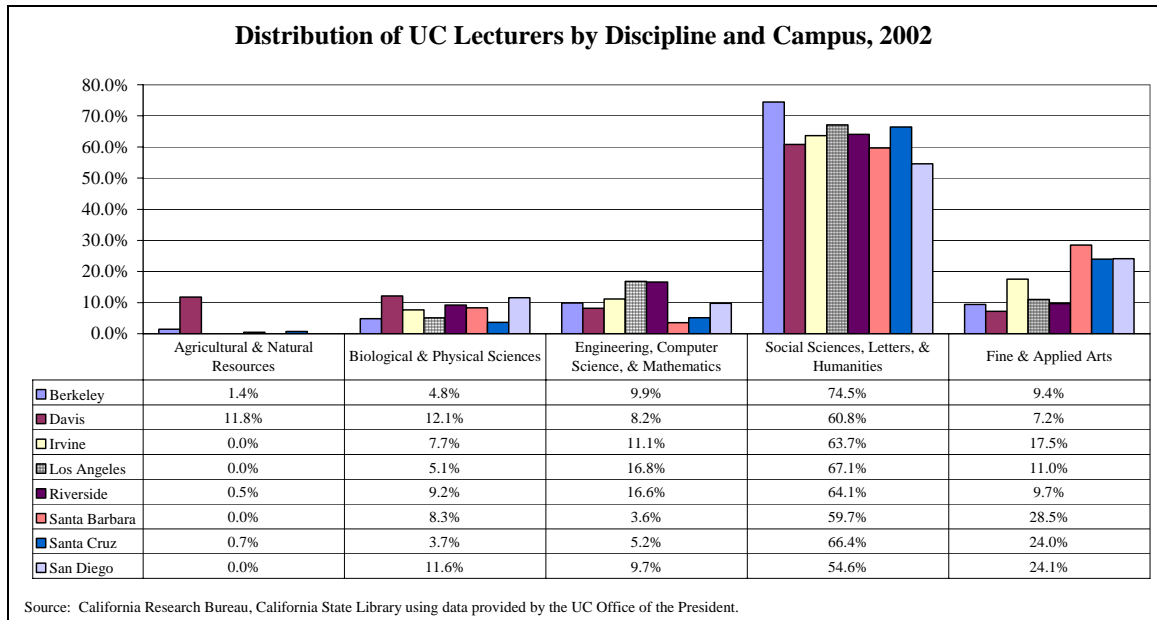


Figure 98



MEDIAN MONTHLY EARNINGS

Figure 99

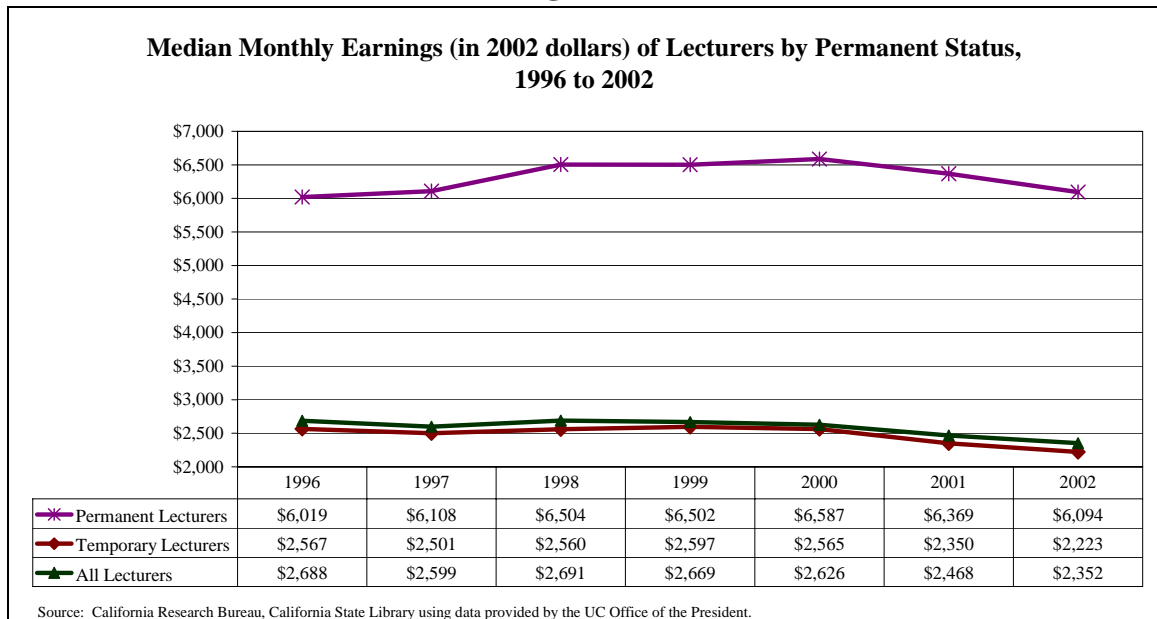
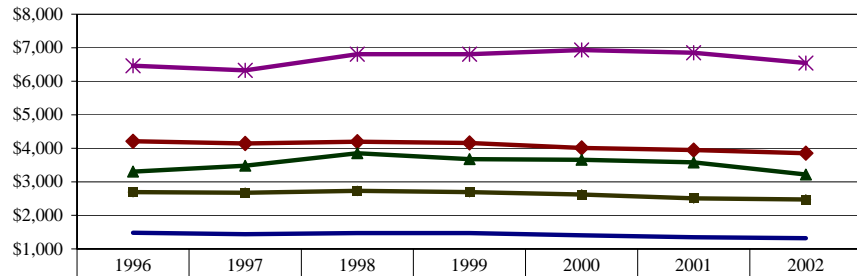


Figure 100

**Median Monthly Earnings (in 2002 dollars) of Lecturers
by Permanent & Full-Time Status, 1996 to 2002**

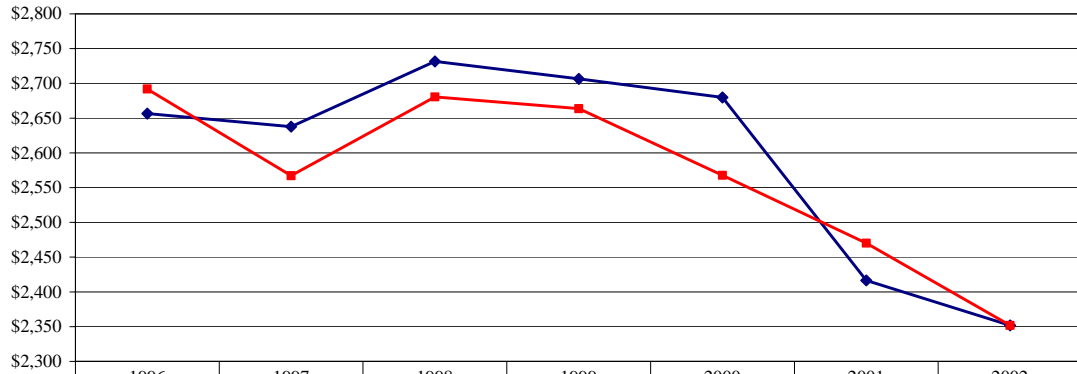


	1996	1997	1998	1999	2000	2001	2002
Full-Time Permanent Lecturer	\$6,463	\$6,326	\$6,806	\$6,805	\$6,932	\$6,852	\$6,544
Full-Time Temporary Lecturer	\$4,208	\$4,143	\$4,201	\$4,163	\$4,013	\$3,947	\$3,854
Half-Time or more but not Full-Time Permanent Lecturer	\$3,308	\$3,479	\$3,851	\$3,680	\$3,654	\$3,579	\$3,221
Half-Time or more but not Full-Time Temporary Lecturer	\$2,692	\$2,675	\$2,732	\$2,692	\$2,622	\$2,507	\$2,471
<Half-Time Temporary Lecturer	\$1,484	\$1,440	\$1,469	\$1,469	\$1,403	\$1,350	\$1,318

Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 101

**Median Monthly Earnings (in 2002 dollars) of UC Lecturers
by Gender, 1996 to 2002**



	1996	1997	1998	1999	2000	2001	2002
Female	\$2,656	\$2,638	\$2,731	\$2,706	\$2,680	\$2,417	\$2,352
Male	\$2,692	\$2,567	\$2,681	\$2,664	\$2,568	\$2,470	\$2,352

Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 102

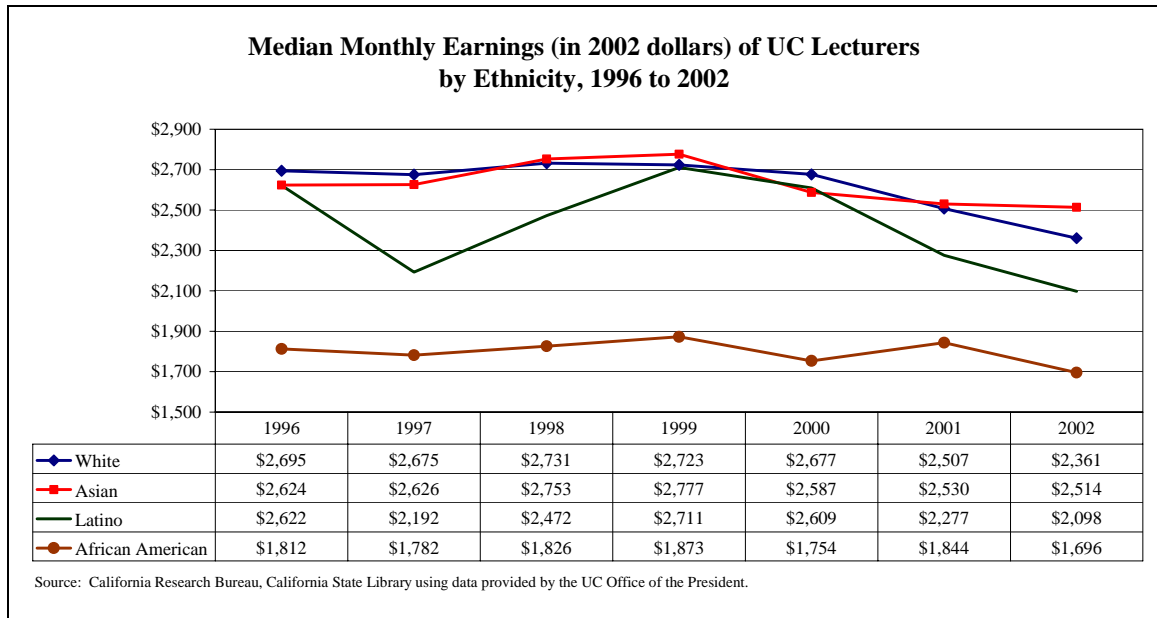
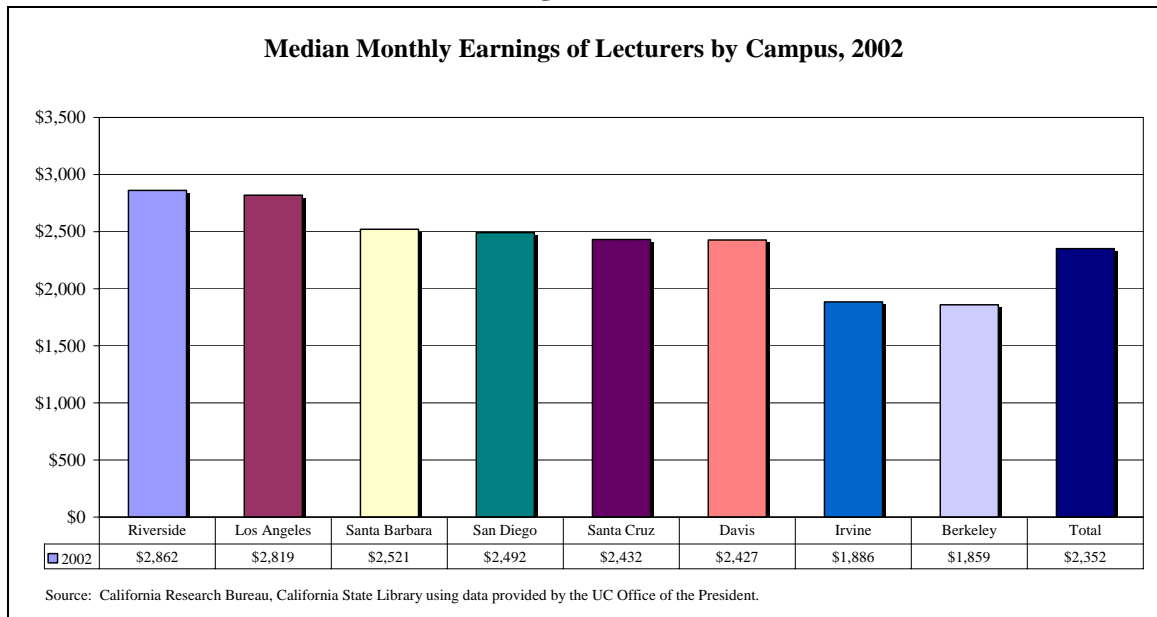


Figure 103



NEWLY HIRED

Figure 104

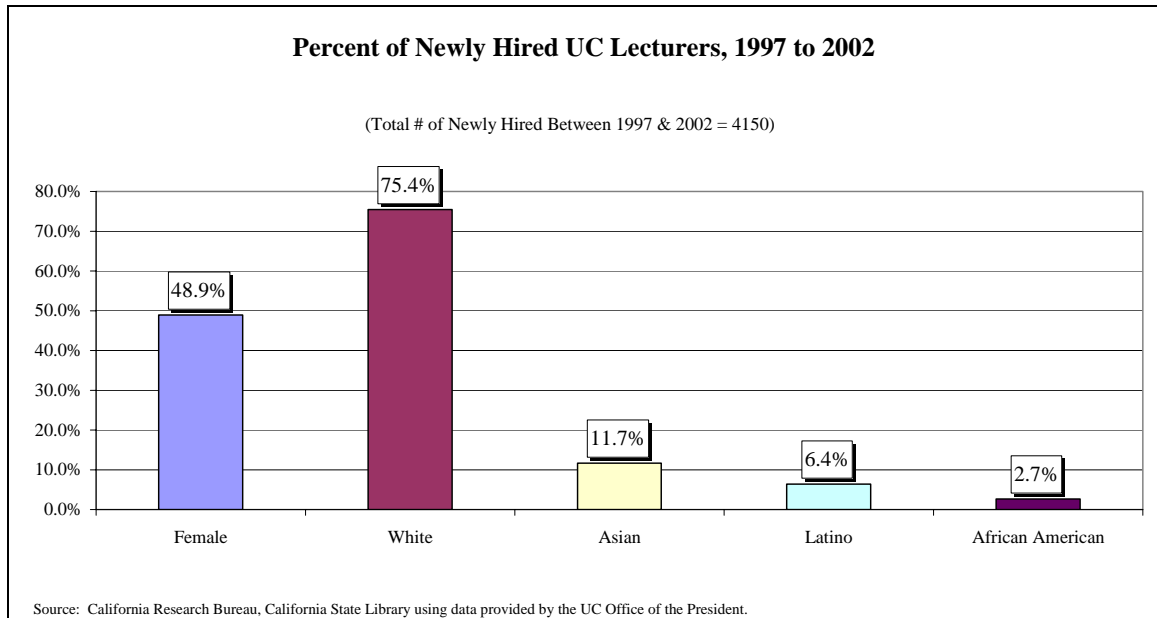
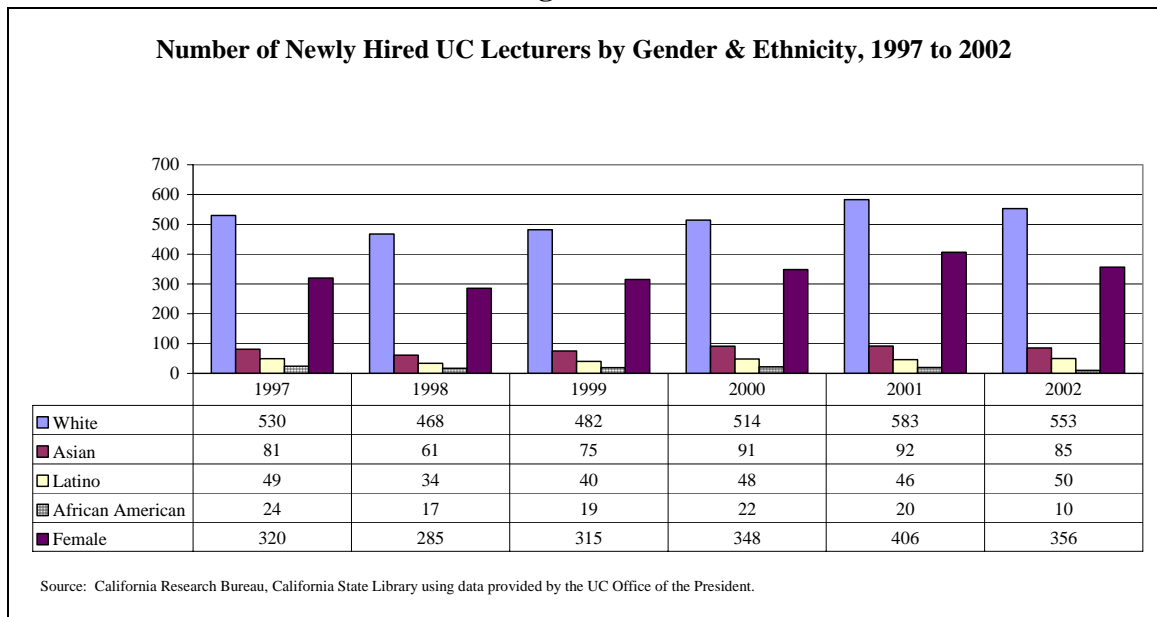


