

Table 1a. Number and Percent of Tenured and Tenure Track STEM Faculty by College/Division, Department, Rank and Gender, 2014-15

	Female				Male				Total				Percent Female			
	All	Assistant	Associate	Full	All	Assistant	Associate	Full	All	Assistant	Associate	Full	All	Assistant	Associate	Full
Total UC Davis	555	114	143	290	1028	138	164	704	1583	252	307	994	35.1	45.2	46.6	29.2
Total STEM*	330	78	74	172	741	97	109	521	1071	175	183	693	30.8	44.6	40.4	24.8
College of Agricultural and Environmental Sciences	90	28	20	39	188	21	27	134	278	49	47	173	32.4	57.1	42.6	22.5
Agricultural & Resource Economics	4	2	1	1	20	1	4	14	24	3	5	15	16.7	66.7	20.0	6.7
Animal Science	9	3	1	4	18	3	2	12	27	6	3	16	33.3	50.0	33.3	25.0
Biological & Agricultural Engineering	5	1	2	2	6	1	0	5	11	2	2	7	45.5	50.0	100.0	28.6
Entomology & Nematology	6	2	0	4	14	2	2	10	20	4	2	14	30.0	50.0	---	28.6
Environmental Science & Policy	7	2	1	4	13	1	2	10	20	3	3	14	35.0	66.7	33.3	28.6
Environmental Toxicology	3	2	1	0	7	0	2	5	10	2	3	5	30.0	100.0	33.3	---
Food Science & Technology	6	1	3	2	13	3	1	8	19	4	4	10	31.6	25.0	75.0	20.0
Human Ecology	12	6	2	4	14	3	3	8	26	9	5	12	46.2	66.7	40.0	33.3
Land, Air & Water Resources	7	3	0	3	19	2	4	13	26	5	4	16	26.9	60.0	---	18.8
Nutrition	6	2	0	4	4	0	1	3	10	2	1	7	60.0	100.0	---	57.1
Plant Pathology	5	1	1	3	9	1	2	6	14	2	3	9	35.7	50.0	33.3	33.3
Plant Sciences	13	2	7	3	33	2	3	27	46	4	10	30	28.3	50.0	70.0	10.0
Textiles & Clothing	2	0	0	2	2	0	0	2	4	0	0	4	50.0	---	---	50.0
Viticulture & Enology	3	0	0	3	10	2	0	6	13	2	0	9	23.1	---	---	33.3
Wildlife & Fisheries Biology	2	1	1	0	6	0	1	5	8	1	2	5	25.0	100.0	50.0	---
College of Biological Sciences	38	12	2	22	80	10	10	60	118	22	12	82	32.2	54.5	16.7	26.8
Center for Neuroscience	2	0	0	2	0	0	0	0	2	0	0	2	100.0	---	---	100.0
College of Biological Sciences Dean's Office	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---
Evolution & Ecology	7	2	0	5	19	2	1	16	26	4	1	21	26.9	50.0	---	23.8
Microbiology	7	4	0	3	9	1	1	7	16	5	1	10	43.8	80.0	---	30.0
Molecular & Cellular Biology	8	2	0	5	22	4	3	15	30	6	3	20	26.7	33.3	---	25.0
Neurology, Physiology & Behavior	8	4	1	3	21	2	5	14	29	6	6	17	27.6	66.7	16.7	17.6
Plant Biology	6	0	1	4	9	1	0	8	15	1	1	12	40.0	---	100.0	33.3
College of Engineering	31	4	7	20	142	16	18	105	173	20	25	125	17.9	20.0	28.0	16.0
Biomedical Engineering	6	1	1	4	19	4	5	10	25	5	6	14	24.0	20.0	16.7	28.6
Chemical Engineering & Material Science	6	0	1	5	17	0	4	12	23	0	5	17	26.1	---	20.0	29.4
Civil & Environmental Engineering	5	0	3	2	26	3	1	22	31	3	4	24	16.1	---	75.0	8.3
Electrical & Computer Engineering	6	1	1	4	26	4	2	20	32	5	3	24	18.8	20.0	33.3	16.7
Computer Science	3	1	0	2	27	2	4	21	30	3	4	23	10.0	33.3	---	8.7
Mechanical & Aerospace Engineering	5	1	1	3	27	3	2	20	32	4	3	23	15.6	25.0	33.3	13.0
Division of Math and Physical Sciences	34	2	6	26	131	16	12	100	165	18	18	126	20.6	11.1	33.3	20.6
Chemistry	7	0	2	5	31	5	3	22	38	5	5	27	18.4	---	40.0	18.5
Earth and Planetary Sciences	8	0	1	7	12	0	0	12	20	0	1	19	40.0	---	100.0	36.8
Mathematics	8	0	2	6	36	4	3	29	44	4	5	35	18.2	---	40.0	17.1
Physics	7	1	1	5	37	2	3	30	44	3	4	35	15.9	33.3	25.0	14.3
Statistics	4	1	0	3	15	5	3	7	19	6	3	10	21.1	16.7	---	30.0
Division of Social Sciences	89	24	29	35	129	26	30	71	218	50	59	106	40.8	48.0	49.2	33.0
Anthropology	12	3	3	6	10	3	2	4	22	6	5	10	54.5	50.0	60.0	60.0
Communications	3	1	2	0	8	2	4	2	11	3	6	2	27.3	33.3	33.3	---
Economics	9	3	2	3	22	6	3	13	31	9	5	16	29.0	33.3	40.0	18.8
History	16	1	11	4	20	4	6	10	36	5	17	14	44.4	20.0	64.7	28.6
Linguistics	3	1	0	2	7	1	1	5	10	2	1	7	30.0	50.0	---	28.6
Philosophy	6	2	1	3	8	1	3	4	14	3	4	7	42.9	66.7	25.0	42.9
Physical Education Program	1	0	0	1	0	0	0	0	1	0	0	1	100.0	---	---	100.0
Political Science	10	5	5	0	18	5	1	11	28	10	6	11	35.7	50.0	83.3	---
Psychology	19	4	5	10	21	1	3	17	40	5	8	27	47.5	80.0	62.5	37.0
Science & Technology Studies	0	0	0	0	3	0	1	2	3	0	1	2	---	---	---	---
Sociology	10	4	0	6	12	3	6	3	22	7	6	9	45.5	57.1	---	66.7
School of Medicine	63	8	19	36	153	16	15	117	216	24	34	153	29.2	33.3	55.9	23.5
Biochemistry and Molecular Medicine	3	2	0	1	15	3	2	10	18	5	2	11	16.7	40.0	---	9.1
Cell Biology and Human Anatomy	3	1	1	1	7	2	1	4	10	3	2	5	30.0	33.3	50.0	20.0
Medical Microbiology and Immunology	6	0	0	6	6	1	0	5	12	1	0	11	50.0	---	---	54.5
Pharmacology	8	1	5	2	5	0	2	3	13	1	7	5	61.5	100.0	71.4	40.0
Physiology & Membrane Biology	3	0	2	1	5	1	1	3	8	1	3	4	37.5	---	66.7	25.0
Public Health Sciences	8	1	3	4	7	0	3	4	15	1	6	8	53.3	100.0	50.0	50.0
School of Veterinary Medicine	55	6	16	33	91	15	19	56	146	21	35	89	37.7	28.6	45.7	37.1
Anatomy, Physiology & Cell Biology	6	1	0	5	7	2	0	5	13	3	0	10	46.2	33.3	---	50.0
Molecular Biosciences	4	0	0	4	6	0	1	5	10	0	1	9	40.0	---	---	44.4
Pathology, Microbiology & Immunology	7	1	0	6	12	1	3	8	19	2	3	14	36.8	50.0	---	42.9
Comparison College:																
Division of Humanities Arts and Cultural Studies	111	22	34	55	89	16	30	42	200	38	64	97	55.5	57.9	53.1	56.7

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Table 1b. Number and Percent of Tenured and Tenure Track STEM Faculty by College/Division, Department, Rank and Race/Ethnicity, 2014-15

	People of Color**				URM***				Total				Percent People of Color				Percent URM			
	All	Assistant	Associate	Full	All	Assistant	Associate	Full	All	Assistant	Associate	Full	All	Assistant	Associate	Full	All	Assistant	Associate	Full
Total UC Davis	394	83	101	209	141	38	41	62	1583	252	307	994	24.9	32.9	32.9	21.0	8.9	15.1	13.4	6.2
Total STEM*	245	48	57	140	74	18	21	35	1071	175	183	693	22.9	27.4	31.1	20.2	6.9	10.3	11.5	5.1
College of Agricultural and Environmental Sciences	54	14	15	25	22	6	4	12	76	20	19	37	71.1	70.0	78.9	67.6	28.9	30.0	21.1	32.4
Agricultural & Resource Economics	1	0	1	0	0	0	0	0	1	0	1	0	100.0	---	100.0	---	---	---	---	---
Animal Science	8	1	2	5	5	0	1	4	13	1	3	9	61.5	100.0	66.7	55.6	38.5	---	33.3	44.4
Biological & Agricultural Engineering	4	0	2	2	0	0	0	0	4	0	2	2	100.0	---	100.0	100.0	---	---	---	---
Entomology & Nematology	3	2	1	0	1	1	0	0	4	3	1	0	75.0	66.7	100.0	---	25.0	33.3	---	---
Environmental Science & Policy	1	0	0	1	0	0	0	0	1	0	0	1	100.0	---	---	100.0	---	---	---	---
Environmental Toxicology	3	1	1	1	0	0	0	0	3	1	1	1	100.0	100.0	100.0	100.0	---	---	---	---
Food Science & Technology	2	1	1	0	1	1	0	0	3	2	1	0	66.7	50.0	100.0	---	33.3	50.0	---	---
Human Ecology	11	6	2	3	5	2	1	2	16	8	3	5	68.8	75.0	66.7	60.0	31.3	25.0	33.3	40.0
Land, Air & Water Resources	8	3	2	3	4	2	1	1	12	5	3	4	66.7	60.0	66.7	75.0	33.3	40.0	33.3	25.0
Nutrition	2	0	1	1	1	0	0	1	3	0	1	2	66.7	---	100.0	50.0	33.3	---	---	50.0
Plant Pathology	1	0	0	1	1	0	0	1	2	0	0	2	50.0	---	---	50.0	50.0	---	---	50.0
Plant Sciences	7	0	2	5	4	0	1	3	11	0	3	8	63.6	---	66.7	62.5	36.4	---	33.3	37.5
Textiles & Clothing	3	0	0	3	0	0	0	0	3	0	0	3	100.0	---	---	100.0	---	---	---	---
Viticulture & Enology	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
Wildlife & Fisheries Biology	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
College of Biological Sciences	18	6	1	11	7	4	1	2	25	10	2	13	72.0	60.0	50.0	84.6	28.0	40.0	50.0	15.4
Center for Neuroscience	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
Evolution & Ecology	1	1	0	0	1	1	0	0	2	2	0	0	50.0	50.0	---	---	50.0	50.0	---	---
Microbiology	4	3	0	1	2	2	0	0	6	5	0	1	66.7	60.0	---	100.0	33.3	40.0	---	---
Molecular & Cellular Biology	4	1	0	3	2	0	0	2	6	1	0	5	66.7	100.0	---	60.0	33.3	---	---	40.0
Neurology, Physiology & Behavior	4	1	1	2	2	1	1	0	6	2	2	2	66.7	50.0	50.0	100.0	33.3	50.0	50.0	---
Plant Biology	5	0	0	5	0	0	0	0	5	0	0	5	100.0	---	---	100.0	---	---	---	---
College of Engineering	58	9	10	39	11	3	3	5	69	12	13	44	84.1	75.0	76.9	88.6	15.9	25.0	23.1	11.4
Biomedical Engineering	10	3	3	4	2	1	1	0	12	4	4	4	83.3	75.0	75.0	100.0	16.7	25.0	25.0	---
Chemical Engineering & Material Science	6	0	2	4	1	0	1	0	7	0	3	4	85.7	---	66.7	100.0	14.3	---	33.3	---
Civil & Environmental Engineering	8	0	3	5	1	0	1	0	9	0	4	5	88.9	---	75.0	100.0	11.1	---	25.0	---
Electrical & Computer Engineering	12	1	0	11	2	0	0	2	14	1	0	13	85.7	100.0	---	84.6	14.3	---	---	15.4
Computer Science	11	2	0	9	2	2	0	0	13	4	0	9	84.6	50.0	---	100.0	15.4	50.0	---	---
Mechanical & Aerospace Engineering	11	3	2	6	3	0	0	3	14	3	2	9	78.6	100.0	100.0	66.7	21.4	---	---	33.3
Division of Math and Physical Sciences	40	5	2	33	5	0	0	5	45	5	2	38	88.9	100.0	100.0	86.8	11.1	---	---	13.2
Chemistry	9	1	1	7	1	0	0	1	10	1	1	8	90.0	100.0	100.0	87.5	10.0	---	---	12.5
Earth and Planetary Sciences	4	0	0	4	1	0	0	1	5	0	0	5	80.0	---	---	80.0	20.0	---	---	20.0
Mathematics	8	1	0	7	2	0	0	2	10	1	0	9	80.0	100.0	---	77.8	20.0	---	---	22.2
Physics	10	0	1	9	1	0	0	1	11	0	1	10	90.9	---	100.0	90.0	9.1	---	---	10.0
Statistics	9	3	0	6	0	0	0	0	9	3	0	6	100.0	100.0	---	100.0	---	---	---	---
Division of Social Sciences	43	9	17	17	19	2	9	8	62	11	26	25	69.4	81.8	65.4	68.0	30.6	18.2	34.6	32.0
Anthropology	3	0	0	3	1	0	0	1	4	0	0	4	75.0	---	---	75.0	25.0	---	---	25.0
Communications	5	1	4	0	2	0	2	0	7	1	6	0	71.4	100.0	66.7	---	28.6	---	33.3	---
Economics	5	2	1	2	2	0	1	1	7	2	2	3	71.4	100.0	50.0	66.7	28.6	---	50.0	33.3
History	7	1	4	2	4	1	2	1	11	2	6	3	63.6	50.0	66.7	66.7	36.4	50.0	33.3	33.3
Linguistics	4	1	1	2	3	1	1	1	7	2	2	3	57.1	50.0	50.0	66.7	42.9	50.0	50.0	33.3
Philosophy	3	2	0	1	1	0	0	1	4	2	0	2	75.0	100.0	---	50.0	25.0	---	---	50.0
Physical Education Program	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
Political Science	3	1	1	1	1	0	0	1	4	1	1	2	75.0	100.0	100.0	50.0	25.0	---	---	50.0
Psychology	6	0	2	4	3	0	1	2	9	0	3	6	66.7	---	66.7	66.7	33.3	---	33.3	33.3
Science & Technology Studies	1	0	1	0	0	0	0	0	1	0	1	0	100.0	---	100.0	---	---	---	---	---
Sociology	6	1	3	2	2	0	2	0	8	1	5	2	75.0	100.0	60.0	100.0	25.0	---	40.0	---
School of Medicine	67	13	20	34	16	4	6	6	83	17	26	40	80.7	76.5	76.9	85.0	19.3	23.5	23.1	15.0
Biochemistry and Molecular Medicine	9	3	2	4	1	1	0	0	10	4	2	4	90.0	75.0	100.0	100.0	10.0	25.0	---	---
Cell Biology and Human Anatomy	4	3	0	1	1	1	0	0	5	4	0	1	80.0	75.0	---	100.0	20.0	25.0	---	---
Medical Microbiology and Immunology	3	0	0	3	2	0	0	2	5	0	0	5	60.0	---	---	60.0	40.0	---	---	40.0
Pharmacology	6	0	5	1	2	0	2	0	8	0	7	1	75.0	---	71.4	100.0	25.0	---	28.6	---
Physiology & Membrane Biology	3	0	1	2	2	0	1	1	5	0	2	3	60.0	---	50.0	66.7	40.0	---	50.0	33.3
Public Health Sciences	5	0	4	1	1	0	1	0	6	0	5	1	83.3	---	80.0	100.0	16.7	---	20.0	---
School of Veterinary Medicine	14	3	3	8	10	3	3	4	24	6	6	12	58.3	50.0	50.0	66.7	41.7	50.0	50.0	33.3
Anatomy, Physiology & Cell Biology	2	1	0	1	1	1	0	0	3	2	0	1	66.7	50.0	---	100.0	33.3	50.0	---	---
Molecular Biosciences	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
Pathology, Microbiology & Immunology	0	0	0	0	0	0	0	0	0	0	0	0	---	---	---	---	---	---	---	---
Comparison College:																				
Division of Humanities Arts and Cultural Studies	66	15	25	26	36	8	13	15	102	23	38	41	64.7	65.2	65.8	63.4	35.3	34.8	34.2	36.6

