

UC DAVIS

Ladder Faculty Hiring Metrics - Overview

PURPOSE

The faculty hiring metrics track the level of faculty hiring activity at the campus and school, college, or division level. They are intended to provide an indicator of the change in the number of faculty over the past four years. These charts help demonstrate if the level of hiring of new faculty is keeping up with, or exceeding, the level of faculty separations and to what extent the number of faculty are growing.

FACULTY HIRING INVESTMENT PROGRAM

The Hiring Investment Program (HIP) began in December 2013. It is a way to provide resource to the schools, colleges, and divisions to support additional opportunities for faculty hiring that either transcends the boundaries between traditional departments, schools or colleges, or extends the disciplinary range of an academic unit into critical new areas resulting in transformative augmentation of that unit. The goal of this program is to support approximately 60 new faculty positions over 6 years. The first 25 HIP positions were approved in Summer 2014 and an additional 23 HIP positions were approved in Summer 2016. As of Fall 2018, 37 HIP positions were hired and are now reflected in the hiring totals.

MULTI-YEAR PLANNING

Beginning with the 2015-16 faculty hiring cycle, each dean prepared a five year hiring plan. This plan is now allowing the deans and provost to better assess the long-term implications of adjusting hiring plans to take advantage of opportunities that arise during the recruitment process or changes that occur due to unforeseen vacancies in faculty positions. The campus can leverage current hiring activities to meet identified future needs in a deliberate way. One example of this is what can occur when there is a recruitment with a very strong candidate pool. In this circumstance, at the request of the committee, a dean may request to make multiple offers to candidates in the pool, knowing that if they receive multiple acceptances this is “pre-hiring” for future planned needs. This also allows units to better assess the hiring of partner opportunity program or presidential postdoc fellow candidates such that they know what future need this individual would likely fill when the limited-term hiring incentive funds expire.

HIRING IN THE COLLEGES

These metrics show that for the five general campus colleges, over the past five years UC Davis has transitioned from experiencing a net loss of faculty to a net gain. To understand the trend, it is important to note that the 2010-11 budget reductions included a reduction in faculty positions through attrition, which units implemented over 2-3 years. This generally accounts for the low level of hiring during 2010-2012. In 2015-16 all but one college or division experienced net growth in faculty hiring. The net gain is primarily the result of hiring associated with the 2020 initiative and the growth in undergraduate students.

HIRING IN THE PROFESSIONAL SCHOOLS

Metrics are also provided on hiring trends in the professional schools. The professional schools have different drivers for faculty hiring than the colleges and divisions, and among the schools themselves. The data is also less useful to assess trends because of the low number of ladder faculty in four of the six professional schools (filled ladder FTE n=11-32). Enrollment trends also vary among professional schools. The School of Law, and to a lesser extent, Graduate School of Management experienced market-driven enrollment declines in recent years. The School of Nursing is increasing faculty and student enrollment in accordance with their multi-year plan for establishing the new school and associated degree offerings. The Schools of Medicine and Veterinary Medicine have stable enrollment yet large research and clinical operations that affect the hiring needs and priorities. In addition, the School of Medicine often searches for

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faculty under multiple faculty series, sometimes resulting in non-ladder hires, this accounts for what often appears to be a large number of authorized searches compared to successful hires. Since 2020 is focused on undergraduate growth, this has little impact on faculty hiring in the professional schools.

EXPLANATION OF METRICS

The following provides information and definition about key faculty metrics shown in this report.

Filled Faculty — Filled faculty figures represent the full-time equivalent (FTE) number of ladder faculty appointments as of October 31 of each year. October 31st is the official “snapshot” period used by the UC Office of the President to count faculty. UC Davis includes Agricultural Experiment Station (AES) positions in this count if the individual holding the AES appointment also has a concurrent Instruction and Research appointment. Because this figure is calculated on an FTE basis, it captures partial positions on the basis of mid-year start dates, reduced time or partial appointments in other series (i.e. academic administrator or clinical). On a year-over-year basis it will also capture changes in the number of faculty that may be due to actions other than hires or separations (e.g. an academic administrator returning to a faculty position, changes in time basis, etc.). Therefore, the year-over-year comparison of changes in filled faculty FTE will not match the net change reflected in the hiring trends data.

Hires — This metric reflects the number of new faculty hires that begin their appointment during a given fiscal year on an FTE basis. Faculty hires usually occur in the year following the search for their position. However, this is not always the case. Some new faculty choose to defer their appointment start date for a year or more. In these cases, we count them as a “hire” in the year that they start. Hires tell us what new faculty are available to contribute to teaching, research, and service during a given fiscal year. Any new faculty member who has a start date that would allow them to participate in at least one quarter of activity during an academic year is counted as a hire within that year. Joint appointments are counted in multiple units based on the proportion of their appointment in a given unit.

Separations — This metric reflects the number of faculty who have left a position at UC Davis due to retirement, resignation, or death on an FTE basis. The majority of these separation actions happen at the end of the fiscal year. In order to better compare the effective change in number of available faculty in a given academic year, we reflect the number of separations in the year following the actual fiscal year that the separation occurred. For example, if a faculty member retires on June 30, 2014 (FY 2013-14) this is reflected as a separation in 2014-15, as that is the year when they are no longer available to support campus activities and workload.

Net Change (Hires-Separations) — This metric reflects the change in available faculty on an annual basis as a result of normal turnover on an FTE basis. If this metric is zero, it suggests that the unit has maintained the same number of faculty as in the prior year. If this number is greater than zero then they have had a net gain over the prior year, and if it is less than zero then there is a net loss. It is noted that there are occasionally some changes in the number of faculty due to non-hiring actions. One example of this would be when a faculty member who has been serving in an academic administrator role (i.e. Dean, Vice Chancellor, Vice Provost, Associate Dean) ends this role and returns to a faculty position. In this case, the total faculty FTE may grow over the prior year, but it will not be reflected in the recruitment and hiring trends as a net change.