Figure 105



MANAGERS AND ADMINISTRATORS

So far, the discussion in this report has centered on the faculty and lecturers of the University of California. The analysis now moves to the high level administration of the university, Managers and Academic Administrators. This group includes the President, Vice Presidents, Chancellors, Vice Chancellors, Provosts, University Librarian, University Auditor, General Counselors, Chiefs of Police, Deans, Officers to the Regents (e.g., Secretary, Treasurer), Executive Directors, Officers, and Coordinators, Associate Provosts, Provosts of Colleges, Associate and Assistant Deans, Directors and Associate Directors, Academic Coordinators and Administrators. Note that Chairs of departments are counted in their faculty title because they are provided a stipend and have no full-time equivalent associated with the Chair title. Unlike the previous chapters, this section also contains information about UC San Francisco. Key findings are presented below.*

- The number of Managers and Administrators at UC has increased over time (Figure 106). In 2002, there were 979 Managers and Administrators, an increase of 137 from 1996.
- The number of Managers and Administrators increased at all the campuses except one, San Francisco (Figure 107). The decrease at Berkeley may be a reflection of moving the payroll operations of the Office of the President from Berkeley to UC Los Angeles. Los Angeles shows an extraordinarily large increase, possibly as a consequence.
- The percent of female Managers and Administrators steadily increased (Figure 110), from 33 percent in 1996 to 40 percent in 2002. The increase was at all the UC campuses except San Francisco (Figure 111).[†] At Davis, Irvine, and Santa Barbara female Managers and Administrators made impressive gains since 1996, representing around 50 percent of the campus management.
- The percent of non-White Managers and Administrators at UC increased from 14 percent in 1996 to 18 percent in 2002 (Figure 112).
- There were 82 more White Managers and Administrators in 2002 than in 1996. The increase took place at all the UC campuses, except San Francisco and Riverside (Figure 113).[‡]
- There was also an increase of 24 Asian Managers and Administrators between 1996 and 2002 (Figure 112). When seen by campus, however, the numerical increase was small (Figure 114).

* The reader should be aware that up until 1998, UC Berkeley managed the payroll accounting for the Office of the President. In 1999, this function was moved to the Los Angeles campus. This makes the administrative numbers for Berkeley and Los Angeles difficult to interpret.

[†] This discussion excludes Berkeley and Los Angeles.

[‡] Berkeley and Los Angeles aside.

- There was an increase of 22 Latino Managers and Administrators between 1996 and 2002 (Figure 112).
- African Americans saw a decline of three Managers and Administrators between 1996 and 2002 (Figure 112). Davis was the only campus with an increase (Figure 116). (Los Angeles also had an increase but it is difficult to tell if this is because of the newly acquired payroll functions for the Office of the President.)
- At the median, Managers and Administrators earned \$8,191 a month (Figure 117).
- There is a substantial difference between the earnings of male and female Managers and Administrators (Figure 118). In 2002, males earned \$4,650 more a month. More research is needed to better understand this difference.
- There was a lot of variation by campus. In 2002, Managers and Administrators at UC San Francisco* were paid the most, \$14,131 a month, while their counterparts at Santa Barbara were paid \$4,383 a month (Figure 120).
- Between 1997 and 2002, 50 percent of the newly hired Managers and Administrators were females (Figure 121). In terms of ethnic composition, 79 percent were White, Asians were 12 percent, Latinos eight percent, and African Americans were four percent.

* UC San Francisco is unlike the other UC campuses in that it is solely a medical school.

HEADCOUNT

Figure 106

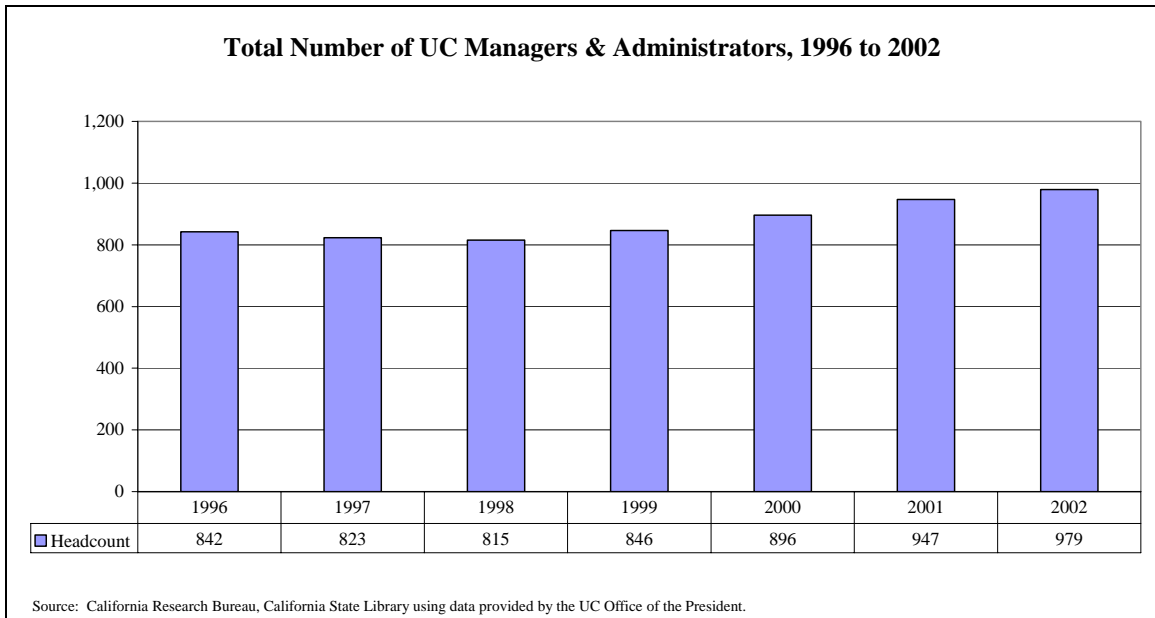
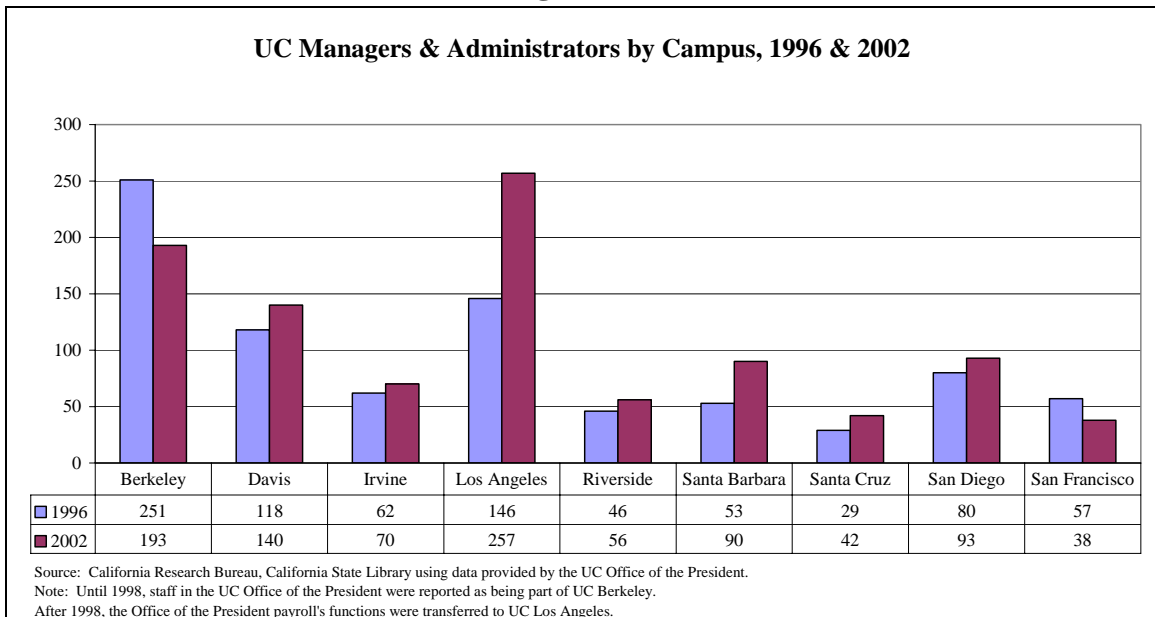