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science; Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

*** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 1c. Number & Percent of Tenured and Tenure Track STEM Faculty by College/Division, Department, Rank, Race/Ethnicity & Gender, 2014-15

	People of Color**																		Underrepresented Minority***						Total faculty					
	All		Assistant		Associate		Full		All		Assistant		Associate		Full		All		Assistant		Associate		Full							
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male						
Total UC Davis	166	228	44	39	53	48	68	141	70	71	23	15	20	21	27	35	555	1028	114	138	143	164	290	704						
Total STEM*	85	160	23	25	25	32	37	103	27	47	9	9	8	13	10	25	330	741	78	97	74	109	172	521						
College of Agricultural and Environmental Sciences																														
Agricultural & Resource Economics	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	4	20	2	1	1	4	1	14						
Animal Science	2	6	1	0	2	1	4	1	4	0	0	0	0	1	1	3	9	18	3	3	1	2	4	12						
Biological & Agricultural Engineering	3	1	0	0	2	0	1	1	0	0	0	0	0	0	0	0	5	6	1	1	2	0	2	5						
Entomology & Nematology	1	2	1	1	0	1	0	0	1	0	1	0	0	0	0	0	6	14	2	2	0	2	4	10						
Environmental Science & Policy	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	7	13	2	1	1	2	4	10						
Environmental Toxicology	2	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	3	7	2	0	1	2	0	5						
Food Science & Technology	0	2	0	1	0	1	0	0	1	0	1	0	0	0	0	0	6	13	1	3	3	1	2	8						
Human Ecology	6	5	4	2	1	1	2	3	2	2	0	0	1	1	1	1	12	14	6	3	2	3	4	8						
Land, Air & Water Resources	3	5	2	1	0	2	1	2	1	3	1	1	0	1	0	1	7	19	3	2	0	4	3	13						
Nutrition	1	1	0	0	0	1	1	0	1	0	0	0	0	0	1	0	6	4	2	0	0	1	4	3						
Plant Pathology	1	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	5	9	1	1	1	2	3	6						
Plant Sciences	2	5	0	0	2	0	5	1	3	0	0	0	1	0	0	3	13	33	2	2	7	3	3	27						
Textiles & Clothing	1	2	0	0	0	0	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2						
Viticulture & Enology	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	10	0	2	0	0	3	6						
Wildlife & Fisheries Biology	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	6	1	0	1	1	0	5						
College of Biological Sciences																														
Center for Neuroscience	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0						
Evolution & Ecology	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	7	19	2	2	0	1	5	16						
Microbiology	4	0	3	0	0	0	1	0	2	0	2	0	0	0	0	0	7	9	4	1	0	1	3	7						
Molecular & Cellular Biology	0	4	0	1	0	0	0	3	0	2	0	0	0	0	0	2	8	22	2	4	0	3	5	15						
Neurology, Physiology & Behavior	1	3	1	0	0	1	0	2	1	1	1	0	0	1	0	0	8	21	4	2	1	5	3	14						
Plant Biology	1	4	0	0	0	0	1	4	0	0	0	0	0	0	0	0	6	9	0	1	1	0	4	8						
College of Engineering																														
Biomedical Engineering	2	8	0	3	1	2	1	3	1	1	0	1	1	0	0	0	6	19	1	4	1	5	4	10						
Chemical Engineering & Material Science	1	5	0	0	1	1	0	4	0	1	0	0	0	1	0	0	6	17	0	0	1	4	5	12						
Civil & Environmental Engineering	2	6	0	0	2	1	0	5	0	1	0	0	0	1	0	0	5	26	0	3	3	1	2	22						
Electrical & Computer Engineering	3	9	1	0	0	0	2	9	0	2	0	0	0	0	0	2	6	26	1	4	1	2	4	20						
Computer Science	2	9	1	1	0	0	1	8	1	1	1	1	0	0	0	0	3	27	1	2	0	4	2	21						
Mechanical & Aerospace Engineering	1	10	0	3	0	2	1	5	1	2	0	0	0	0	1	2	5	27	1	3	1	2	3	20						
Division of Math and Physical Sciences																														
Chemistry	3	6	0	1	0	1	3	4	0	1	0	0	0	0	0	1	7	31	0	5	2	3	5	22						
Earth and Planetary Sciences	2	2	0	0	0	0	2	2	1	0	0	0	0	0	1	0	8	12	0	0	1	0	7	12						
Mathematics	3	5	0	1	0	0	3	4	1	1	0	0	0	0	1	1	8	36	0	4	2	3	6	29						
Physics	1	9	0	0	0	1	1	8	0	1	0	0	0	0	0	1	7	37	1	2	1	3	5	30						
Statistics	2	7	0	3	0	0	2	4	0	0	0	0	0	0	0	0	4	15	1	5	0	3	3	7						
Division of Social Sciences																														
Anthropology	3	0	0	0	0	0	3	0	1	0	0	0	0	0	1	0	12	10	3	3	3	2	6	4						
Communications	2	3	1	0	1	3	0	0	0	2	0	0	0	2	0	0	3	8	1	2	2	4	0	2						
Economics	1	4	1	1	0	1	0	2	0	2	0	0	0	1	0	1	9	22	3	6	2	3	3	13						
History	3	4	0	1	3	1	0	2	2	2	0	1	2	0	0	1	16	20	1	4	11	6	4	10						
Linguistics	1	3	0	1	0	1	1	1	0	3	0	1	0	1	0	1	3	7	1	1	0	1	2	5						
Philosophy	2	1	1	1	0	0	1	0	1	0	0	0	0	0	1	0	6	8	2	1	1	3	3	4						
Physical Education Program	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0						
Political Science	2	1	1	0	1	0	0	1	0	1	0	0	0	0	0	1	10	18	5	5	5	1	0	11						
Psychology	3	3	0	0	2	0	1	3	2	1	0	0	1	0	1	1	19	21	4	1	5	3	10	17						
Science & Technology Studies	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	1	0	2						
Sociology	2	4	0	1	0	3	2	0	0	2	0	0	0	2	0	0	10	12	4	3	0	6	6	3						
School of Medicine																														
Biochemistry and Molecular Medicine	2	7	2	1	0	2	0	4	0	1	0	1	0	0	0	0	3	15	2	3	0	2	1	10						
Cell Biology and Human Anatomy	2	2	1	2	0	0	1	0	1	0	1	0	0	0	0	0	3	7	1	2	1	1	1	4						
Medical Microbiology and Immunology	1	2	0	0	0	0	1	2	0	2	0	0	0	0	0	2	6	6	0	1	0	0	6	5						
Pharmacology	3	3	0	0	3	2	0	1	1	1	0	0	1	1	0	0	8	5	1	0	5	2	2	3						
Physiology & Membrane Biology	1	2	0	0	1	0	0	2	1	1	0	0	1	0	0	1	3	5	0	1	2	1	1	3						
Public Health Sciences	4	1	0	0	3	1	1	0	1	0	0	0	1	0	0	0	8	7	1	0	3	3	4	4						
School of Veterinary Medicine																														
Anatomy, Physiology & Cell Biology	2	0	1	0	0	0	1	0	1	0	1	0	0	0	0	0	6	7	1	2	0	0	5	5						
Molecular Biosciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	6	0	0	0	1	4	5						
Pathology, Microbiology & Immunology	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	12	1	1	0	3	6	8						
Comparison College:																														
Division of Humanities Arts and Cultural Studies																														
	45	21	13	2	15	10	17	9	26	10	7	1	8	5	11	4	111	89	22	16	34	30	55	42						

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

*** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 1c. Number & Percent of Tenured and Tenure Track STEM Faculty by College/Division, Department, Rank, Race/Ethnicity & Gender, 2014-15 (continued)

