

Cover Letter to California Legislature

To: Members of the California Legislature
From: Senator Richard Alarcón and Assemblywoman Wilma Chan
Date: November 16, 2004
Re: "Faculty, Managers, and Administrators in the University of California, 1996 to 2002"

As Chair of the Senate Select Committee on College and University Admissions and Outreach , and as Chair of the Joint Legislative Audit Committee, we would like to share with you **"Faculty, Managers, and Administrators in the University of California, 1996 to 2002,"** a comprehensive report by the California Research Bureau that displays the improvements and the continued disparities in the numbers and salaries of minority staff faculty, administrators and employees between the years 1996 to 2002. The report analyzes the staffing patterns for five different employee classifications in the UC system: Tenured and Tenured Track Faculty, Full Professors, Associate Professors, Assistance Professors, lecturers, and Managers and Academic Administrators.

While the report shows that the number of women faculty has increased, the data demonstrate that the rate of increase for minority faculty is at best slow. The report also highlights the fact that the University of California is the least diverse of the state's public institutions, as it measures lowest in its percentile of Latinos, African Americans, and females. Copies of the report are available at www.library.ca.gov under "California Research Bureau reports."

The Select Committee on College and University Admissions and Outreach has found that a diverse faculty and administration enriches the intellectual capacity of the university and its faculty and students. The Select Committee is dedicated to reducing educational disparities and providing equal opportunity to higher education for all Californians. The UC study body in 2002 was 11.4 percent Latino, 2.9 percent African American, and 52.6 percent female. In comparison, Tenure Track Professors at various levels were 4.8 percent Latino, 2.4 percent African American, and 25.3 percent females. By researching and recommending changes in the faculty make-up of the UC system, we intend to promote equal access, a higher quality and more rigorous education for all students.

Key Highlights of Report:

Tenured and Tenure Track Professors

- UC Berkeley has the lowest proportion of non-White professors, where only 17 percent of the professors in 2002 were non-White.
- The campuses with the highest proportion of non-White professors are Irvine (26%) and Santa Cruz (25%).
- In 2002, Asians comprised 17 percent of new hires, Latinos five percent, and African Americans three percent.

Tenure and Tenure Track Professors by Ethnicity, 1996 and 2002

<u>Ethnicity</u>	<u>1996</u>	<u>2002</u>
• White	4,470 (81.4%)	5,426 (79.5%)
• Asians	621 (10.6%)	840 (12.3%)
• Latino	284 (4.8%)	328 (4.8%)
• African American	164 (2.8%)	167 (2.4%)

Full Professors

- 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.
- The absolute number of Full Professors that are White increased at all UC campuses. The highest numerical increase took place at UCLA, while UC Riverside experienced the highest rate of increase of 37 percent between 1996 and 2002.
- White Full Professors earned the highest salaries of all ethnic groups, while African American Full Professors were the lowest paid.

Percent of Newly Hired UC Full Professors, 1997-2002

<u>Ethnicity</u>	<u>Percent of new hires</u>
• Female	21%
• White	82%
• Asian	11.2%
• Latino	2.8%
• African American	1.6%

Associate Professors

- More Associate Professors were Asian, Latino, or African American in 2002 than in 1996, 21 percent to 27 percent.
- Between 1996 and 2002, the number of White Associate Professors declined at all UC campuses.
- There was a 57 percent increase in the number of Asian Associate Professors between 1996 and 2002. However, the number of Latino Associate Professors declined at most campuses; Berkeley and Irvine were the exception.
- There was a small increase in the number of African American Associate Professors. In 2002, the campuses with the highest proportion of African Americans were Berkeley , Irvine and Los Angeles , where 5% of Associate Professors were African American. The campuses with the lowest proportion were UC Riverside and UC Davis.

Percent of Newly Hired UC Associate Professors, 1997 to 2002

<u>Ethnicity</u>	<u>Percent of new hires</u>
• Female	26.8%
• White	69.7%
• Asian	18.5%

- Latino 6.3%
- African American 3.5%

Assistant Professors

- There was more diversity among Assistant Professors (30% non-White), than Associate Professors (27% non-White) and Full Professors (16% non-White).
- The number of Latino Assistant Professors declined at most campuses. UC Santa Cruz, UC Santa Barbara, and UC Davis were the only campuses at which the number of Latino Assistant Professors increased.
- 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.

UC Assistant Professors by Ethnicity

<u>Ethnicity</u>	<u>1996</u>	<u>2002</u>
• White	732 (69.5%)	834 (69.9%)
• Asian	194 (18.4%)	217 (18.2%)
• Latino	70 (6.6%)	70 (5.9%)
• African American	6 (0.6%)	10 (0.8%)

Lecturers

- The number of lecturers has increased at all UC campuses
- The ethnic distribution of lecturers in the UC is similar to that of Associate Professors and it has changed very little since 1996. In 2002, non-White comprised 22.4 percent of lecturers, compared to 21 percent in 1996.
- There was a small increase in the number of Latino lecturers (an increase of 32 between 1996 and 2002), while there was no increase in the number of African American lecturers.
- African American lecturers had the lowest median monthly earnings, making \$665 less a month than White lecturers.

Percent of Newly Hired UC Lecturers, 1997 to 2002

<u>Ethnicity</u>	<u>Percent of new hires</u>
• Female	48.9%
• White	75.4%
• Asian	11.7%
• Latino	6.4%
• African American	2.7%

Managers and Administrators

- The number of Managers and Administrators at UC has increased over time. In 2002, there were 979 Managers and Administrators, an increase of 137 from 1996.
- The percent of non-White Managers and Administrators at UC increased from 14 percent in 1996 to 18 percent in 2002.
- There was an increase of 22 Latino Managers between 1996 and 2002. African Americans saw a decline during the same time period.

- In terms of ethnic composition, 79 percent were White, 12 percent were Asians, eight percent were Latinos, four percent were African Americans, and 50 percent were females.

Although there has been minor improvement in the recruitment and retention of ethnic and female professors, they are still extremely underrepresented within the system as a whole, on a campus by campus basis, and most importantly, in the number of high paid professors and administrators. Even when looking at the current ethnic and female professors and administrators, there is a significant income gap between these groups and their white-male counterparts in every classification except Associate Professors (mid-level professorate) and an increase in the gap for Assistant Professors (entry level professorate). Most importantly, the highest paid and fastest growing faculty position is the Full Professor, where there has only been a small increase in the number of Latino Full Professors of 0.4% (3.9% of the total), African American Full Professors declined by 0.4% (1.7% of the total), and females saw an increase of 3.4% (19.4% of the total); and this classification had the highest income gap finding that African Americans made \$9,000 less a year (\$800 less a month) than White Full Professors.

We hope that the report highlights the need to further invest in a diverse faculty and generates support by policymakers to address these issues at campus and statewide levels. We are currently working with the California Research Bureau on the remaining faculty diversity reports on the University of California.

For more information, or if you have any questions please contact Senator Alarcon's staff or Assemblymember Chan's staff.