Figure 107



MANAGERS AND ADMINISTRATORS

Figure 108

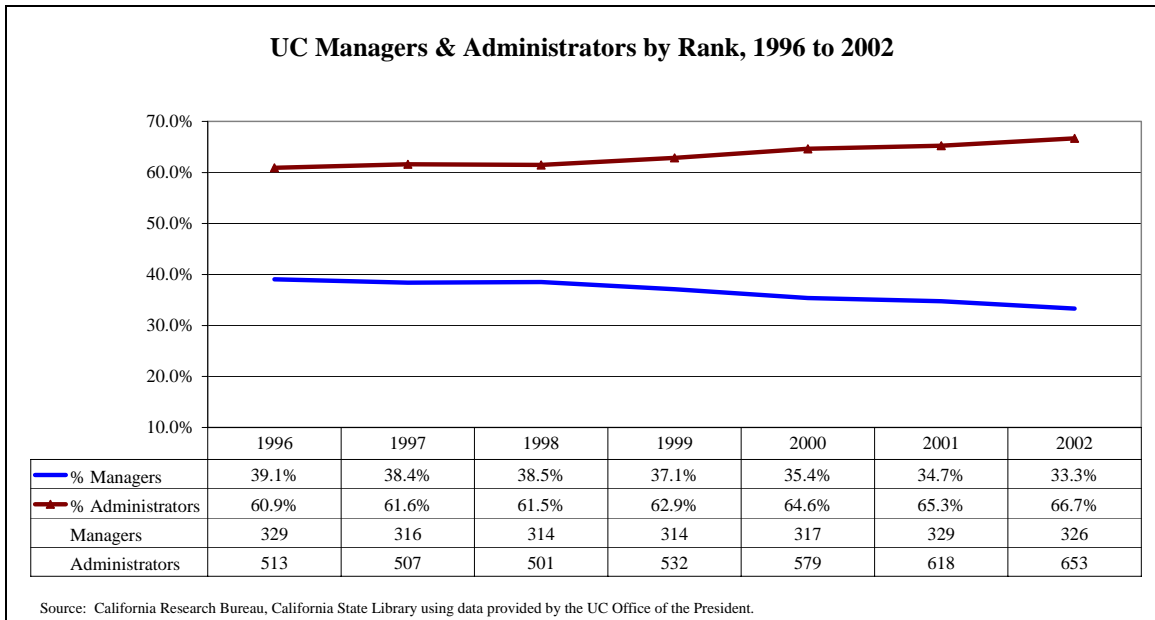
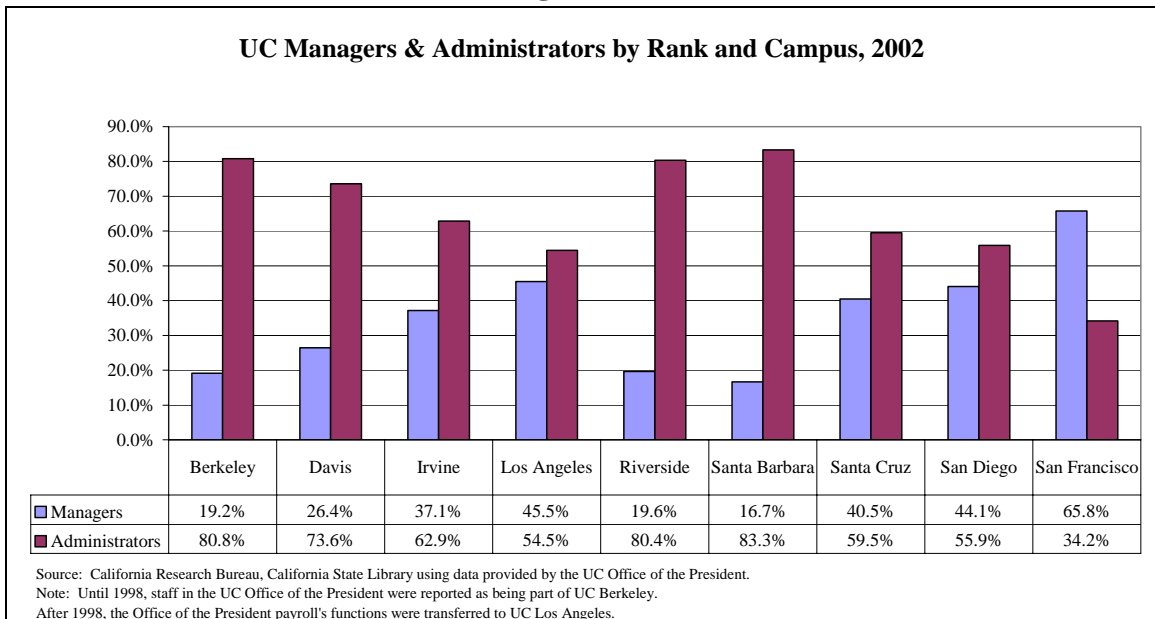