	Percent People of Color								Percent Underrepresented Minority							
	All		Assistant		Associate		Full		All		Assistant		Associate		Full	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total UC Davis	29.9	22.2	38.6	28.3	37.1	29.3	23.4	20.0	12.6	6.9	20.2	10.9	14.0	12.8	9.3	5.0
Total STEM*	25.8	21.6	29.5	25.8	33.8	29.4	21.5	19.8	8.2	6.3	11.5	9.3	10.8	11.9	5.8	4.8
College of Agricultural and Environmental Sciences	25.6	16.5	32.1	23.8	35.0	29.6	17.9	13.4	8.9	7.4	10.7	14.3	5.0	11.1	10.3	6.0
Agricultural & Resource Economics	25.0	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---	---
Animal Science	22.2	33.3	33.3	---	---	100.0	25.0	33.3	11.1	22.2	---	---	---	50.0	25.0	25.0
Biological & Agricultural Engineering	60.0	16.7	---	---	100.0	---	50.0	20.0	---	---	---	---	---	---	---	---
Entomology & Nematology	16.7	14.3	50.0	50.0	---	50.0	---	---	---	7.1	---	50.0	---	---	---	---
Environmental Science & Policy	---	7.7	---	---	---	---	---	10.0	---	---	---	---	---	---	---	---
Environmental Toxicology	66.7	14.3	50.0	---	100.0	---	20.0	---	---	---	---	---	---	---	---	---
Food Science & Technology	---	15.4	---	33.3	---	100.0	---	---	---	7.7	---	33.3	---	---	---	---
Human Ecology	50.0	35.7	66.7	66.7	50.0	33.3	25.0	25.0	25.0	14.3	33.3	---	---	33.3	25.0	12.5
Land, Air & Water Resources	42.9	26.3	66.7	50.0	---	50.0	33.3	15.4	14.3	15.8	33.3	50.0	---	25.0	---	7.7
Nutrition	16.7	25.0	---	---	---	100.0	25.0	---	16.7	---	---	---	---	---	25.0	---
Plant Pathology	20.0	---	---	---	---	---	33.3	---	20.0	---	---	---	---	---	33.3	---
Plant Sciences	15.4	15.2	---	---	28.6	---	---	18.5	7.7	9.1	---	---	14.3	---	---	11.1
Textiles & Clothing	50.0	100.0	---	---	---	---	50.0	100.0	---	---	---	---	---	---	---	---
Viticulture & Enology	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Wildlife & Fisheries Biology	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
College of Biological Sciences	15.8	15.0	33.3	20.0	---	10.0	9.1	15.0	7.9	5.0	25.0	10.0	---	10.0	---	3.3
Center for Neuroscience	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Evolution & Ecology	---	5.3	---	50.0	---	---	---	---	---	5.3	---	50.0	---	---	---	---
Microbiology	57.1	---	75.0	---	---	---	33.3	---	28.6	---	50.0	---	---	---	---	---
Molecular & Cellular Biology	---	18.2	---	25.0	---	---	---	20.0	---	9.1	---	---	---	---	---	13.3
Neurology, Physiology & Behavior	12.5	14.3	25.0	---	---	20.0	---	14.3	12.5	4.8	25.0	---	---	20.0	---	---
Plant Biology	16.7	44.4	---	---	---	---	25.0	50.0	---	---	---	---	---	---	---	---
College of Engineering	35.5	33.1	50.0	43.8	57.1	33.3	25.0	32.4	9.7	5.6	25.0	12.5	14.3	11.1	5.0	3.8
Biomedical Engineering	33.3	42.1	---	75.0	100.0	40.0	25.0	30.0	16.7	5.3	---	25.0	100.0	---	---	---
Chemical Engineering & Material Science	16.7	29.4	---	---	100.0	25.0	---	33.3	---	5.9	---	---	---	25.0	---	---
Civil & Environmental Engineering	40.0	23.1	---	---	66.7	100.0	---	22.7	---	3.8	---	---	---	100.0	---	---
Electrical & Computer Engineering	50.0	34.6	100.0	---	---	---	50.0	45.0	---	7.7	---	---	---	---	---	10.0
Computer Science	66.7	33.3	100.0	50.0	---	---	50.0	38.1	33.3	3.7	100.0	50.0	---	---	---	---
Mechanical & Aerospace Engineering	20.0	37.0	---	100.0	---	100.0	33.3	25.0	20.0	7.4	---	---	---	---	33.3	10.0
Division of Math and Physical Sciences	32.4	22.1	---	31.3	---	16.7	42.3	22.0	5.9	2.3	---	---	---	---	7.7	3.0
Chemistry	42.9	19.4	---	20.0	---	33.3	60.0	18.2	---	3.2	---	---	---	---	---	4.5
Earth and Planetary Sciences	25.0	16.7	---	---	---	---	28.6	16.7	12.5	---	---	---	---	---	14.3	---
Mathematics	37.5	13.9	---	25.0	---	---	50.0	13.8	12.5	2.8	---	---	---	---	16.7	3.4
Physics	14.3	24.3	---	---	---	33.3	20.0	26.7	---	2.7	---	---	---	---	---	3.3
Statistics	50.0	46.7	---	60.0	---	---	66.7	57.1	---	---	---	---	---	---	---	---
Division of Social Sciences	21.3	18.6	16.7	19.2	24.1	33.3	22.9	12.7	6.7	10.1	---	7.7	10.3	20.0	8.6	7.0
Anthropology	25.0	---	---	---	---	---	50.0	---	8.3	---	---	---	---	---	16.7	---
Communications	66.7	37.5	100.0	---	50.0	75.0	---	---	---	25.0	---	---	---	50.0	---	---
Economics	11.1	18.2	33.3	16.7	---	33.3	---	15.4	---	9.1	---	---	---	33.3	---	7.7
History	18.8	20.0	---	25.0	27.3	16.7	---	20.0	12.5	10.0	---	25.0	18.2	---	---	10.0
Linguistics	33.3	42.9	---	100.0	---	100.0	50.0	20.0	---	42.9	---	100.0	---	100.0	---	20.0
Philosophy	33.3	12.5	50.0	100.0	---	---	33.3	---	16.7	---	---	---	---	---	33.3	---
Physical Education Program	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Political Science	20.0	5.6	20.0	---	20.0	---	---	9.1	---	5.6	---	---	---	---	---	9.1
Psychology	15.8	14.3	---	---	40.0	---	10.0	17.6	10.5	4.8	---	---	20.0	---	10.0	5.9
Science & Technology Studies	---	33.3	---	---	---	100.0	---	---	---	---	---	---	---	---	---	---
Sociology	20.0	33.3	---	33.3	---	50.0	33.3	---	---	16.7	---	---	---	33.3	---	---
School of Medicine	36.5	28.8	50.0	56.3	68.4	46.7	16.7	23.9	9.5	6.5	25.0	12.5	21.1	13.3	---	5.1
Biochemistry and Molecular Medicine	66.7	46.7	100.0	33.3	---	100.0	---	40.0	---	6.7	---	33.3	---	---	---	---
Cell Biology and Human Anatomy	66.7	28.6	100.0	100.0	---	---	100.0	---	33.3	---	100.0	---	---	---	---	---
Medical Microbiology and Immunology	16.7	33.3	---	---	---	---	16.7	40.0	---	33.3	---	---	---	---	---	40.0
Pharmacology	37.5	60.0	---	---	60.0	100.0	---	33.3	12.5	20.0	---	---	20.0	50.0	---	---
Physiology & Membrane Biology	33.3	40.0	---	---	50.0	---	---	66.7	33.3	20.0	---	---	50.0	---	---	33.3
Public Health Sciences	50.0	14.3	---	---	100.0	33.3	25.0	---	12.5	---	---	---	33.3	---	---	---
School of Veterinary Medicine	12.7	7.7	33.3	6.7	6.3	10.5	12.1	7.1	9.1	5.5	33.3	6.7	6.3	10.5	6.1	3.6
Anatomy, Physiology & Cell Biology	33.3	---	100.0	---	---	---	20.0	---	16.7	---	100.0	---	---	---	---	---
Molecular Biosciences	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Pathology, Microbiology & Immunology	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Comparison College: Division of Humanities Arts and Cultural Studies	40.5	23.6	59.1	12.5	44.1	33.3	30.9	21.4	23.4	11.2	31.8	6.3	23.5	16.7	20.0	9.5

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science; Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

*** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 1d. Number and Percent of Tenured and Tenure Track STEM Faculty by College/Division, Race/Ethnicity, Gender and Citizenship Status, 2014-15

	Whites (and Unknown)								People of Color**								Underrepresented Minority***				Total faculty						Percent Among Whites						Percent Among People of Color						Percent Among Underrepresented Minority									
	All		US Citizen		Resident Alien		Non-Resident Alien		All		US Citizen		Resident Alien		Non-Resident Alien		All		US Citizen		Resident Alien		Non-Resident Alien		All		US Citizen		Resident Alien		Non-Resident Alien		All		US Citizen		Resident Alien		Non-Resident Alien									
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male						
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%						
Total UC Davis	389	800	327	648	62	151	0	1	166	228	102	139	64	88	0	1	71	71	52	47	19	24	0	0	555	1028	429	787	126	239	84.1	81.0	15.9	18.9	0.0	0.1	61.4	61.0	38.6	38.6	0.0	0.4	73.2	66.2	26.8	33.8	0.0	0.0
Total STEM*	240	575	195	450	45	124	0	1	84	158	40	85	44	72	0	1	27	45	18	29	9	16	0	0	324	733	235	535	89	196	81.3	78.3	18.8	21.6	0.0	0.2	47.6	53.8	52.4	45.6	0.0	0.6	66.7	64.4	33.3	35.6	0.0	0.0
College of Agricultural and Environmental Sciences	67	157	55	123	12	34	0	0	23	31	10	18	13	13	0	0	8	14	5	8	3	6	0	0	90	188	65	141	25	47	82.1	78.3	17.9	21.7	0.0	0.0	43.5	58.1	56.5	41.9	0.0	0.0	62.5	57.1	37.5	42.9	0.0	0.0
College of Biological Sciences	32	68	30	55	2	13	0	0	6	12	3	8	3	4	0	0	3	4	3	3	0	1	0	0	38	80	33	63	5	17	93.8	80.9	6.3	19.1	0.0	0.0	50.0	66.7	50.0	33.3	0.0	0.0	100.0	75.0	0.0	25.0	0.0	0.0
College of Engineering	20	96	16	72	4	23	0	1	11	47	3	21	8	26	0	0	3	8	1	6	2	2	0	0	31	143	19	93	12	49	80.0	75.0	20.0	24.0	0.0	1.0	27.3	44.7	72.7	55.3	0.0	0.0	33.3	75.0	66.7	25.0	0.0	0.0
Division of Math and Physical Sciences	23	102	16	74	7	28	0	0	11	29	9	14	2	15	0	0	2	3	1	2	1	1	0	0	34	131	25	88	9	43	69.6	72.5	30.4	27.5	0.0	0.0	81.8	48.3	18.2	51.7	0.0	0.0	50.0	66.7	50.0	33.3	0.0	0.0
Division of Social Sciences	70	105	58	85	12	20	0	0	19	24	9	14	10	9	0	1	6	13	5	8	1	5	0	0	89	129	67	99	22	29	82.9	81.0	17.1	19.0	0.0	0.0	47.4	58.3	52.6	37.5	0.0	4.2	83.3	61.5	16.7	38.5	0.0	0.0
Graduate School of Management	7	11	5	9	2	2	0	0	4	6	3	3	1	3	0	0	0	1	0	1	0	0	0	0	11	17	8	12	3	5	71.4	81.8	28.6	18.2	0.0	0.0	75.0	50.0	25.0	50.0	0.0	0.0	---	100.0	---	0.0	---	0.0
Humanities Arts and Cultural Studies	65	68	57	62	8	6	0	0	45	21	35	16	10	5	0	0	26	10	20	7	6	3	0	0	110	89	92	78	18	11	87.7	91.2	12.3	8.8	0.0	0.0	77.8	76.2	22.2	23.8	0.0	0.0	76.9	70.0	23.1	30.0	0.0	0.0
School of Medicine	40	106	35	99	5	7	0	0	22	42	10	33	12	9	0	0	6	10	3	8	3	2	0	0	62	148	45	132	17	16	87.5	93.4	12.5	6.6	0.0	0.0	45.5	78.6	54.5	21.4	0.0	0.0	50.0	80.0	50.0	20.0	0.0	0.0
School of Veterinary Medicine	40	67	31	49	9	18	0	0	6	5	4	1	2	4	0	0	4	4	2	0	2	4	0	0	46	72	35	50	11	22	77.5	73.1	22.5	26.9	0.0	0.0	66.7	20.0	33.3	80.0	0.0	0.0	50.0	0.0	50.0	100.0	0.0	0.0
School of Education	12	9	12	9	0	0	0	0	6	3	5	3	1	0	0	0	5	2	5	2	0	0	0	0	18	12	17	12	1	0	100.0	100.0	0.0	0.0	0.0	0.0	83.3	100.0	16.7	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
School of Law	7	11	6	11	1	0	0	0	9	7	9	7	0	0	0	0	6	1	6	1	0	0	0	0	16	18	15	18	1	0	85.7	100.0	14.3	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
School of Nursing	5	0	5	0	0	0	0	0	4	1	2	1	2	0	0	0	2	1	1	1	1	0	0	0	9	1	7	1	2	0	100.0	---	0.0	---	0.0	---	50.0	100.0	50.0	0.0	0.0	0.0	50.0	100.0	50.0	0.0	0.0	0.0

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science; Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

*** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Note: Citizenship status is measured in 2014-2015.

Table 2. Faculty Composition by College/Division, Department, Tenure-track status, Race/Ethnicity and Gender, 2014-15

	Tenured & Tenure Track											Non-Tenure Track											Non-Tenure Track Women as % of:		
	All	Women	% Women	People of Color**	% People of Color	URM***	Among Women					All	Women	% Women	People of Color	% People of Color	URM	% URM	Among Women				All Women	Women of Color	URM Women
							% URM	People of Color	% PoC	URM	% URM								People of Color	% PoC	URM	% URM			
Total UC Davis	1536	523	34.0	371	24.2	129	8.4	153	29.3	62	11.9	3487	1645	47.2	1280	36.7	341	9.8	609	37.0	187	11.4	75.9	79.9	75.1
Total STEM*	1006	295	29.3	224	22.3	67	6.7	74	25.1	22	7.5	1513	651	43.0	544	36.0	135	8.9	225	34.6	66	10.1	68.8	75.3	75.0
College of Agricultural and Environmental Sciences	269	80	29.7	47	17.5	21	7.8	17	21.3	7	8.8	568	272	47.9	177	31.2	62	10.9	80	29.4	29	10.7	77.3	82.5	80.6
Agricultural & Resource Economics	25	4	16.0	1	4.0	0	0.0	1	25.0	0	0.0	18	9	50.0	1	5.6	0	0.0	1	11.1	0	0.0	69.2	50.0	---
Animal Science	26	8	30.8	7	26.9	5	19.2	1	12.5	1	12.5	30	14	46.7	5	16.7	3	10.0	2	14.3	1	7.1	63.6	66.7	50.0
Biological & Agricultural Engineering	0	0	---	0	---	0	---	0	---	0	---	1	0	0.0	0	0.0	0	0.0	0	---	0	---	---	---	---
Entomology & Nematology	21	6	28.6	3	14.3	1	4.8	1	16.7	0	0.0	43	14	32.6	15	34.9	6	14.0	3	21.4	3	21.4	70.0	75.0	100.0
Environmental Science & Policy	20	6	30.0	1	5.0	0	0.0	0	0.0	0	0.0	24	15	62.5	2	8.3	2	8.3	1	6.7	1	6.7	71.4	100.0	100.0
Environmental Toxicology	9	2	22.2	2	22.2	0	0.0	1	50.0	0	0.0	17	7	41.2	4	23.5	2	11.8	2	28.6	1	14.3	77.8	66.7	100.0
Food Science & Technology	17	6	35.3	2	11.8	1	5.9	0	0.0	0	0.0	27	18	66.7	9	33.3	3	11.1	6	33.3	1	5.6	75.0	100.0	100.0
Human Ecology	27	11	40.7	11	40.7	5	18.5	6	54.5	3	27.3	22	14	63.6	3	13.6	1	4.5	3	21.4	1	7.1	56.0	33.3	25.0
Land, Air & Water Resources	26	6	23.1	7	26.9	3	11.5	2	33.3	0	0.0	55	16	29.1	19	34.5	7	12.7	7	43.8	2	12.5	72.7	77.8	100.0
Nutrition	10	6	60.0	2	20.0	1	10.0	1	16.7	1	16.7	53	42	79.2	13	24.5	8	15.1	10	23.8	6	14.3	87.5	90.9	85.7
Plant Pathology	16	5	31.3	1	6.3	1	6.3	1	20.0	1	20.0	71	29	40.8	27	38.0	8	11.3	12	41.4	3	10.3	85.3	92.3	75.0
Plant Sciences	46	13	28.3	7	15.2	4	8.7	2	15.4	1	7.7	158	67	42.4	63	39.9	14	8.9	24	35.8	6	9.0	83.8	92.3	85.7
Textiles & Clothing	4	2	50.0	3	75.0	0	0.0	1	50.0	0	0.0	7	4	57.1	4	57.1	1	14.3	1	25.0	1	25.0	66.7	50.0	100.0
Viticulture & Enology	13	3	23.1	0	0.0	0	0.0	0	0.0	0	0.0	25	15	60.0	10	40.0	5	20.0	8	53.3	3	20.0	83.3	100.0	100.0
Wildlife & Fisheries Biology	9	2	22.2	0	0.0	0	0.0	0	0.0	0	0.0	17	8	47.1	2	11.8	2	11.8	0	0.0	0	0.0	80.0	---	---
College of Biological Sciences	114	33	28.9	16	14.0	6	5.3	4	12.1	1	3.0	248	119	48.0	96	38.7	18	7.3	39	32.8	8	6.7	78.3	90.7	88.9
Center for Neuroscience	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	38	24	63.2	8	21.1	0	0.0	4	16.7	0	0.0	92.3	100.0	---
Evolution & Neurosciences	25	6	24.0	1	4.0	0	4.0	0	0.0	0	0.0	41	23	56.1	13	31.7	4	9.8	8	34.8	2	8.7	79.3	100.0	100.0
Microbiology	16	6	37.5	3	18.8	1	6.3	3	50.0	1	16.7	36	13	36.1	21	58.3	2	5.6	5	38.5	0	0.0	68.4	62.5	0.0
Molecular & Cellular Biology	28	7	25.0	4	14.3	3	10.7	0	0.0	0	0.0	52	26	50.0	20	38.5	4	7.7	9	34.6	4	15.4	78.8	100.0	100.0
Neurology, Physiology & Behavior	28	6	21.4	3	10.7	1	3.6	0	0.0	0	0.0	38	20	52.6	9	23.7	3	7.9	5	25.0	1	5.0	76.9	100.0	100.0
Plant Biology	15	6	40.0	5	33.3	0	0.0	1	16.7	0	0.0	39	12	30.8	21	53.8	3	7.7	7	58.3	1	8.3	66.7	87.5	100.0
College of Engineering	175	31	17.7	58	33.1	10	5.7	11	35.5	3	9.7	191	43	22.5	82	42.9	13	6.8	19	44.2	6	14.0	58.1	63.3	66.7
Biomedical Engineering	24	5	20.8	10	41.7	1	4.2	2	40.0	1	20.0	56	18	32.1	34	60.7	5	8.9	9	50.0	3	16.7	78.3	81.8	75.0
Chemical Engineering & Material Science	26	8	30.8	7	26.9	2	7.7	1	12.5	0	0.0	24	9	37.5	11	45.8	4	16.7	4	44.4	2	22.2	52.9	80.0	100.0
Civil & Environmental Engineering	32	5	15.6	9	28.1	1	3.1	2	40.0	0	0.0	34	6	17.6	12	35.3	1	2.9	2	33.3	0	0.0	54.5	50.0	---
Electrical & Computer Engineering	32	5	15.6	12	37.5	2	6.3	3	60.0	0	0.0	25	2	8.0	8	32.0	1	4.0	1	50.0	0	0.0	28.6	25.0	---
Computer Science	30	3	10.0	10	33.3	1	3.3	2	66.7	1	33.3	26	4	15.4	11	42.3	0	0.0	2	50.0	0	0.0	57.1	50.0	0.0
Mechanical & Aerospace Engineering	31	5	16.1	10	32.3	3	9.7	1	20.0	1	20.0	26	4	15.4	6	23.1	2	7.7	1	25.0	1	25.0	44.4	50.0	50.0
Division of Math and Physical Sciences	136	26	19.1	32	23.5	4	2.9	9	34.6	1	3.8	124	28	22.6	37	29.8	5	4.0	11	39.3	0	0.0	51.9	55.0	0.0
Chemistry	37	8	21.6	9	24.3	1	2.7	3	37.5	0	0.0	46	15	32.6	21	45.7	3	6.5	7	46.7	0	0.0	65.2	70.0	---
Earth and Planetary Sciences	0	0	---	0	---	0	---	0	---	0	---	1	0	0.0	0	0.0	0	0.0	0	---	0	---	---	---	---
Mathematics	44	8	18.2	8	18.2	2	4.5	3	37.5	1	12.5	24	5	20.8	5	20.8	0	0.0	3	60.0	0	0.0	38.5	50.0	0.0
Physics	40	6	15.0	9	22.5	1	2.5	1	16.7	0	0.0	47	5	10.6	10	21.3	1	2.1	1	20.0	0	0.0	45.5	50.0	---
Statistics	15	4	26.7	6	40.0	0	0.0	2	50.0	0	0.0	6	3	50.0	1	16.7	1	16.7	0	0.0	0	0.0	42.9	0.0	---
Division of Social Sciences	199	78	39.2	41	20.6	18	9.0	19	24.4	6	7.7	113	52	46.0	19	16.8	8	7.1	12	23.1	5	9.6	40.0	38.7	45.5
Anthropology	21	12	57.1	3	14.3	1	4.8	3	25.0	1	8.3	8	3	37.5	0	0.0	0	0.0	0	0.0	0	0.0	20.0	0.0	0.0
Athletics	0	0	---	0	---	0	---	0	---	0	---	31	11	35.5	4	12.9	3	9.7	1	9.1	1	9.1	100.0	100.0	100.0
Communications	11	3	27.3	6	54.5	2	18.2	2	66.7	0	0.0	4	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	50.0	0.0	---
Economics	25	6	24.0	3	12.0	1	4.0	1	16.7	0	0.0	9	3	33.3	0	0.0	0	0.0	0	0.0	0	0.0	33.3	0.0	---
History	34	15	44.1	7	20.6	4	11.8	3	20.0	2	13.3	1	0	0.0	0	0.0	0	0.0	0	---	0	---	0.0	0.0	0.0
Linguistics	11	4	36.4	4	36.4	3	27.3	1	25.0	0	0.0	4	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	33.3	0.0	---
Philosophy	12	4	33.3	2	16.7	1	8.3	2	50.0	1	25.0	6	0	0.0	1	16.7	0	0.0	0	---	0	---	0.0	0.0	0.0
Physical Education Program	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	11	5	45.5	4	36.4	1	9.1	3	60.0	1	20.0	83.3	100.0	100.0
Political Science	24	8	33.3	3	12.5	1	4.2	2	25.0	0	0.0	4	0	0.0	0	0.0	0	0.0	0	---	0	---	0.0	0.0	---
Psychology	36	17	47.2	6	16.7	3	8.3	3	17.6	2	11.8	25	17	68.0	9	36.0	3	12.0	7	41.2	2	11.8	50.0	70.0	

Table 3a. Promotion Review Outcomes by College/Division, Rank and Gender, 2010-2015

	Regular Personnel Actions				Accelerated Personnel Actions				Total Personnel Actions				% Reviews							
	Reviews		Approved		Reviews		Approved		Reviews		Approval		Regular		Accelerated		Regular Approved		Accelerated Approved	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Promotion to Associate Professor Rank (Tenure Review)																				
Total UC Davis	71	100	58	74	22	31	18	24	93	131	76	98	76.3	76.3	23.7	23.7	81.7	74.0	81.8	77.4
Total STEM*	39	59	31	41	14	17	10	11	53	76	41	52	73.6	77.6	26.4	22.4	79.5	69.5	71.4	64.7
College of Agricultural and Environmental Sciences	13	30	9	23	4	6	3	5	17	36	12	28	76.5	83.3	23.5	16.7	69.2	76.7	75.0	---
College of Biological Sciences	8	3	7	3	1	3	0	2	9	6	7	5	88.9	50.0	11.1	50.0	87.5	100.0	0.0	66.7
College of Engineering	2	4	2	3	2	3	2	2	4	7	4	5	50.0	57.1	50.0	42.9	100.0	75.0	100.0	66.7
Division of Math and Physical Sciences	2	3	2	2	4	2	4	1	6	5	6	3	33.3	60.0	66.7	40.0	100.0	66.7	100.0	50.0
Division of Social Sciences	6	11	5	5	2	1	1	0	8	12	6	5	75.0	91.7	25.0	8.3	83.3	45.5	50.0	0.0
School of Medicine	20	28	17	24	4	3	4	3	24	31	21	27	83.3	90.3	16.7	9.7	85.0	85.7	100.0	100.0
School of Veterinary Medicine	5	6	3	3	2	4	1	3	7	10	4	6	71.4	60.0	28.6	40.0	60.0	50.0	50.0	75.0
Promotion to Full Professor Rank																				
Total UC Davis	71	86	47	67	22	39	18	25	93	125	65	92	76.3	68.8	23.7	31.2	66.2	77.9	81.8	64.1
Total STEM	40	54	25	43	15	27	11	18	55	81	36	61	72.7	66.7	27.3	33.3	62.5	79.6	73.3	66.7
College of Agricultural and Environmental Sciences	19	17	10	13	5	11	5	8	24	28	15	21	79.2	60.7	20.8	39.3	52.6	76.5	100.0	---
College of Biological Sciences	3	7	2	6	3	4	2	2	6	11	4	8	50.0	63.6	50.0	36.4	66.7	85.7	66.7	50.0
College of Engineering	5	12	2	12	2	2	2	1	7	14	4	13	71.4	85.7	28.6	14.3	40.0	100.0	100.0	50.0
Division of Math and Physical Sciences	2	3	1	2	1	5	0	4	3	8	1	6	66.7	37.5	33.3	62.5	50.0	66.7	0.0	80.0
Division of Social Sciences	3	5	2	3	2	3	1	1	5	8	3	4	60.0	62.5	40.0	37.5	66.7	60.0	50.0	33.3
School of Medicine	22	21	17	16	2	8	2	6	24	29	19	22	91.7	72.4	8.3	27.6	77.3	76.2	100.0	75.0
School of Veterinary Medicine	8	10	7	6	2	1	1	1	10	11	8	7	80.0	90.9	20.0	9.1	87.5	60.0	50.0	100.0
Assistant Professor Rank Merit Review																				
Total UC Davis	154	175	144	159	3	10	2	9	157	185	146	168	98.1	94.6	1.9	5.4	93.5	90.9	66.7	90.0
Total STEM	92	97	86	88	2	8	1	7	94	105	87	95	97.9	92.4	2.1	7.6	93.5	90.7	50.0	87.5
College of Agricultural and Environmental Sciences	33	47	33	46	0	3	0	3	33	50	33	49	100.0	94.0	0.0	6.0	100.0	97.9	---	---
College of Biological Sciences	8	7	5	7	0	2	0	2	8	9	5	9	100.0	77.8	0.0	22.2	62.5	100.0	---	100.0
College of Engineering	21	9	21	8	0	0	0	0	21	9	21	8	100.0	100.0	0.0	0.0	100.0	88.9	---	---
Division of Math and Physical Sciences	8	10	8	8	1	1	0	0	9	11	8	8	88.9	90.9	11.1	9.1	100.0	80.0	0.0	0.0
Division of Social Sciences	12	12	11	9	0	2	0	2	12	14	11	11	100.0	85.7	0.0	14.3	91.7	75.0	---	100.0
School of Medicine	35	51	33	45	2	1	2	1	37	52	35	46	94.6	98.1	5.4	1.9	94.3	88.2	100.0	100.0
School of Veterinary Medicine	14	11	12	11	0	1	0	1	14	12	12	12	100.0	91.7	0.0	8.3	85.7	100.0	---	100.0
Associate Professor Rank Merit Review																				
Total UC Davis	177	229	162	205	18	42	13	33	195	271	175	238	90.8	84.5	9.2	15.5	91.5	89.5	72.2	78.6
Total STEM	98	130	88	118	10	21	6	17	108	151	94	135	90.7	86.1	9.3	13.9	89.8	90.8	60.0	81.0
College of Agricultural and Environmental Sciences	29	52	25	49	6	11	4	11	35	63	29	60	82.9	82.5	17.1	17.5	86.2	94.2	66.7	---
College of Biological Sciences	9	12	9	11	1	1	0	0	10	13	9	11	90.0	92.3	10.0	7.7	100.0	91.7	0.0	0.0
College of Engineering	20	22	18	19	0	0	0	0	20	22	18	19	100.0	100.0	0.0	0.0	90.0	86.4	---	---
Division of Math and Physical Sciences	11	14	11	12	0	4	0	3	11	18	11	15	100.0	77.8	0.0	22.2	100.0	85.7	---	75.0
Division of Social Sciences	15	17	14	16	1	4	1	3	16	21	15	19	93.8	81.0	6.3	19.0	93.3	94.1	100.0	75.0
School of Medicine	48	47	46	40	4	9	3	7	52	56	49	47	92.3	83.9	7.7	16.1	95.8	85.1	75.0	77.8
School of Veterinary Medicine	16	15	12	14	0	4	0	2	16	19	12	16	100.0	78.9	0.0	21.1	75.0	93.3	---	50.0
Full Professor Rank Merit Review Steps 1-4																				
Total UC Davis	147	333	127	270	78	163	67	141	225	496	194	411	65.3	67.1	34.7	32.9	86.4	81.1	85.9	86.5
Total STEM	94	195	80	158	45	86	39	74	139	281	119	232	67.6	69.4	32.4	30.6	85.1	81.0	86.7	86.0
College of Agricultural and Environmental Sciences	38	75	31	57	20	40	18	36	58	115	49	93	65.5	65.2	34.5	34.8	81.6	76.0	90.0	---
College of Biological Sciences	10	21	10	17	3	12	2	10	13	33	12	27	76.9	63.6	23.1	36.4	100.0	81.0	66.7	83.3
College of Engineering	12	22	10	18	5	8	4	6	17	30	14	24	70.6	73.3	29.4	26.7	83.3	81.8	80.0	75.0
Division of Math and Physical Sciences	10	25	6	22	4	5	3	2	14	30	9	24	71.4	83.3	28.6	16.7	60.0	88.0	75.0	40.0
Division of Social Sciences	14	28	14	27	6	11	5	11	20	39	19	38	70.0	71.8	30.0	28.2	100.0	96.4	83.3	100.0
School of Medicine	33	94	30	73	23	48	19	42	56	142	49	115	58.9	66.2	41.1	33.8	90.9	77.7	82.6	87.5
School of Veterinary Medicine	14	24	13	17	5	14	5	13	19	38	18	30	73.7	63.2	26.3	36.8	92.9	70.8	100.0	92.9
Full Professor Rank Merit Review Steps 5+																				
Total UC Davis	117	503	96	403	70	221	65	180	187	724	161	583	62.6	69.5	37.4	30.5	82.1	80.1	92.9	81.4
Total STEM	68	277	56	225	41	124	39	99	109	401	95	324	62.4	69.1	37.6	30.9	82.4	81.2	95.1	79.8
College of Agricultural and Environmental Sciences	25	101	18	81	14	58	13	47	39	159	31	128	64.1	63.5	35.9	36.5	72.0	80.2	92.9	---
College of Biological Sciences	9	27	9	22	2	12	2	9	11	39	11	31	81.8	69.2	18.2	30.8	100.0	81.5	100.0	75.0
College of Engineering	8	47	6	40	3	12	3	10	11	59	9	50	72.7	79.7	27.3	20.3	75.0	85.1	100.0	83.3
Division of Math and Physical Sciences	11	31	10	24	7	10	7	8	18	41	17	32	61.1	75.6	38.9	24.4	90.9	77.4	100.0	80.0
Division of Social Sciences	9	34	9	28	7	17	7	11	16	51	16	39	56.3	66.7	43.8	33.3	100.0	82.4	100.0	64.7
School of Medicine	30	148	23	115	23	60	21	51	53	208	44	166	56.6	71.2	43.4	28.8	76.7	77.7	91.3	85.0
School of Veterinary Medicine	7	37	4	32	6	23	6	19	13	60	10	51	53.8	61.7	46.2	38.3	57.1	86.5	100.0	82.6