Figure 109



BY GENDER

Figure 110

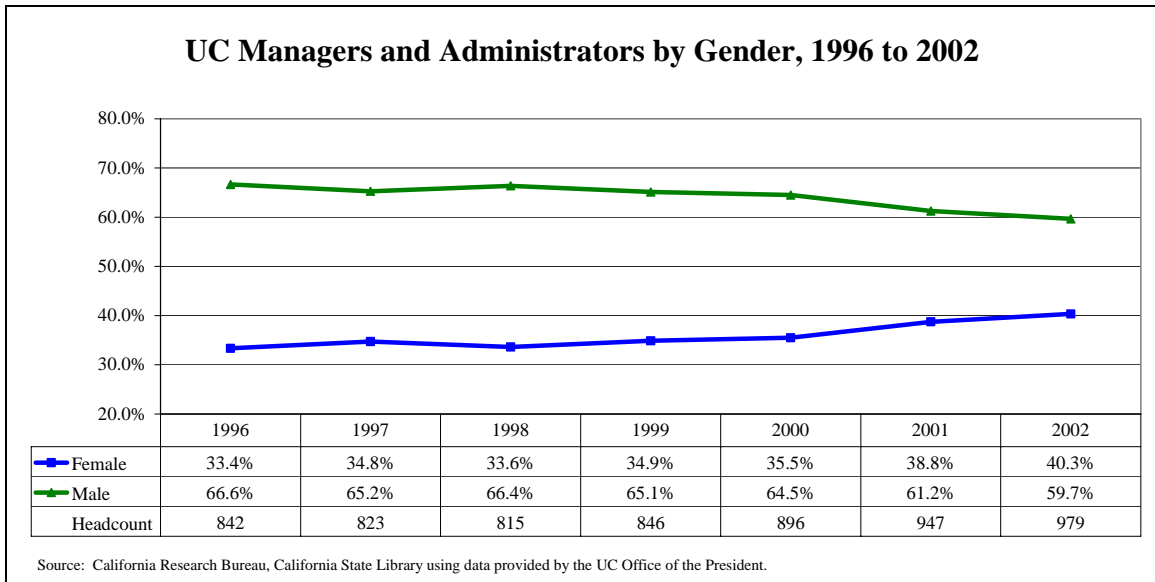
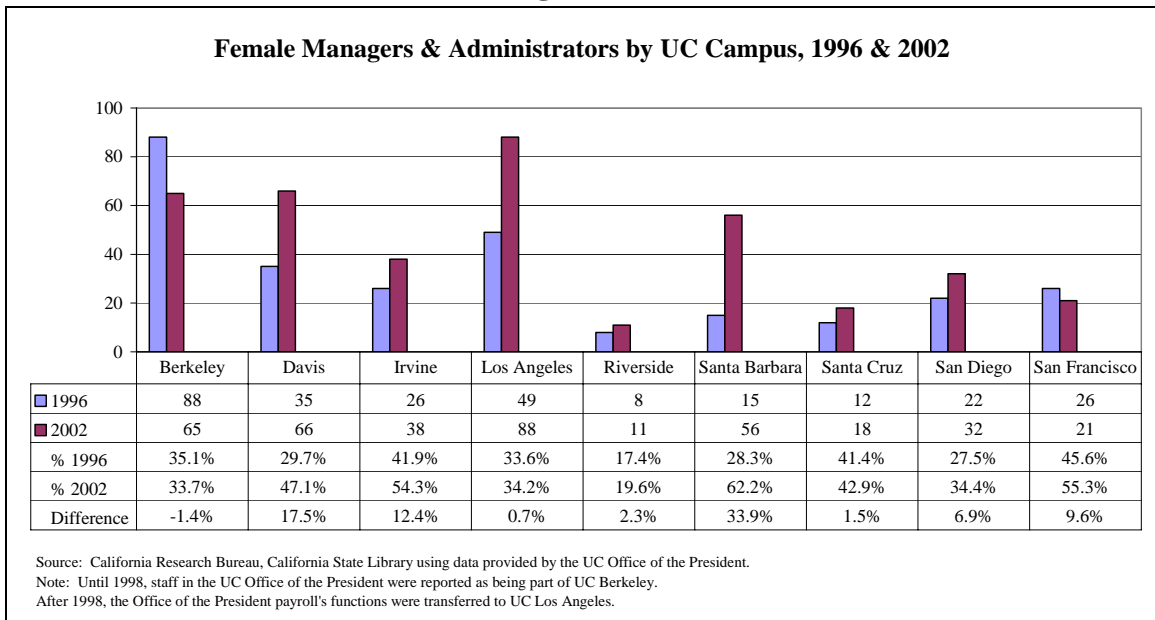