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Note: The merit and promotion process may have changed during the Table 3a timeframe.

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2010-2015

	Regular Personnel Actions						Accelerated Personnel Actions						All Personnel Actions			
	Reviews			Approved			Reviews			Approved			Reviews	Approved	Denied	Other
	White**	PoC***	URM****	White	PoC	URM	White	PoC	URM	White	PoC	URM				
Promotion to Associate Professor Rank (Tenure Review)																
Total UC Davis	118	53	15	91	41	10	35	18	7	27	15	5	246	189	8	49
Total STEM*	69	29	7	52	20	3	21	10	4	14	7	2	140	98	7	35
College of Agricultural and Environmental Sciences	31	12	3	25	7	0	7	3	1	6	2	1	57	41	3	13
College of Biological Sciences	6	5	2	5	5	2	2	2	2	1	1	1	19	15	0	4
College of Engineering	6	0	0	5	0	0	4	1	0	3	1	0	11	9	0	2
Division of Math and Physical Sciences	2	3	0	1	3	0	4	2	0	3	2	0	11	9	0	2
Division of Social Sciences	13	4	1	8	2	0	1	2	1	0	1	0	22	11	3	8
School of Medicine	34	14	5	28	13	4	5	2	1	5	2	1	61	53	2	6
School of Veterinary Medicine	9	2	0	6	0	0	4	2	0	2	2	0	17	10	0	7
Promotion to Full Professor Rank																
Total UC Davis	122	35	11	90	24	6	46	15	4	29	14	3	233	166	2	65
Total STEM*	74	20	6	55	13	3	30	12	3	18	11	2	145	102	1	42
College of Agricultural and Environmental Sciences	24	12	4	17	6	1	11	5	1	8	5	1	57	38	0	19
College of Biological Sciences	10	0	0	8	0	0	6	1	0	3	1	0	17	12	0	5
College of Engineering	16	1	0	13	1	0	3	1	0	2	1	0	21	17	1	3
Division of Math and Physical Sciences	4	1	0	2	1	0	4	2	2	3	1	1	13	8	0	5
Division of Social Sciences	6	2	1	4	1	1	4	1	0	1	1	0	14	8	0	6
School of Medicine	35	8	3	27	6	2	8	2	0	6	2	0	56	43	0	13
School of Veterinary Medicine	14	4	0	9	4	0	3	0	0	2	0	0	21	15	0	6
Assistant Professor Rank Merit Review																
Total UC Davis	225	104	34	213	90	30	10	3	2	8	3	2	378	346	21	11
Total STEM*	126	63	21	121	53	17	8	2	1	6	2	1	221	200	14	7
College of Agricultural and Environmental Sciences	54	26	5	53	26	5	3	0	0	3	0	0	88	87	0	1
College of Biological Sciences	9	6	3	9	3	2	1	1	1	1	1	1	21	17	4	0
College of Engineering	22	8	2	22	7	2	0	0	0	0	0	0	32	31	1	0
Division of Math and Physical Sciences	12	6	3	12	4	1	2	0	0	0	0	0	23	17	1	5
Division of Social Sciences	16	8	3	14	6	3	1	1	0	1	1	0	29	25	4	0
School of Medicine	56	30	9	51	27	9	2	1	1	2	1	1	99	91	6	2
School of Veterinary Medicine	19	6	3	18	5	3	1	0	0	1	0	0	29	27	1	1
Associate Professor Rank Merit Review																
Total UC Davis	277	129	42	258	109	36	50	10	3	41	5	0	511	449	31	31
Total STEM*	151	77	27	140	66	22	26	5	2	21	2	0	288	251	18	19
College of Agricultural and Environmental Sciences	53	28	5	48	26	5	15	2	0	14	1	0	103	94	5	4
College of Biological Sciences	11	10	4	11	9	3	2	0	0	0	0	0	27	23	2	2
College of Engineering	26	16	5	23	14	5	0	0	0	0	0	0	47	42	3	2
Division of Math and Physical Sciences	18	7	5	18	5	3	4	0	0	3	0	0	34	29	0	5
Division of Social Sciences	24	8	3	23	7	3	3	2	1	3	1	0	41	37	1	3
School of Medicine	68	27	10	62	24	9	9	4	1	8	2	0	119	105	7	7
School of Veterinary Medicine	23	8	5	21	5	3	4	0	0	2	0	0	40	31	7	2
Full Professor Rank Merit Review Steps 1-4																
Total UC Davis	377	103	34	318	79	25	182	59	10	161	47	6	765	636	62	67
Total STEM*	223	66	21	190	48	15	101	30	7	88	25	4	448	370	34	44
College of Agricultural and Environmental Sciences	94	19	4	77	11	2	44	16	3	39	15	2	180	146	14	20
College of Biological Sciences	21	10	5	20	7	2	11	4	1	10	2	1	52	42	9	1
College of Engineering	26	8	2	23	5	2	11	2	1	9	1	0	50	40	3	7
Division of Math and Physical Sciences	25	10	4	20	8	3	7	2	1	4	1	0	49	36	5	8
Division of Social Sciences	30	12	4	29	12	4	14	3	1	13	3	1	64	62	0	2
School of Medicine	97	30	11	79	24	8	54	17	2	47	14	1	211	173	19	19
School of Veterinary Medicine	32	6	1	26	4	1	14	5	1	14	4	1	59	50	4	5
Full Professor Rank Merit Review Steps 5+																
Total UC Davis	516	104	20	417	82	15	234	57	15	202	43	12	946	771	86	89
Total STEM*	287	58	14	235	46	10	135	30	8	115	23	7	532	436	52	44
College of Agricultural and Environmental Sciences	103	23	5	83	16	3	61	11	3	53	7	2	206	164	20	22
College of Biological Sciences	34	2	1	29	2	1	9	5	1	6	5	1	52	44	4	4
College of Engineering	43	12	4	37	9	2	12	3	1	12	1	1	75	62	10	3
Division of Math and Physical Sciences	32	10	2	26	8	2	15	2	0	13	2	0	61	51	5	5
Division of Social Sciences	37	6	1	31	6	1	18	6	3	12	6	3	71	59	9	3
School of Medicine	151	27	3	116	22	2	65	18	5	57	15	4	269	216	22	31
School of Veterinary Medicine	35	9	1	30	6	1	23	6	1	22	3	1	75	63	4	8

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science,

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 3b. Promotion and Merit Review Outcomes by College/Division, Rank and Race/Ethnicity, 2010-2015 (continued)

	% Approval among all Personnel Actions by race/ethnicity			% Personnel Actions (among total of race/ethnic subpopulation)											
				Regular			Accelerated			Regular Approved			Accelerated Approved		
	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM	White	PoC	URM
Promotion to Associate Professor Rank (Tenure Review)															
Total UC Davis	77.1	78.9	68.2	77.1	74.6	68.2	22.9	25.4	31.8	77.1	77.4	66.7	77.1	83.3	71.4
Total STEM	73.3	69.2	45.5	76.7	74.4	63.6	23.3	25.6	36.4	75.4	69.0	42.9	66.7	70.0	50.0
College of Agricultural and Environmental Sciences	81.6	60.0	25.0	81.6	80.0	75.0	18.4	20.0	25.0	80.6	58.3	0.0	85.7	66.7	100.0
College of Biological Sciences	75.0	85.7	75.0	75.0	71.4	50.0	25.0	28.6	50.0	83.3	100.0	100.0	50.0	50.0	50.0
College of Engineering	80.0	100.0	---	60.0	0.0	---	40.0	100.0	---	83.3	---	---	75.0	100.0	---
Division of Math and Physical Sciences	66.7	100.0	---	33.3	60.0	---	66.7	40.0	---	50.0	100.0	---	75.0	100.0	---
Division of Social Sciences	57.1	50.0	0.0	92.9	66.7	50.0	7.1	33.3	50.0	61.5	50.0	0.0	0.0	50.0	0.0
School of Medicine	84.6	93.8	83.3	87.2	87.5	83.3	12.8	12.5	16.7	82.4	92.9	80.0	100.0	100.0	100.0
School of Veterinary Medicine	61.5	50.0	---	69.2	50.0	---	30.8	50.0	---	66.7	0.0	---	50.0	100.0	---
Promotion to Full Professor Rank															
Total UC Davis	70.8	76.0	60.0	72.6	70.0	73.3	27.4	30.0	26.7	73.8	68.6	54.5	63.0	93.3	75.0
Total STEM	70.2	75.0	55.6	71.2	62.5	66.7	28.8	37.5	33.3	74.3	65.0	50.0	60.0	91.7	66.7
College of Agricultural and Environmental Sciences	71.4	64.7	40.0	68.6	70.6	80.0	31.4	29.4	20.0	70.8	50.0	25.0	72.7	100.0	100.0
College of Biological Sciences	68.8	100.0	---	62.5	0.0	---	37.5	100.0	---	80.0	---	---	50.0	100.0	---
College of Engineering	78.9	100.0	---	84.2	50.0	---	15.8	50.0	---	81.3	100.0	---	66.7	100.0	---
Division of Math and Physical Sciences	62.5	66.7	50.0	50.0	33.3	0.0	50.0	66.7	100.0	50.0	100.0	---	75.0	50.0	50.0
Division of Social Sciences	50.0	66.7	100.0	60.0	66.7	100.0	40.0	33.3	0.0	66.7	50.0	100.0	25.0	100.0	---
School of Medicine	76.7	80.0	66.7	81.4	80.0	100.0	18.6	20.0	0.0	77.1	75.0	66.7	75.0	100.0	---
School of Veterinary Medicine	64.7	100.0	---	82.4	100.0	---	17.6	0.0	---	64.3	100.0	---	66.7	---	---
Assistant Professor Rank Merit Review															
Total UC Davis	94.0	86.9	88.9	95.7	97.2	94.4	4.3	2.8	5.6	94.7	86.5	88.2	80.0	100.0	100.0
Total STEM	94.8	84.6	81.8	94.0	96.9	95.5	6.0	3.1	4.5	96.0	84.1	81.0	75.0	100.0	100.0
College of Agricultural and Environmental Sciences	98.2	100.0	100.0	94.7	100.0	100.0	5.3	0.0	0.0	98.1	100.0	100.0	100.0	---	---
College of Biological Sciences	100.0	57.1	75.0	90.0	85.7	75.0	10.0	14.3	25.0	100.0	50.0	66.7	100.0	100.0	100.0
College of Engineering	100.0	87.5	100.0	100.0	100.0	100.0	0.0	0.0	0.0	100.0	87.5	100.0	---	---	---
Division of Math and Physical Sciences	85.7	66.7	33.3	85.7	100.0	100.0	14.3	0.0	0.0	100.0	66.7	33.3	0.0	---	---
Division of Social Sciences	88.2	77.8	100.0	94.1	88.9	100.0	5.9	11.1	0.0	87.5	75.0	100.0	100.0	100.0	---
School of Medicine	91.4	90.3	100.0	96.6	96.8	90.0	3.4	3.2	10.0	91.1	90.0	100.0	100.0	100.0	100.0
School of Veterinary Medicine	95.0	83.3	100.0	95.0	100.0	100.0	5.0	0.0	0.0	94.7	83.3	100.0	100.0	---	---
Associate Professor Rank Merit Review															
Total UC Davis	91.4	82.0	80.0	84.7	92.8	93.3	15.3	7.2	6.7	93.1	84.5	85.7	82.0	50.0	0.0
Total STEM	91.0	82.9	75.9	85.3	93.9	93.1	14.7	6.1	6.9	92.7	85.7	81.5	80.8	40.0	0.0
College of Agricultural and Environmental Sciences	91.2	90.0	100.0	77.9	93.3	100.0	22.1	6.7	0.0	90.6	92.9	100.0	93.3	50.0	---
College of Biological Sciences	84.6	90.0	75.0	84.6	100.0	100.0	15.4	0.0	0.0	100.0	90.0	75.0	0.0	---	---
College of Engineering	88.5	87.5	100.0	100.0	100.0	100.0	0.0	0.0	0.0	88.5	87.5	100.0	---	---	---
Division of Math and Physical Sciences	95.5	71.4	60.0	81.8	100.0	100.0	18.2	0.0	0.0	100.0	71.4	60.0	75.0	---	---
Division of Social Sciences	96.3	80.0	75.0	88.9	80.0	75.0	11.1	20.0	25.0	95.8	87.5	100.0	100.0	50.0	0.0
School of Medicine	90.9	83.9	81.8	88.3	87.1	90.9	11.7	12.9	9.1	91.2	88.9	90.0	88.9	50.0	0.0
School of Veterinary Medicine	85.2	62.5	60.0	85.2	100.0	100.0	14.8	0.0	0.0	91.3	62.5	60.0	50.0	---	---
Full Professor Rank Merit Review Steps 1-4															
Total UC Davis	85.7	77.8	70.5	67.4	63.6	77.3	32.6	36.4	22.7	84.4	76.7	73.5	88.5	79.7	60.0
Total STEM	85.8	76.0	67.9	68.8	68.8	75.0	31.2	31.3	25.0	85.2	72.7	71.4	87.1	83.3	57.1
College of Agricultural and Environmental Sciences	84.1	74.3	57.1	68.1	54.3	57.1	31.9	45.7	42.9	81.9	57.9	50.0	88.6	93.8	66.7
College of Biological Sciences	93.8	64.3	50.0	65.6	71.4	83.3	34.4	28.6	16.7	95.2	70.0	40.0	90.9	50.0	100.0
College of Engineering	86.5	60.0	66.7	70.3	80.0	66.7	29.7	20.0	33.3	88.5	62.5	100.0	81.8	50.0	0.0
Division of Math and Physical Sciences	75.0	75.0	60.0	78.1	83.3	80.0	21.9	16.7	20.0	80.0	80.0	75.0	57.1	50.0	0.0
Division of Social Sciences	95.5	100.0	100.0	68.2	80.0	80.0	31.8	20.0	20.0	96.7	100.0	100.0	92.9	100.0	100.0
School of Medicine	83.4	80.9	69.2	64.2	63.8	84.6	35.8	36.2	15.4	81.4	80.0	72.7	87.0	82.4	50.0
School of Veterinary Medicine	87.0	72.7	100.0	69.6	54.5	50.0	30.4	45.5	50.0	81.3	66.7	100.0	100.0	80.0	100.0
Full Professor Rank Merit Review Steps 5+															
Total UC Davis	82.5	77.6	77.1	68.8	64.6	57.1	31.2	35.4	42.9	80.8	78.8	75.0	86.3	75.4	80.0
Total STEM	82.9	78.4	77.3	68.0	65.9	63.6	32.0	34.1	36.4	81.9	79.3	71.4	85.2	76.7	87.5
College of Agricultural and Environmental Sciences	82.9	67.6	62.5	62.8	67.6	62.5	37.2	32.4	37.5	80.6	69.6	60.0	86.9	63.6	66.7
College of Biological Sciences	81.4	100.0	100.0	79.1	28.6	50.0	20.9	71.4	50.0	85.3	100.0	100.0	66.7	100.0	100.0
College of Engineering	89.1	66.7	60.0	78.2	80.0	80.0	21.8	20.0	20.0	86.0	75.0	50.0	100.0	33.3	100.0
Division of Math and Physical Sciences	83.0	83.3	100.0	68.1	83.3	100.0	31.9	16.7	0.0	81.3	80.0	100.0	86.7	100.0	---
Division of Social Sciences	78.2	100.0	100.0	67.3	50.0	25.0	32.7	50.0	75.0	83.8	100.0	100.0	66.7	100.0	100.0
School of Medicine	80.1	82.2	75.0	69.9	60.0	37.5	30.1	40.0	62.5	76.8	81.5	66.7	87.7	83.3	80.0
School of Veterinary Medicine	89.7	60.0	100.0	60.3	60.0	50.0	39.7	40.0	50.0	85.7	66.7	100.0	95.7	50.0	100.0