Figure 111



BY ETHNICITY

Figure 112

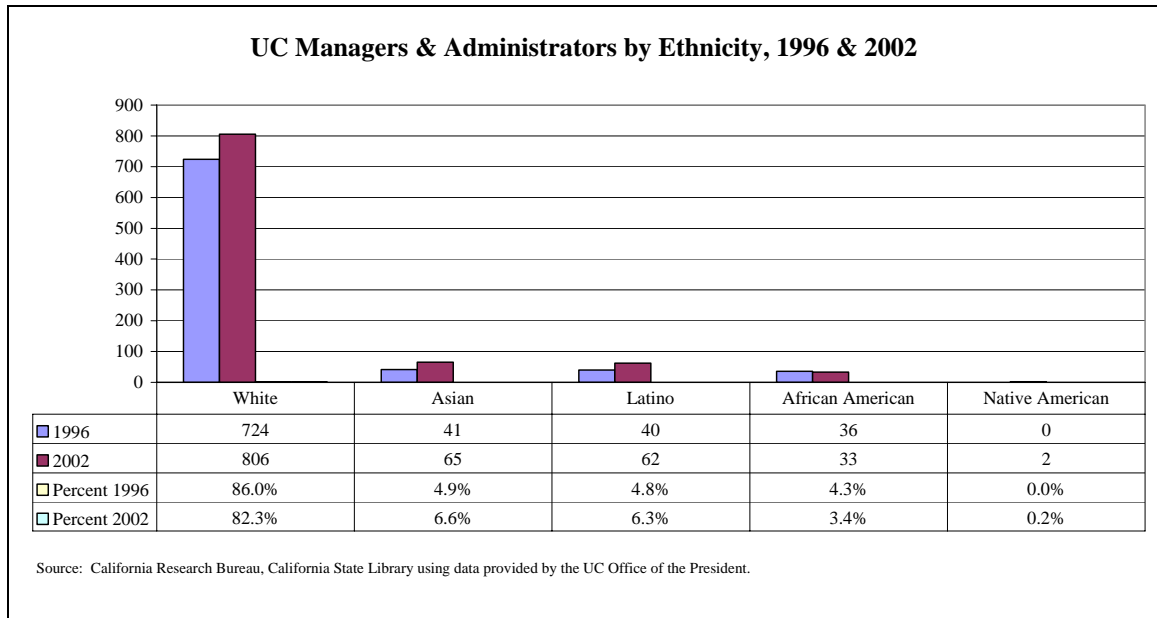


Figure 113

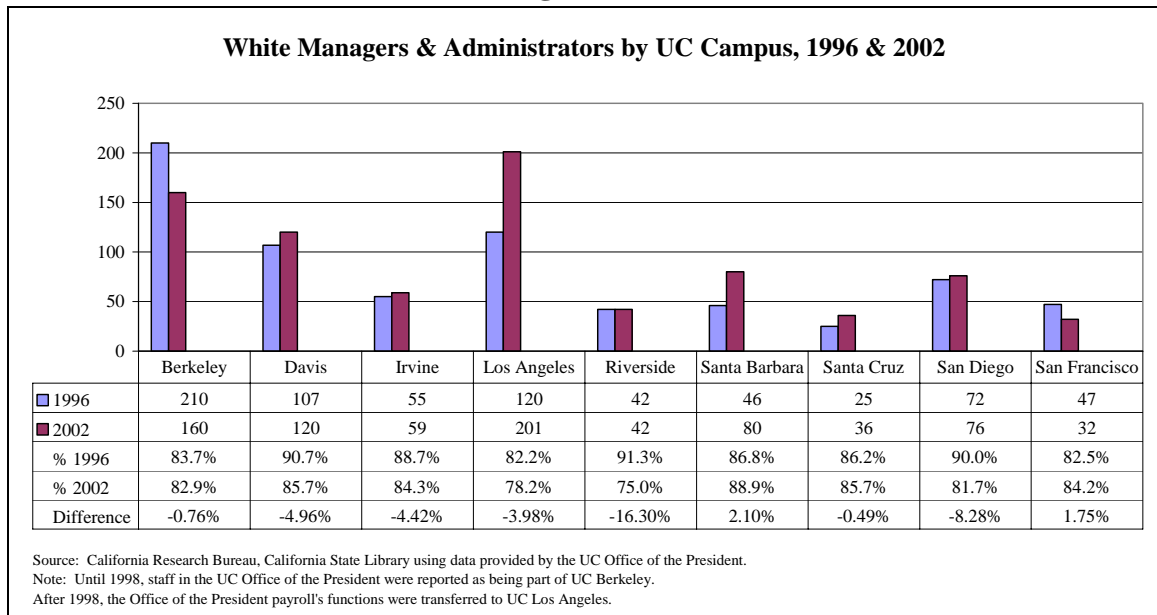


Figure 114

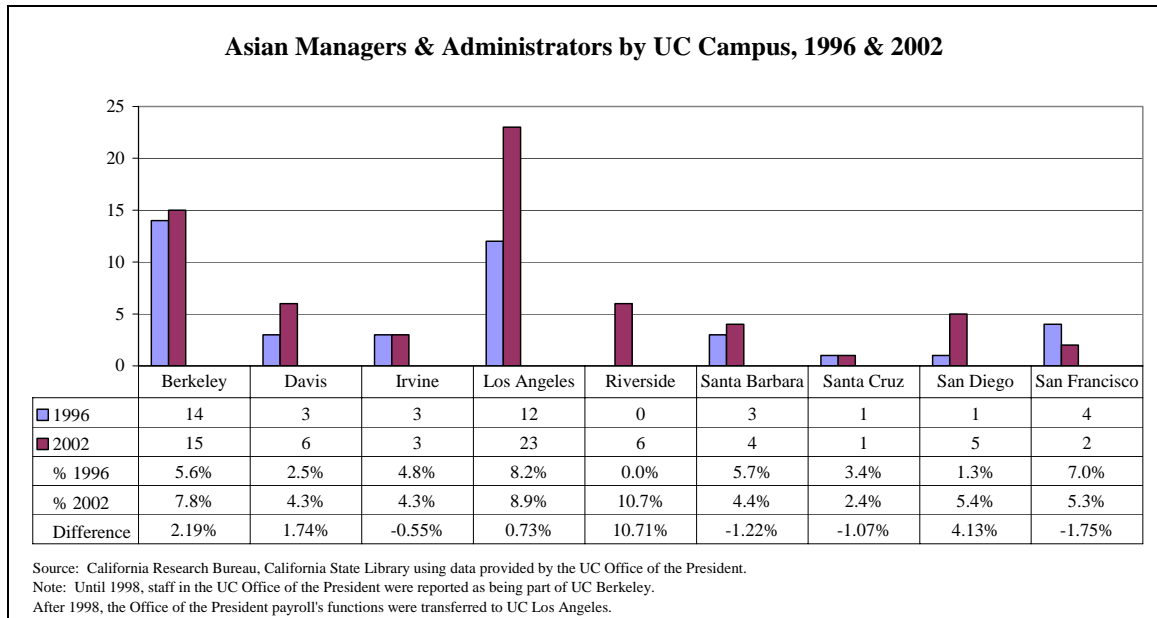


Figure 115

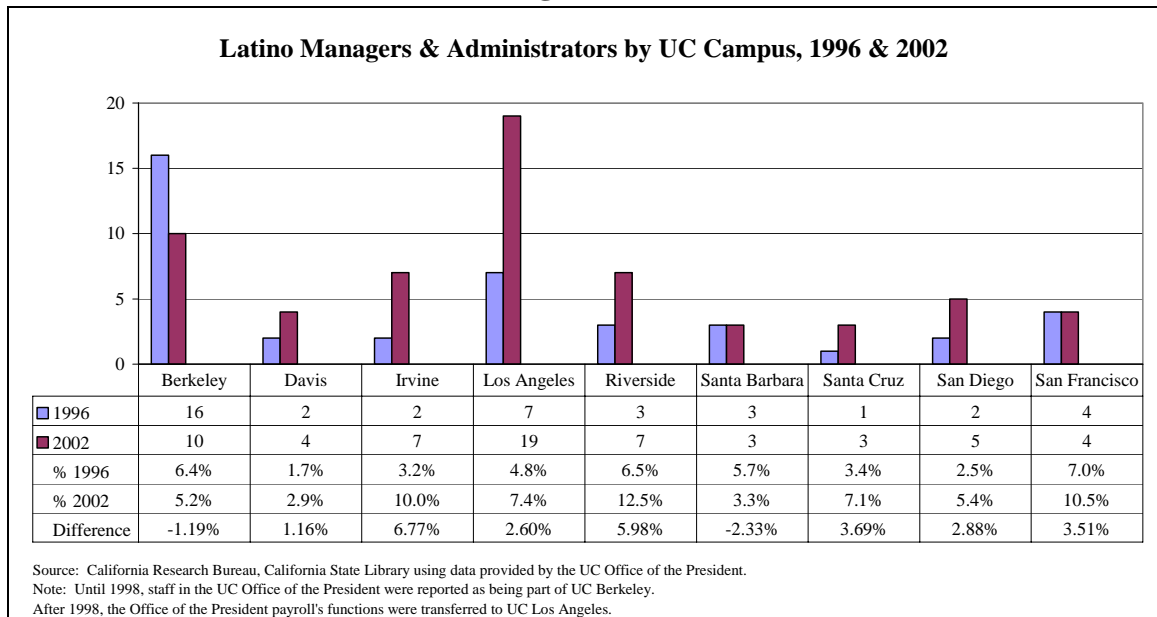
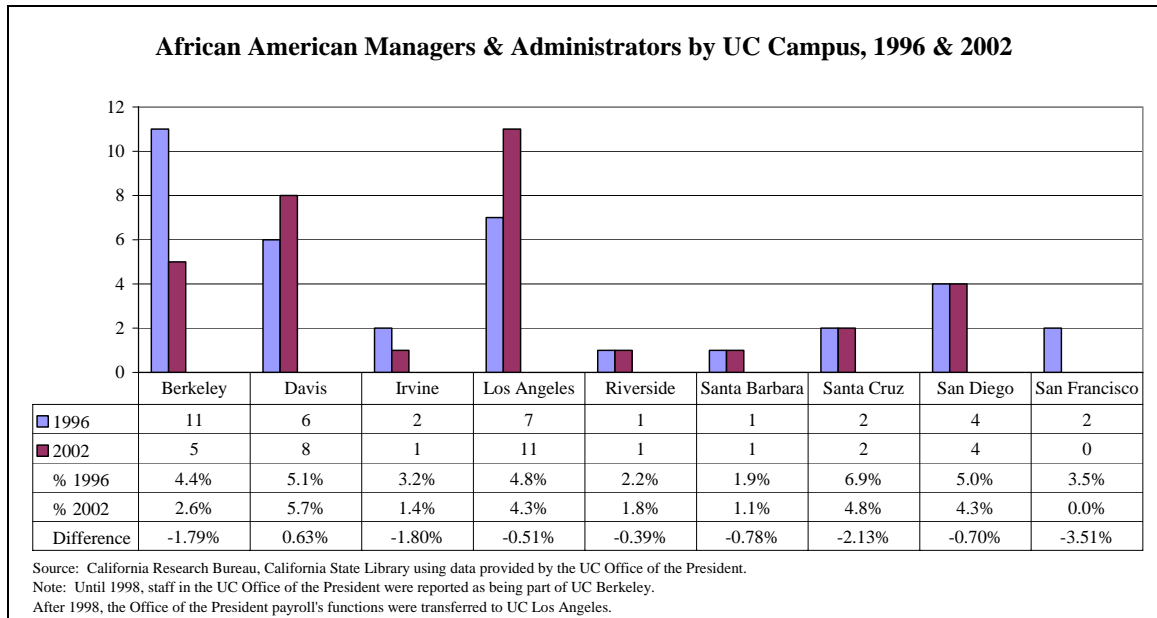


Figure 116



MEDIAN MONTHLY EARNINGS

Figure 117

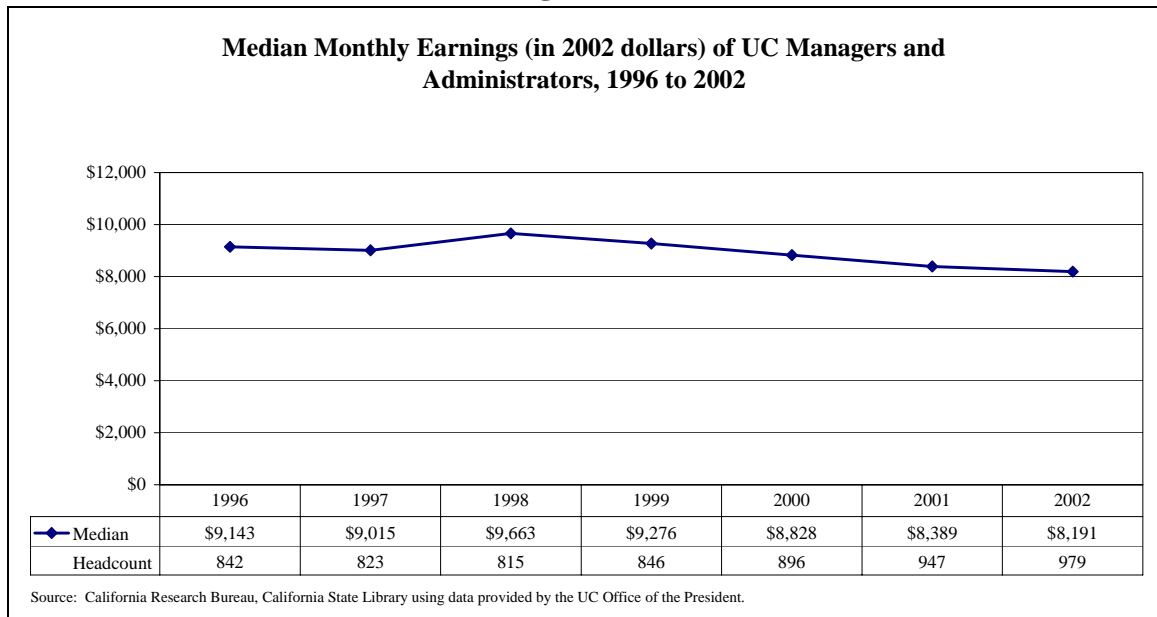
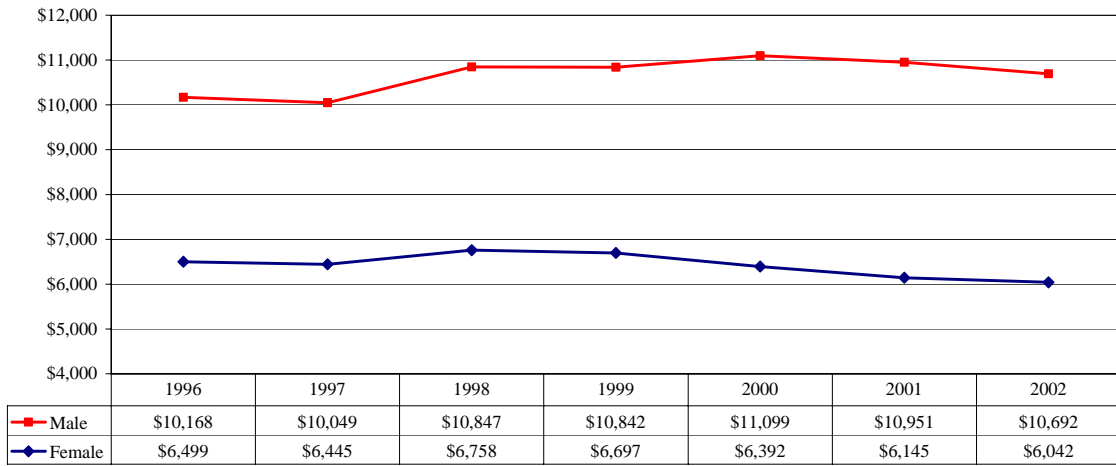


Figure 118

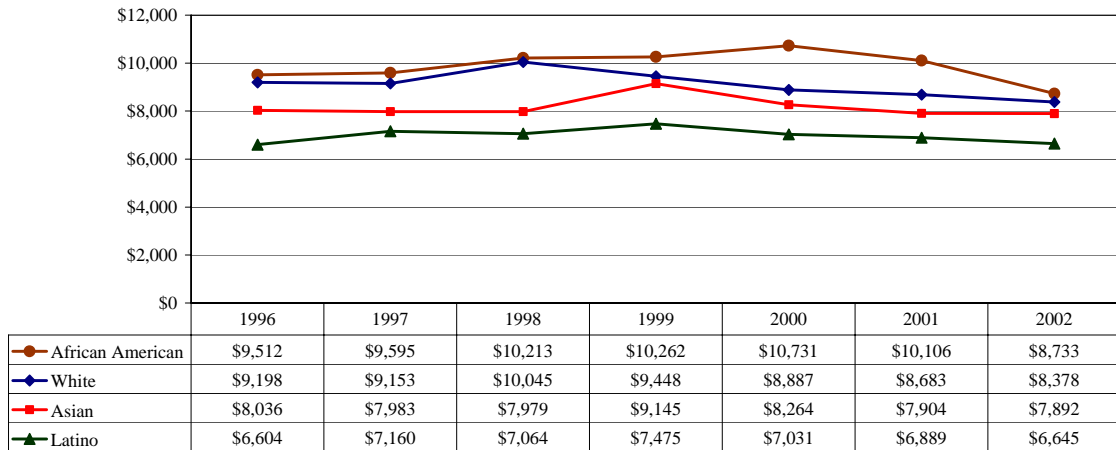
**Median Monthly Earnings (in 2002 dollars) of UC Managers and Administrators
by Gender, 1996 to 2002**



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

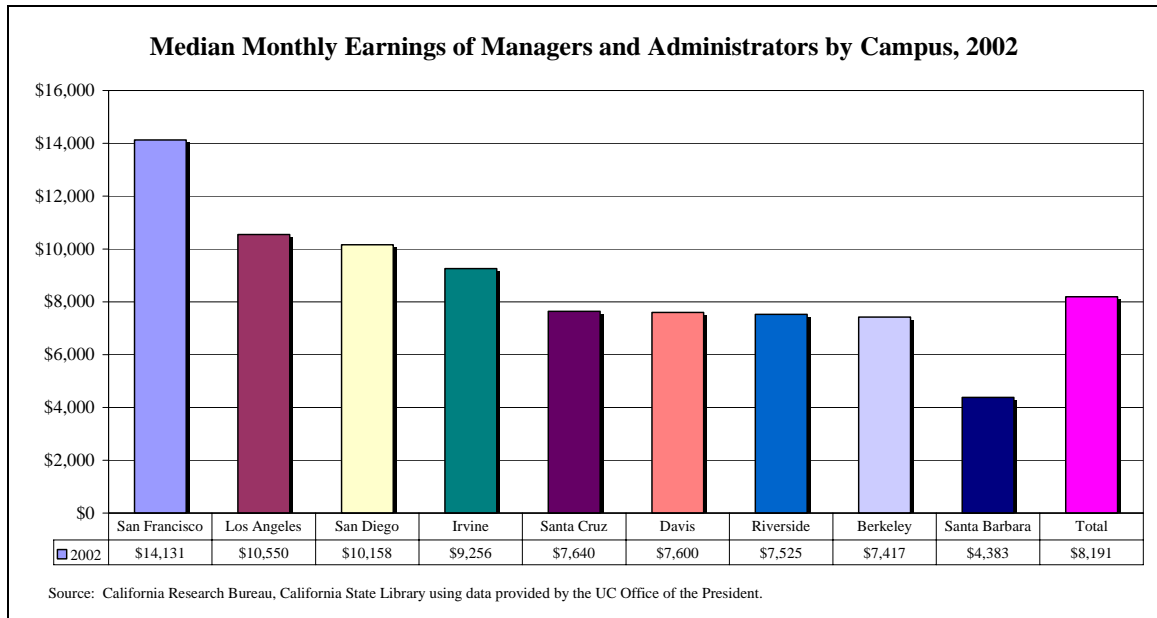
Figure 119

**Median Monthly Earnings (in 2002 dollars) of UC Managers and Administrators
by Ethnicity, 1996 to 2002**



Source: California Research Bureau, California State Library using data provided by the UC Office of the President.