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science; Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 3c. Promotion Review Outcomes by College/Division, Rank, Race/Ethnicity and Gender, 2014-2015

	All Personnel Actions																							
	Reviews						Approved				Denial				Other									
	Women			Men			Women		Men		Women		Men		Women		Men							
	Non-PoC**	PoC***	URM****	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM						
Promotion to Associate Professor Rank (Tenure Review)																								
Total UC Davis	58	35	10	95	36	12	46	30	8	72	26	7	0	1	1	5	1	0	12	4	1	18	9	5
Total STEM*	37	16	3	53	23	8	28	13	2	38	14	3	0	1	1	4	1	0	9	2	0	11	8	5
College of Agricultural and Environmental Sciences	14	3	0	24	12	4	10	2	0	21	7	1	0	0	0	3	0	0	4	1	0	0	5	3
College of Biological Sciences	5	4	2	3	3	2	3	4	2	3	2	1	0	0	0	0	0	0	2	0	0	0	1	1
College of Engineering	3	1	0	7	0	0	3	1	0	5	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Division of Math and Physical Sciences	4	2	0	2	3	0	4	2	0	0	3	0	0	0	0	0	0	0	0	0	0	2	0	0
Division of Social Sciences	4	4	1	10	2	1	3	3	0	5	0	0	0	1	1	0	1	0	1	0	0	5	1	1
School of Medicine	15	9	3	24	7	3	13	8	2	20	7	3	0	0	0	2	0	0	2	1	1	2	0	0
School of Veterinary Medicine	5	2	0	8	2	0	3	1	0	5	1	0	0	0	0	0	0	0	2	1	0	3	1	0
Promotion to Full Professor Rank																								
Total UC Davis	65	28	10	103	22	5	45	20	5	74	18	4	1	0	0	1	0	0	19	8	5	28	4	1
Total STEM*	36	19	6	68	13	3	24	12	2	49	12	3	1	0	0	0	0	0	11	7	4	19	1	0
College of Agricultural and Environmental Sciences	14	10	4	21	7	1	11	4	1	14	7	1	0	0	0	0	0	0	3	6	3	7	0	0
College of Biological Sciences	5	1	0	11	0	0	3	1	0	8	0	0	0	0	0	0	0	0	2	0	0	3	0	0
College of Engineering	6	1	0	13	1	0	3	1	0	12	1	0	1	0	0	0	0	0	2	0	0	1	0	0
Division of Math and Physical Sciences	1	2	1	7	1	1	0	1	0	5	1	1	0	0	0	0	0	0	1	1	1	2	0	0
Division of Social Sciences	4	1	0	6	2	1	2	1	0	3	1	1	0	0	0	0	0	0	2	0	0	3	1	0
School of Medicine	20	4	2	23	6	1	15	4	2	18	4	0	0	0	0	0	0	0	5	0	0	5	2	1
School of Veterinary Medicine	8	2	0	9	2	0	6	2	0	5	2	0	0	0	0	0	0	0	2	0	0	4	0	0
Assistant Professor Rank Merit Review																								
Total UC Davis	104	53	15	131	54	21	99	47	13	122	46	19	2	6	2	6	5	0	3	0	0	3	3	2
Total STEM*	59	35	12	75	30	10	57	30	10	70	25	8	0	5	2	4	3	0	2	0	0	1	2	2
College of Agricultural and Environmental Sciences	20	13	3	37	13	2	20	13	3	36	13	2	0	0	0	0	0	0	0	0	0	1	0	0
College of Biological Sciences	3	5	2	7	2	2	3	2	1	7	2	2	0	3	1	0	0	0	0	0	0	0	0	0
College of Engineering	16	5	1	6	3	1	16	5	1	6	2	1	0	0	0	0	1	0	0	0	0	0	0	0
Division of Math and Physical Sciences	7	2	1	7	4	2	6	2	1	6	2	0	0	0	0	1	0	0	1	0	0	0	2	2
Division of Social Sciences	6	6	2	11	3	1	6	5	2	9	2	1	0	1	0	2	1	0	0	0	0	0	0	0
School of Medicine	26	11	1	32	20	9	24	11	1	29	17	9	2	0	0	2	2	0	0	0	0	1	1	0
School of Veterinary Medicine	10	4	2	10	2	1	9	3	2	10	2	1	0	1	0	0	0	0	1	0	0	0	0	0
Associate Professor Rank Merit Review																								
Total UC Davis	123	72	24	204	67	21	116	59	22	183	55	14	4	6	2	9	7	3	3	7	0	12	5	4
Total STEM*	67	41	12	110	41	17	62	32	10	99	36	12	3	5	2	4	2	2	2	4	0	7	3	3
College of Agricultural and Environmental Sciences	24	11	0	44	19	5	21	8	0	41	19	5	3	0	0	2	0	0	0	3	0	1	0	0
College of Biological Sciences	7	3	0	6	7	4	6	3	0	5	6	3	0	0	0	0	1	1	1	0	0	1	0	0
College of Engineering	9	11	3	17	5	2	9	9	3	14	5	2	0	2	0	1	0	0	0	0	0	2	0	0
Division of Math and Physical Sciences	9	2	2	13	5	3	9	2	2	12	3	1	0	0	0	0	0	0	0	0	0	1	2	2
Division of Social Sciences	8	8	3	19	2	1	8	7	3	18	1	0	0	1	0	0	0	0	0	0	0	1	1	1
School of Medicine	31	21	8	46	10	3	31	18	7	39	8	2	0	1	1	2	2	1	0	2	0	5	0	0
School of Veterinary Medicine	11	5	4	16	3	1	9	3	3	14	2	0	1	1	1	2	1	1	1	1	0	0	0	0
Full Professor Rank Merit Review Steps 1-4																								
Total UC Davis	180	45	14	379	117	30	158	36	10	321	90	21	6	1	0	30	18	7	16	8	4	28	9	2
Total STEM*	109	30	10	215	66	18	96	23	7	182	50	12	3	1	0	13	12	5	10	6	3	20	4	1
College of Agricultural and Environmental Sciences	51	7	3	87	28	4	45	4	1	71	22	3	2	0	0	7	4	1	4	3	2	9	2	0
College of Biological Sciences	8	5	2	24	9	4	8	4	2	22	5	1	0	1	0	1	4	3	0	0	0	1	0	0
College of Engineering	12	5	1	25	5	2	10	4	1	22	2	1	0	0	0	1	2	0	2	1	0	2	1	1
Division of Math and Physical Sciences	11	3	1	21	9	4	7	2	0	17	7	3	1	0	0	2	1	1	3	1	1	2	1	0
Division of Social Sciences	14	6	3	30	9	2	13	6	3	29	9	2	0	0	0	0	0	0	1	0	0	1	0	0
School of Medicine	44	12	3	107	35	10	39	10	2	87	28	7	1	0	0	12	4	2	4	2	1	8	3	1
School of Veterinary Medicine	16	3	0	30	8	2	16	2	0	24	6	2	0	0	0	3	1	0	0	1	0	3	1	0
Full Professor Rank Merit Review Steps 5+																								
Total UC Davis	159	28	10	591	133	25	141	20	7	478	105	20	8	0	0	56	18	4	10	8	3	57	10	1
Total STEM*	95	14	3	327	74	19	84	11	3	266	58	14	3	0	0	35	10	4	8	3	0	26	6	1
College of Agricultural and Environmental Sciences	34	5	0	130	29	8	29	2	0	107	21	5	2	0	0	12	4	2	3	3	0	11	4	1
College of Biological Sciences	11	0	0	32	7	2	11	0	0	24	7	2	0	0	0	4	0	0	0	0	0	4	0	0
College of Engineering	10	1	1	45	14	4	8	1	1	41	9	2	1	0	0	2	5	2	1	0	0	2	0	0
Division of Math and Physical Sciences	16	2	0	31	10	2	15	2	0	24	8	2	0	0	0	4	1	0	1	0	0	3	1	0
Division of Social Sciences	12	4	2	43	8	2	12	4	2	31	8	2	0	0	0	9	0	0	0	0	0	3	0	0
School of Medicine	43	10	5	173	35	3	37	7	3	136	30	3	2	0	0	16	4	0	4	3	2	21	1	0
School of Veterinary Medicine	9	4	0	49	11	2	7	3	0	45	6	2	1	0	0	1	2	0	1	1	0	3	3	0

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 3c. Promotion Review Outcomes by College/Division, Rank, Race/Ethnicity and Gender, 2014-2015 (continued)

	All Personnel Actions											
	% of All Reviews						% Approved					
	Women			Men			Women			Men		
	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM	Non-PoC	PoC	URM
Promotion to Associate Professor Rank (Tenure Review)												
Total UC Davis	23.6	14.2	4.1	38.6	14.6	4.9	18.7	12.2	3.3	29.3	10.6	2.8
Total STEM	26.4	11.4	2.1	37.9	16.4	5.7	20.0	9.3	1.4	27.1	10.0	2.1
College of Agricultural and Environmental Sciences	24.6	5.3	0.0	42.1	21.1	7.0	17.5	3.5	0.0	36.8	12.3	1.8
College of Biological Sciences	26.3	21.1	10.5	15.8	15.8	10.5	15.8	21.1	10.5	15.8	10.5	5.3
College of Engineering	27.3	9.1	0.0	63.6	0.0	0.0	27.3	9.1	0.0	45.5	0.0	0.0
Division of Math and Physical Sciences	36.4	18.2	0.0	18.2	27.3	0.0	36.4	18.2	0.0	0.0	27.3	0.0
Division of Social Sciences	18.2	18.2	4.5	45.5	9.1	4.5	13.6	13.6	0.0	22.7	0.0	0.0
School of Medicine	24.6	14.8	4.9	39.3	11.5	4.9	21.3	13.1	3.3	32.8	11.5	4.9
School of Veterinary Medicine	29.4	11.8	0.0	47.1	11.8	0.0	17.6	5.9	0.0	29.4	5.9	0.0
Promotion to Full Professor Rank												
Total UC Davis	27.9	12.0	4.3	44.2	9.4	2.1	19.3	8.6	2.1	31.8	7.7	1.7
Total STEM	24.8	13.1	4.1	46.9	9.0	2.1	16.6	8.3	1.4	33.8	8.3	2.1
College of Agricultural and Environmental Sciences	24.6	17.5	7.0	36.8	12.3	1.8	19.3	7.0	1.8	24.6	12.3	1.8
College of Biological Sciences	29.4	5.9	0.0	64.7	0.0	0.0	17.6	5.9	0.0	47.1	0.0	0.0
College of Engineering	28.6	4.8	0.0	61.9	4.8	0.0	14.3	4.8	0.0	57.1	4.8	0.0
Division of Math and Physical Sciences	7.7	15.4	7.7	53.8	7.7	7.7	0.0	7.7	0.0	38.5	7.7	7.7
Division of Social Sciences	28.6	7.1	0.0	42.9	14.3	7.1	14.3	7.1	0.0	21.4	7.1	7.1
School of Medicine	35.7	7.1	3.6	41.1	10.7	1.8	26.8	7.1	3.6	32.1	7.1	0.0
School of Veterinary Medicine	38.1	9.5	0.0	42.9	9.5	0.0	28.6	9.5	0.0	23.8	9.5	0.0
Assistant Professor Rank Merit Review												
Total UC Davis	27.5	14.0	4.0	34.7	14.3	5.6	26.2	12.4	3.4	32.3	12.2	5.0
Total STEM	26.7	15.8	5.4	33.9	13.6	4.5	25.8	13.6	4.5	31.7	11.3	3.6
College of Agricultural and Environmental Sciences	22.7	14.8	3.4	42.0	14.8	2.3	22.7	14.8	3.4	40.9	14.8	2.3
College of Biological Sciences	14.3	23.8	9.5	33.3	9.5	9.5	14.3	9.5	4.8	33.3	9.5	9.5
College of Engineering	50.0	15.6	3.1	18.8	9.4	3.1	50.0	15.6	3.1	18.8	6.3	3.1
Division of Math and Physical Sciences	30.4	8.7	4.3	30.4	17.4	8.7	26.1	8.7	4.3	26.1	8.7	0.0
Division of Social Sciences	20.7	20.7	6.9	37.9	10.3	3.4	20.7	17.2	6.9	31.0	6.9	3.4
School of Medicine	26.3	11.1	1.0	32.3	20.2	9.1	24.2	11.1	1.0	29.3	17.2	9.1
School of Veterinary Medicine	34.5	13.8	6.9	34.5	6.9	3.4	31.0	10.3	6.9	34.5	6.9	3.4
Associate Professor Rank Merit Review												
Total UC Davis	24.1	14.1	4.7	39.9	13.1	4.1	22.7	11.5	4.3	35.8	10.8	2.7
Total STEM	23.3	14.2	4.2	38.2	14.2	5.9	21.5	11.1	3.5	34.4	12.5	4.2
College of Agricultural and Environmental Sciences	23.3	10.7	0.0	42.7	18.4	4.9	20.4	7.8	0.0	39.8	18.4	4.9
College of Biological Sciences	25.9	11.1	0.0	22.2	25.9	14.8	22.2	11.1	0.0	18.5	22.2	11.1
College of Engineering	19.1	23.4	6.4	36.2	10.6	4.3	19.1	19.1	6.4	29.8	10.6	4.3
Division of Math and Physical Sciences	26.5	5.9	5.9	38.2	14.7	8.8	26.5	5.9	5.9	35.3	8.8	2.9
Division of Social Sciences	19.5	19.5	7.3	46.3	4.9	2.4	19.5	17.1	7.3	43.9	2.4	0.0
School of Medicine	26.1	17.6	6.7	38.7	8.4	2.5	26.1	15.1	5.9	32.8	6.7	1.7
School of Veterinary Medicine	27.5	12.5	10.0	40.0	7.5	2.5	22.5	7.5	7.5	35.0	5.0	0.0
Full Professor Rank Merit Review Steps 1-4												
Total UC Davis	23.5	5.9	1.8	49.5	15.3	3.9	20.7	4.7	1.3	42.0	11.8	2.7
Total STEM	24.3	6.7	2.2	48.0	14.7	4.0	21.4	5.1	1.6	40.6	11.2	2.7
College of Agricultural and Environmental Sciences	28.3	3.9	1.7	48.3	15.6	2.2	25.0	2.2	0.6	39.4	12.2	1.7
College of Biological Sciences	15.4	9.6	3.8	46.2	17.3	7.7	15.4	7.7	3.8	42.3	9.6	1.9
College of Engineering	24.0	10.0	2.0	50.0	10.0	4.0	20.0	8.0	2.0	44.0	4.0	2.0
Division of Math and Physical Sciences	22.4	6.1	2.0	42.9	18.4	8.2	14.3	4.1	0.0	34.7	14.3	6.1
Division of Social Sciences	21.9	9.4	4.7	46.9	14.1	3.1	20.3	9.4	4.7	45.3	14.1	3.1
School of Medicine	20.9	5.7	1.4	50.7	16.6	4.7	18.5	4.7	0.9	41.2	13.3	3.3
School of Veterinary Medicine	27.1	5.1	0.0	50.8	13.6	3.4	27.1	3.4	0.0	40.7	10.2	3.4
Full Professor Rank Merit Review Steps 5+												
Total UC Davis	16.8	3.0	1.1	62.5	14.1	2.6	14.9	2.1	0.7	50.5	11.1	2.1
Total STEM	17.9	2.6	0.6	61.5	13.9	3.6	15.8	2.1	0.6	50.0	10.9	2.6
College of Agricultural and Environmental Sciences	16.5	2.4	0.0	63.1	14.1	3.9	14.1	1.0	0.0	51.9	10.2	2.4
College of Biological Sciences	21.2	0.0	0.0	61.5	13.5	3.8	21.2	0.0	0.0	46.2	13.5	3.8
College of Engineering	13.3	1.3	1.3	60.0	18.7	5.3	10.7	1.3	1.3	54.7	12.0	2.7
Division of Math and Physical Sciences	26.2	3.3	0.0	50.8	16.4	3.3	24.6	3.3	0.0	39.3	13.1	3.3
Division of Social Sciences	16.9	5.6	2.8	60.6	11.3	2.8	16.9	5.6	2.8	43.7	11.3	2.8
School of Medicine	16.0	3.7	1.9	64.3	13.0	1.1	13.8	2.6	1.1	50.6	11.2	1.1
School of Veterinary Medicine	12.0	5.3	0.0	65.3	14.7	2.7	9.3	4.0	0.0	60.0	8.0	2.7

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

**White includes individuals who refuse to identify.

*** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**** URM (underrepresented minorities) include African Americans, Native Americans and Hispanics.

--- Denotes that both the numerator and denominator values are 0.

Table 4a. Years in Rank by College/Division, Rank and Gender, for Faculty Employed in the 2014-2015 Academic Year

	Beginning Step in the Rank							
	1-2				3-4			
	Women		Men		Women		Men	
	#	mean years	#	mean years	#	mean years	#	mean years
Years in Rank at the Assistant Professor Level	107	6.53	188	5.90	159	4.8	310	4.4
College of Agricultural and Environmental Sciences	16	6.58	43	6.03	27	5.65	70	4.77
College of Biological Sciences	4	6.63	12	6.22	13	5.13	34	5.46
College of Engineering	10	5.93	39	5.78	9	4.51	35	4.47
Division of Math and Physical Sciences	9	5.65	18	5.41	14	4.19	49	3.80
Division of Social Sciences	26	6.69	29	5.78	18	5.34	34	4.35
School of Medicine	10	6.70	19	5.75	16	4.97	25	3.35
School of Veterinary Medicine	5	6.58	8	5.73	18	4.81	32	4.53
Non-STEM	39	6.71	47	5.95	66	4.38	87	4.09
STEM*	70	6.37	141	5.89	93	5.11	224	4.52
Years in Rank at the Associate Professor Level	177	6.06	430	5.36	25	3.6	76	3.3
College of Agricultural and Environmental Sciences	32	6.48	109	5.38	7	3.25	14	3.66
College of Biological Sciences	13	5.85	32	4.86	2	4.17	8	3.75
College of Engineering	17	4.61	70	5.60	0	---	11	3.21
Division of Math and Physical Sciences	16	5.06	61	4.62	2	3.50	12	2.92
Division of Social Sciences	26	7.00	42	5.88	6	3.50	9	3.93
School of Medicine	19	5.18	54	5.45	2	3.00	11	3.04
School of Veterinary Medicine	21	5.92	34	5.38	3	3.58	3	2.61
Non-STEM	76	6.25	105	5.49	8	3.72	20	2.56
STEM	103	5.90	141	5.89	17	3.48	56	3.50
Years in Rank at the Full Professor Step 1-5**	71	11.37	269	11.97	17	6.9	46	6.5
College of Agricultural and Environmental Sciences	16	10.52	80	12.27	0	---	8	6.84
College of Biological Sciences	4	10.25	22	11.20	4	6.90	4	5.04
College of Engineering	7	11.06	38	11.56	0	---	6	7.35
Division of Math and Physical Sciences	8	11.50	37	10.99	1	6.00	2	4.50
Division of Social Sciences	10	12.90	18	10.50	2	7.00	3	8.33
School of Medicine	6	12.67	39	13.18	4	6.10	14	6.85
School of Veterinary Medicine	8	10.48	19	12.58	0	---	3	5.61
Non-STEM	27	11.46	68	12.78	10	7.01	22	6.44
STEM	45	11.29	141	5.89	7	6.80	24	6.63

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

** Next "rank" is defined as Full Professor Step 6 or above

--- Denotes that both the numerator and denominator values are 0.

Note: Cell counts and means include only faculty who have transitioned to the next rank.

Table 4b. Years in Rank by College/Division, Rank and Race/Ethnicity, for Faculty Employed in the 2014-2015 Academic Year

	Beginning Step in the Rank											
	1-2						3-4					
	Non-PoC*		PoC**		URM***		Non-PoC		PoC		URM	
	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years
Years in Rank at the Assistant Professor Level	228	6.064	67	6.3545	23	6.7319	355	4.4765	114	4.7303	37	4.6937
College of Agricultural and Environmental Sciences	52	6.13	7	6.55	3	6.78	77	4.95	20	5.26	6	5.86
College of Biological Sciences	15	6.34	1	6.00	0	---	40	5.35	7	5.49	2	5.25
College of Engineering	34	5.83	15	5.76	3	6.50	25	4.36	19	4.64	5	4.67
Division of Math and Physical Sciences	22	5.49	5	5.47	1	6.00	46	3.70	17	4.42	2	3.25
Division of Social Sciences	45	6.06	10	6.90	4	6.75	38	4.54	14	5.12	6	5.50
School of Medicine	21	5.86	8	6.67	3	7.33	29	3.80	12	4.44	2	1.29
School of Veterinary Medicine	13	6.06	0	---	0	---	48	4.62	2	4.96	1	6.00
Non-STEM	58	6.17	28	6.56	11	6.81	116	4.27	37	4.07	18	4.18
STEM****	172	6.01	39	6.21	12	6.66	240	4.58	77	5.05	19	5.18
Years in Rank at the Associate Professor Level	490	5.5602	117	5.5933	36	7.044	86	3.2112	15	3.9889	3	4.9722
College of Agricultural and Environmental Sciences	121	5.56	20	6.05	8	7.38	20	3.45	1	4.92	1	4.92
College of Biological Sciences	40	5.27	5	4.20	1	4.00	9	3.93	1	3.00	0	---
College of Engineering	61	5.07	26	6.20	4	12.25	7	2.67	4	4.17	0	---
Division of Math and Physical Sciences	57	4.92	20	4.10	3	4.00	11	3.00	3	3.00	0	---
Division of Social Sciences	56	6.38	12	6.00	6	5.50	12	3.61	3	4.33	1	5.00
School of Medicine	60	5.47	13	4.96	3	5.94	13	3.03	0	---	0	---
School of Veterinary Medicine	52	5.56	3	5.92	2	5.88	5	2.47	1	6.25	0	---
Non-STEM	145	5.77	36	5.97	14	6.90	25	2.71	3	4.42	1	5.00
STEM	348	5.47	81	5.42	22	7.14	61	18.01	12	3.88	2	4.96
Years in Rank at the Full Professor Step 1-5****	286	11.943	54	11.31	10	11.983	52	6.6058	11	6.803	4	5.9583
College of Agricultural and Environmental Sciences	86	11.99	10	11.90	2	9.50	7	7.27	1	3.83	1	3.83
College of Biological Sciences	22	10.48	4	14.25	1	20.00	7	6.25	1	4.00	1	4.00
College of Engineering	38	11.89	7	9.29	0	---	4	7.19	2	7.67	0	---
Division of Math and Physical Sciences	31	10.76	14	11.79	2	9.50	3	5.00	0	---	0	---
Division of Social Sciences	26	11.27	2	12.50	1	13.00	5	7.80	0	---	0	---
School of Medicine	38	13.35	7	11.82	2	13.92	16	6.43	2	8.67	0	---
School of Veterinary Medicine	26	12.07	1	9.00	0	---	2	5.25	1	6.33	0	---
Non-STEM	80	12.72	15	10.72	4	12.21	25	6.40	7	7.38	2	8.00
STEM	208	11.65	39	11.54	6	11.83	27	6.79	4	5.79	2	3.92

* Non-PoC includes individuals who do not identify race/ethnicity.