Figure 120



NEWLY HIRED

Figure 121

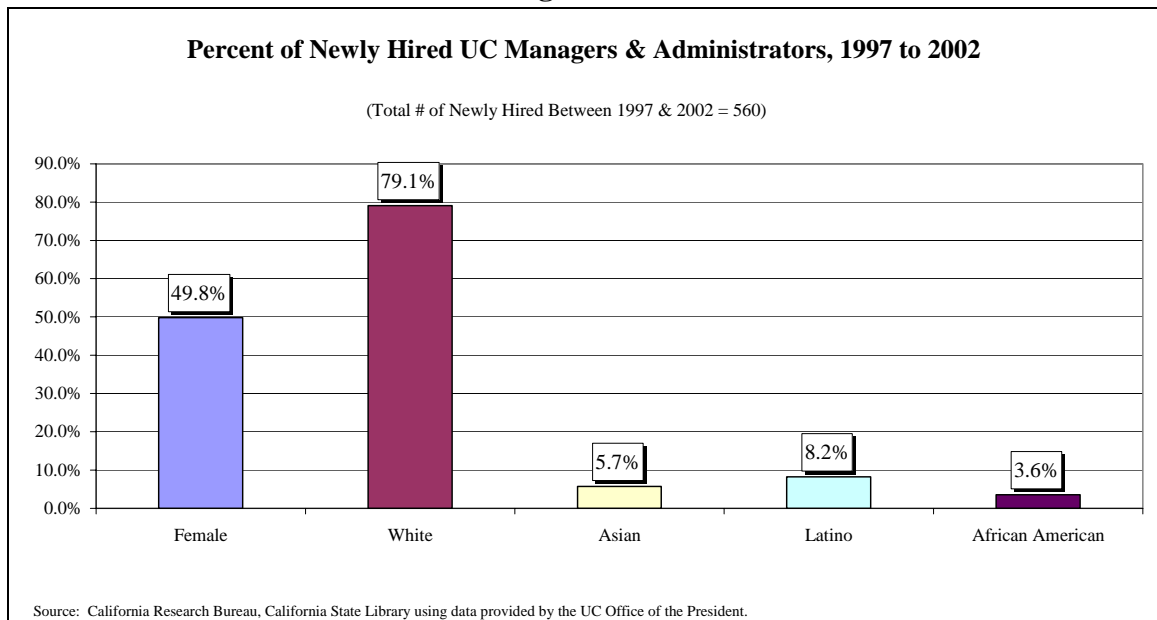
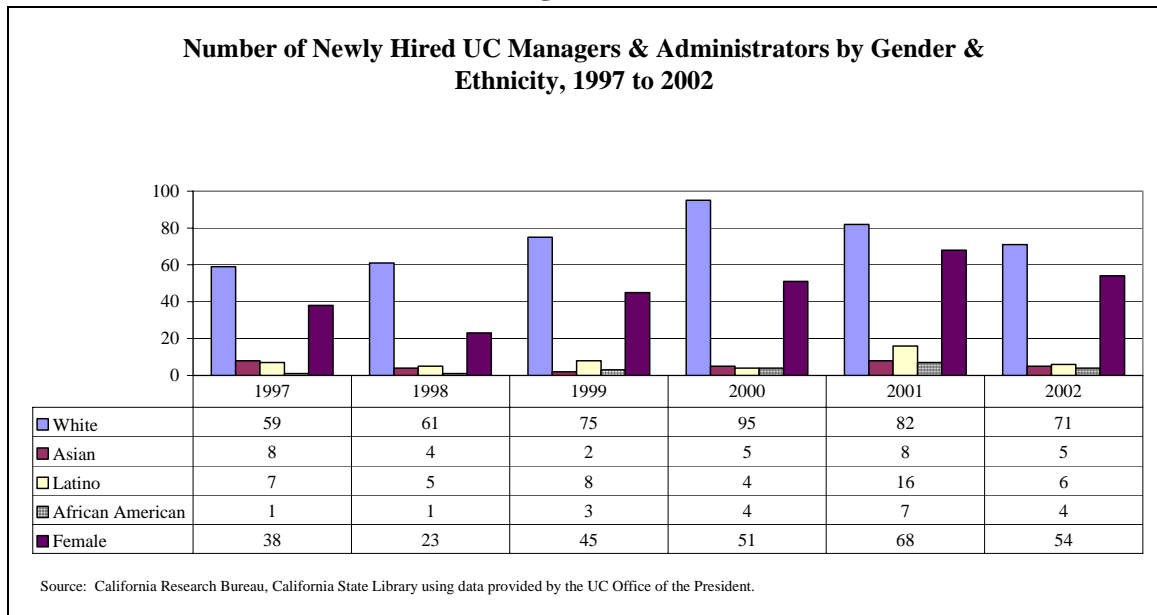


Figure 122



CONCLUSION

Over a year ago, the California Research Bureau was asked by Senator Alarcon to provide an analysis of the staffing patterns for each segment of California's public higher education systems: the California Community Colleges (CCC), the California State University (CSU), and the University of California (UC). The report for the CSU¹ was released in April of 2003, and the report for the Community Colleges² was released in January of 2004. This report completes the request, with an analysis of the staffing patterns of the University of California.

Compared to the California State University and the California Community Colleges, the University of California is the least diverse as measured by its share of females, Latinos, and African Americans. The table below compares the tenured and tenure track faculty at each institution:

Gender and Ethnic Composition of Tenured and Tenure Track Faculty in California's Public Higher Education Systems							
Headcount				Percent			
Gender	UC 2002	CSU 2001	CCC 2002		UC 2002	CSU 2001	CCC 2002
Female	1,724	3,833	8,772		25%	36%	50%
Male	5,100	6,701	8,834		75%	64%	50%
Total	6,824	10,534	17,606		100%	100%	100%

Headcount				Percent			
Ethnicity	UC 2002	CSU 2001	CCC 2002		UC 2002	CSU 2001	CCC 2002
White	5,426	7,956	12,717		80%	76%	72%
Asian	840	1,342	1,345		12%	13%	8%
Latino	328	700	1,894		5%	7%	11%
African American	167	415	1,121		2%	4%	6%
Native American	28	64	193		0.4%	0.6%	1.1%
Other	35	57	336		0.5%	0.5%	1.9%
Total	6,824	10,534	17,606		100%	100%	100%

The University of California did however make some notable improvements between 1996 and 2002. The campuses of Santa Barbara, Santa Cruz, and San Diego increased the share of females among their tenured and tenure track faculties by over 30 percent between 1996 and 2002. Santa Cruz has the largest proportion of females at all the UC campuses, 35 percent (Figure 7).

For Asians, three campuses stand out. At Davis, Irvine, and Riverside, Asian tenured and tenure track faculty increased by over 45 percent between 1996 and 2002. Irvine has the largest proportion of Asians, 18 percent (Figure 16).

For Latinos, the campuses of Santa Barbara and Santa Cruz again stand out. The number of Latino tenured and tenure track professors grew by at least 33 percent between 1996

and 2002 at these campuses. Santa Cruz has the largest proportion of Latinos, 7.1 percent (Figure 11).

The UC Managers and Administrators have also become more diverse. The number of female high-level managers increased by 40 percent from 1996 to 2002. In 2002, females comprised 40 percent of all Managers and Administrators (Figure 110). Davis, Irvine, and Santa Barbara have made impressive gains since 1996. Santa Barbara and Davis both had fewer than 30 percent female Managers and Administrators in 1996, a ratio that increased to 47 percent in 2002.

ENDNOTES

¹ López, Elías, and Refugio Rochin. (2003). *California State University Faculty: 1985 to 2001*. Sacramento, CA: California Research Bureau, California State Library (Available at <http://www.library.ca.gov>).

² López, Elías. (2004). *The Composition of Staff in California's Community Colleges, 1994 to 2002*. Sacramento, CA: California Research Bureau, California State Library (Available at <http://www.library.ca.gov>).