** People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

***URM, underrepresented minorities, include African Americans, Native Americans and Hispanics.

****STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

***** Next "rank" is defined as Full Professor Step 6 or above.

--- Denotes that both the numerator and denominator values are 0.

Note: Cell counts and means include only faculty who have transitioned to the next rank.

Table 4c. Years in Rank by College/Division, Rank and Gender, for Faculty Employed in the 2014-2015 Academic Year

	Beginning Step in the Rank															
	1-2								3-4							
	Non-PoC*				PoC**				Non-PoC				PoC			
	Women		Men		Women		Men		Women		Men		Women		Men	
#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	#	mean years	
Years in Rank at the Assistant Professor Level	74	5.98	154	5.59	33	6.77	34	5.96	120	4	235	3.76	39	4.97	75	4.47
College of Agricultural and Environmental Sciences	13	6.47	39	6.01	3	7.06	4	6.17	22	6	55	4.72	5	6.22	15	4.94
College of Biological Sciences	4	6.63	11	6.24	---	---	1	6.00	11	5	29	5.43	2	5.25	5	5.58
College of Engineering	6	5.94	28	5.81	4	5.92	11	5.70	4	4	21	4.44	5	4.98	14	4.51
Division of Math and Physical Sciences	7	5.57	15	5.46	2	5.92	3	5.17	10	4	36	3.56	4	4.25	13	4.47
Division of Social Sciences	20	6.50	25	5.71	6	7.33	4	6.25	15	5	23	4.14	3	6.33	11	4.79
School of Medicine	5	6.28	16	5.72	5	7.12	3	5.92	12	5	17	3.22	4	6.06	8	3.64
School of Veterinary Medicine	5	6.58	8	5.73	---	---	---	---	17	5	31	4.48	1	3.92	1	6.00
Non-STEM	23	6.66	35	5.85	16	6.78	12	6.26	50	4	66	4.19	16	4.44	21	3.78
STEM***	53	6.25	119	5.90	17	6.75	22	5.79	70	5	170	4.41	23	5.50	54	4.86
Years in Rank at the Associate Professor Level	141	5.36	349	4.81	36	5.38	81	5.47	19	3	67	3.08	6	3.49	9	3.41
College of Agricultural and Environmental Sciences	27	6.49	94	5.30	5	6.40	15	5.93	6	3	14	3.66	1	4.92	---	---
College of Biological Sciences	12	6.08	28	4.92	1	3.00	4	4.50	2	4	7	3.86	---	---	1	3.00
College of Engineering	12	4.61	49	5.18	5	4.60	21	6.58	---	---	7	2.67	---	---	4	4.17
Division of Math and Physical Sciences	12	5.08	45	4.88	4	5.00	16	3.88	---	---	11	3.00	2	3.50	1	2.00
Division of Social Sciences	20	7.20	36	5.92	6	6.33	6	5.67	5	3	7	3.76	1	4.00	2	4.50
School of Medicine	17	5.50	43	5.46	2	2.42	11	5.42	2	3	11	3.04	---	---	---	---
School of Veterinary Medicine	19	5.76	33	5.45	2	7.38	1	3.00	2	2	3	2.61	1	6.25	---	---
Non-STEM	59	6.25	86	5.44	17	6.27	19	5.71	6	3	19	2.59	2	5.63	1	2.00
STEM	84	6.02	264	5.30	19	5.37	62	5.44	13	3	48	3.44	4	3.98	8	3.83
Years in Rank at the Full Professor Step 1-5****	61	10.19	225	11.02	10	10.20	44	11.18	14	7	38	6.27	3	7.67	8	5.69
College of Agricultural and Environmental Sciences	15	10.42	71	12.32	1	12.00	9	11.89	---	---	7	7.27	---	---	1	3.83
College of Biological Sciences	3	10.00	19	10.55	1	11.00	3	15.33	4	7	3	5.39	---	---	1	4.00
College of Engineering	7	11.06	31	12.08	---	---	7	9.29	---	---	4	7.19	---	---	2	7.67
Division of Math and Physical Sciences	4	11.25	27	10.69	4	11.75	10	11.80	1	6	2	4.50	---	---	---	---
Division of Social Sciences	10	12.90	16	10.25	---	---	2	12.50	2	7	3	8.33	---	---	---	---
School of Medicine	5	12.40	33	13.49	1	14.00	6	11.46	4	6	12	6.54	---	---	2	8.67
School of Veterinary Medicine	7	10.69	19	12.58	1	9.00	---	---	---	---	2	5.25	---	---	1	6.33
Non-STEM	23	11.67	57	13.14	4	10.25	11	10.89	7	7	18	6.28	3	7.67	4	7.17
STEM	39	11.23	169	11.75	6	11.67	33	11.52	7	7	20	6.79	---	---	4	5.79

* Non-PoC includes individuals who do not identify race/ethnicity.

** PoC People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

****STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

***** Next "rank" is defined as Full Professor Step 6 or above.

--- Denotes that both the numerator and denominator values are 0.

Note: Cell counts and means include only faculty who have transitioned to the next rank.

Table 5a. Voluntary, Non-Retirement Attrition, Retirement Attrition and Mean Retirement Age, by College/Division, Rank and Gender, 2010-2015

	Voluntary, Non-Retirement Attrition						Retirement Attrition			
	Assistant		Associate		Full		Number		Mean Age	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total UC Davis	12	15	8	9	14	17	41	170	65	67
Total STEM*	4	7	2	7	4	11	25	121	65	67
College of Agricultural and Environmental Sciences	0	0	0	0	0	1	11	47	66	67
College of Biological Sciences	0	0	1	0	0	3	3	9	68	67
School of Education	1	0	0	0	0	0	1	2	67	68
College of Engineering	1	0	0	1	1	2	2	21	61	66
School of Law	1	0	0	0	2	0	1	4	69	67
Division of Humanities, Arts, and Cultural Studies	3	5	4	1	4	4	9	12	65	69
Division of Math and Physical Sciences	1	1	0	2	0	1	1	16	61	67
Division of Social Sciences	2	5	1	4	2	4	6	18	67	67
Graduate School of Management	1	1	0	0	1	0	1	0	67	---
School of Medicine	1	1	1	0	4	2	4	24	58	65
School of Veterinary Medicine	1	2	1	1	0	0	2	17	---	65

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Table 5b. Voluntary, Non-Retirement Attrition, Retirement Attrition and Mean Retirement Age, by College/Division, Rank and Race/Ethnicity, 2010-2015

	Voluntary, Non-Retirement Attrition						Retirement Attrition			
	Assistant		Associate		Full		Number		Mean Age	
	Non-URM	URM	Non-URM	URM	Non-URM	URM	Non-URM	URM	Non-URM	URM
Total UC Davis	12	15	8	9	14	17	201	10	66	67
Total STEM	4	7	2	7	4	11	141	5	66	67
College of Agricultural and Environmental Sciences	0	0	0	0	0	1	56	2	67	62
College of Biological Sciences	0	0	1	0	0	3	12	0	67	---
School of Education	1	0	0	0	0	0	2	1	68	67
College of Engineering	1	0	0	1	1	2	23	0	66	---
School of Law	1	0	0	0	2	0	4	1	67	71
Division of Humanities, Arts, and Cultural Studies	3	5	4	1	4	4	18	3	67	65
Division of Math and Physical Sciences	1	1	0	2	0	1	16	1	67	68
Division of Social Sciences	2	5	1	4	2	4	22	2	66	72
Graduate School of Management	1	1	0	0	1	0	1	0	67	---
School of Medicine	1	1	1	0	4	2	28	0	63	---
School of Veterinary Medicine	1	2	1	1	0	0	19	0	65	---

*STEM includes all departments within the College of Agricultural and Environmental Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Table 6. New Hires by College/Division, Rank, Gender and Race/Ethnicity, 2014-2015

	New Hires										
	All	Women	% Women	People of Color*	% People of Color	URM**	% URM	Among Women			
								People of Color	% PoC	URM	% URM
All Hires	430	186	43.26	123	28.60	63	14.65	65	34.95	36	19.35
All Hires in STEM*** Colleges	295	114	38.64	75	25.42	35	11.86	34	29.82	17	14.91
Assitant Professors	288	134	46.53	87	30.21	43	14.93	45	33.58	25	18.66
Total STEM	213	98	46.01	56	26.29	24	11.27	27	27.55	13	13.27
College of Agricultural and Environmental Sciences	82	43	52.44	19	23.17	9	10.98	9	20.93	4	9.30
College of Biological Sciences	25	16	64.00	5	20.00	5	20.00	4	25.00	4	25.00
College of Engineering	26	8	30.77	8	30.77	3	11.54	2	25.00	1	12.50
Graduate School of Management	1	0	---	0	---	0	---	0	---	0	---
Division of Humanities, Arts, and Cultural Studies	33	19	57.58	14	42.42	6	18.18	12	63.16	5	26.32
Division of Math and Pysical Sciences	20	3	15.00	4	20.00	0	---	0	---	0	---
Division of Social Sciences	38	17	44.74	9	23.68	3	7.89	5	29.41	1	5.88
School of Education	8	5	62.50	5	62.50	4	50.00	2	40.00	2	40.00
School of Law	4	2	50.00	2	50.00	2	50.00	2	100.00	2	100.00
School of Medicine	30	10	33.33	15	50.00	7	23.33	5	50.00	3	30.00
School of Veterinary Medicine	16	7	43.75	4	25.00	3	18.75	2	28.57	2	28.57
Associate Professors	50	20	40.00	18	36.00	10	20.00	10	50.00	5	25.00
Total STEM	29	7	24.14	9	31.03	4	13.79	2	28.57	0	---
College of Agricultural and Environmental Sciences	9	0	---	3	33.33	3	33.33	0	---	0	---
College of Biological Sciences	0	0	---	0	---	0	---	0	---	0	---
College of Engineering	3	2	66.67	0	---	0	---	0	---	0	---
Graduate School of Management	0	0	---	0	---	0	---	0	---	0	---
Division of Humanities, Arts, and Cultural Studies	8	6	75.00	4	50.00	2	25.00	4	66.67	2	33.33
Division of Math and Pysical Sciences	1	0	---	0	---	0	---	0	---	0	---
Division of Social Sciences	5	2	40.00	1	20.00	1	20.00	0	---	0	---
School of Education	1	1	100.00	1	100.00	1	100.00	1	100.00	1	100.00
School of Law	0	0	---	0	---	0	---	0	---	0	---
School of Medicine	11	6	54.55	6	54.55	1	9.09	3	50.00	1	16.67
School of Veterinary Medicine	11	2	18.18	2	18.18	2	18.18	1	50.00	1	50.00
Full Professors	92	32	34.78	18	19.57	10	10.87	10	31.25	6	18.75
Total STEM	53	9	16.98	10	18.87	7	13.21	5	55.56	4	44.44
College of Agricultural and Environmental Sciences	27	3	11.11	3	11.11	3	11.11	3	100.00	3	100.00
College of Biological Sciences	4	1	25.00	1	25.00	1	25.00	0	---	0	---
College of Engineering	5	0	---	1	20.00	0	---	0	---	0	---
Graduate School of Management	2	1	50.00	1	50.00	1	50.00	0	---	0	---
Division of Humanities, Arts, and Cultural Studies	8	4	50.00	0	---	0	---	0	---	0	---
Division of Math and Pysical Sciences	8	3	37.50	4	50.00	2	25.00	2	66.67	1	33.33
Division of Social Sciences	4	2	50.00	0	---	0	---	0	---	0	---
School of Education	0	0	---	0	---	0	---	0	---	0	---
School of Law	8	4	50.00	4	50.00	1	12.50	2	50.00	1	25.00
School of Medicine	20	9	45.00	3	15.00	1	5.00	2	22.22	0	---
School of Veterinary Medicine	2	1	50.00	0	---	0	---	0	---	0	---

* People of Color include African Americans, Native Americans, Hispanics, Asians and Asian Americans.

**URM, underrepresented minorities, include African Americans, Native Americans and Hispanics.

***STEM includes all departments within the College of Agricultural and Environmentl Sciences, College of Biological Sciences, College of Engineering, and the College of Letters and Science: Division of Mathematics and Physical Sciences and Division of Social Sciences. STEM also includes the following departments in the School of Medicine and School of Veterinary Medicine: Biochemistry and Molecular Medicine, Cell Biology and Human Anatomy, Medical Microbiology and Immunology, Pharmacology, Physiology and Membrane Biology, Public Health Science, Anatomy, Physiology and Cell Biology, Molecular Biosciences, Pathology, Microbiology & Immunology.

--- Denotes that both the numerator and denominator values are 0.

Table 8. Faculty Leadership Positions by Gender, 2014-15

	All				Number of Women				% Female			
	All	STEM	Medicine	Vet Medicine	All	STEM	Medicine	Vet Medicine	All	STEM	Medicine	Vet Medicine
Full Professors	994	693	157	89	290	172	40	33	29.2	24.8	25.5	37.1
Deans	14	7	2	1	8	5	2	0	57.1	71.4	100.0	0.0
Associate Deans***	49	37	16	6	16	11	3	3	32.7	29.7	18.8	50.0
Department Chairs*	89	52	25	6	31	18	5	4	34.8	34.6	20.0	66.7
Center and Program Directors**	12	9	4	0	3	1	1	0	25.0	11.1	25.0	na
Committees	25	15	3	3	11	8	1	2	44.0	53.3	33.3	66.7
Provost and Vice-Provosts	7	0	0	0	4	0	0	0	57.1	na	na	na
Chancellor and Vice-Chancellors***	13	10	3	0	8	6	3	0	61.5	60.0	100.0	na

*Department chairs counts include acting and interim chairs

**Organized and Specialized Research Units were selected on the basis of receipt of extramural funding; Data derived from Program and Center websites on 10/12/2016.

Note: Table 8 data is based on data received in October 2016.