UC ADVANCE PAID Roundtable
Mid-Career Faculty

UC Berkeley
April 10, 2013

Angelica M Stacy, Associate Vice Provost for the Faculty
Karie Frasch, Director, Faculty Equity and Welfare
Marc Goulden, Director, Data Initiatives

• Advancement
• Satisfaction
• Evaluation
• Mentoring
• Workshops
Achieving Tenure at UC Berkeley by Gender and STEM*/Non-STEM
(Includes All Current and Former** UCB Faculty with Assistant Start Dates 1985-2011)

Source: UCB Faculty Personnel Records, 1985-2012.

**Former UCB faculty age 66+ are excluded.

Total N=Men, STEM, 348 to 251; Women, STEM, 114 to 63; Men, Non-STEM, 349 to 221; Non-Women, STEM, 259 to 163.
Achieving Full Professor at UC Berkeley by Gender and STEM*/Non-STEM
(Includes All Current and Former** UCB Faculty with Associate Start Dates 1985-2011)

Source: UCB Faculty Personnel Records, 1985-2012.

**Former UCB faculty age 66+ are excluded.
Achieving Full Prof. Step 6 at UC Berkeley by Gender and STEM*/Non-STEM (Includes All Current and Former** UCB Faculty with Full Prof. (<Step 6) Start Dates 1985-2011)

Source: UCB Faculty Personnel Records, 1985-2010.

**Former UCB faculty age 66+ are excluded.
Achieving Tenure at UC Berkeley by Broad Disciplinary Groups
(Includes All Current and Former* UCB Faculty with Assistant Start Dates 1985-2011)

PTEM**, Bio. and Natural Res., Professional, Social Science, Humanities

Source: UCB Faculty Personnel Records, 1985-2012.

*Former UCB faculty age 66+ are excluded.

Total N=PTEM, 321 to 230; Bio. & Nat. R., 141 to 84; Profess., 216 to 138; Social Sc., 195 to 117; Human., 197 to 129.
Achieving Full Professor at UC Berkeley by Broad Disciplinary Groups
(Includes All Current and Former* UCB Faculty with Associate Start Dates 1985-2011)

Source: UCB Faculty Personnel Records, 1985-2012.

*Former UCB faculty age 66+ are excluded.


Total N=PTEM, 314 to 164; Bio. & Nat. R., 152 to 77; Profess., 189 to 97; Social Sc., 198 to 83; Human., 188 to 86.
Achieving **Full Prof Step 6** at UC Berkeley by Broad Disciplinary Groups
(Includes All Current and Former* UCB Faculty with Full Prof. (<Step 6) Start Dates 1985-2011)

![Line graph showing % Achieving Full Prof., Step 6 over Years out from Full Prof. start date]

**Source:** UCB Faculty Personnel Records, 1985-2012

*Former UCB faculty age 66+ are excluded.


Total N=PTEM, 341 to 171; Bio. & Nat. R., 156 to 85; Profess., 250 to 133; Social Sc., 197 to 101; Human., 165 to 79.
Percentage Satisfied* with Current Rank by Gender and Rank/Step

*“Very” and “Somewhat satisfied” vs. “Not too satisfied” and “Not at all satisfied.”

Source: UC Berkeley Faculty Climate Survey, 2009.
### % Indicating that the Review Criterion Should Be More Important, * by Rank

<table>
<thead>
<tr>
<th></th>
<th>Assist Prof</th>
<th>Assoc Prof</th>
<th>Full Prof &lt;6</th>
<th>Full Prof 6-9</th>
<th>Above acale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Books</td>
<td>15%</td>
<td>20%</td>
<td>24%</td>
<td>26%</td>
<td>24%</td>
</tr>
<tr>
<td>Journal articles (peer reviewed)</td>
<td>6%</td>
<td>4%</td>
<td>5%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>Grants</td>
<td>26%</td>
<td>26%</td>
<td>22%</td>
<td>17%</td>
<td>11%</td>
</tr>
<tr>
<td>Research awards</td>
<td>19%</td>
<td>21%</td>
<td>19%</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td>Teaching lecture courses</td>
<td>30%</td>
<td>37%</td>
<td>21%</td>
<td>27%</td>
<td>16%</td>
</tr>
<tr>
<td>Number of citations</td>
<td>21%</td>
<td>26%</td>
<td>19%</td>
<td>17%</td>
<td>11%</td>
</tr>
<tr>
<td>Efforts to improve or create new courses</td>
<td>57%</td>
<td>50%</td>
<td>33%</td>
<td>36%</td>
<td>19%</td>
</tr>
<tr>
<td>Mentoring ugrad stud</td>
<td>63%</td>
<td>65%</td>
<td>47%</td>
<td>51%</td>
<td>29%</td>
</tr>
<tr>
<td>Departmental service</td>
<td>33%</td>
<td>42%</td>
<td>40%</td>
<td>38%</td>
<td>8%</td>
</tr>
<tr>
<td>Promoting diversity</td>
<td>49%</td>
<td>52%</td>
<td>38%</td>
<td>43%</td>
<td>17%</td>
</tr>
<tr>
<td>Mentoring colleagues</td>
<td>60%</td>
<td>65%</td>
<td>57%</td>
<td>47%</td>
<td>28%</td>
</tr>
<tr>
<td>Community-based service</td>
<td>66%</td>
<td>60%</td>
<td>50%</td>
<td>44%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Note: Shaded cells of red and blue indicate significant differences based on chi-square, comparing the responses of the subgroup to all other respondents; reds indicate a higher-than-expected percentage and blues a lower-than-expected percentage. Dark red/blue = chi-square less than .001; medium red/blue = less than .01; light red/blue = less than .05.
Source: UC Berkeley Faculty Climate Survey, 2009.
UC Berkeley Faculty: Percent Who Did **Not Know** about the Merit Review Policy by Rank/Step

<table>
<thead>
<tr>
<th>Rank/Step</th>
<th>Did not know about the policy*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor, Above Scale</td>
<td>8%</td>
</tr>
<tr>
<td>Full Professor, Step VI-IX</td>
<td>24%</td>
</tr>
<tr>
<td>Full Professor, below Step VI</td>
<td>33%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>32%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>32%</td>
</tr>
</tbody>
</table>

**Request an extra merit increase one time for excellent teaching, service, or diversity-related work?**

<table>
<thead>
<tr>
<th>Rank/Step</th>
<th>Did not know about the policy*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor, Above Scale</td>
<td>3%</td>
</tr>
<tr>
<td>Full Professor, Step VI-IX</td>
<td>15%</td>
</tr>
<tr>
<td>Full Professor, below Step VI</td>
<td>20%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>27%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>35%</td>
</tr>
</tbody>
</table>

**Request more than one-step merit increase for recognition of accomplishments (e.g., a major award)?**

*Did not know about the policy vs. used the policy, did not need the policy, & discouraged from using the policy.

Source: UC Berkeley, Faculty Climate Survey, 2009.
Percentage Desiring Some* Mentoring/Support by Rank/Step

- Help with grants:
  - Full Professor, above scale: 40%
  - Full Professor, Step VI–IX: 56%
  - Full Professor, below Step VI: 66%
  - Associate Professor: 86%
  - Assistant Professor: 89%

- Help with publishing:
  - Full Professor, above scale: 10%
  - Full Professor, Step VI–IX: 28%
  - Full Professor, below Step VI: 28%
  - Associate Professor: 60%
  - Assistant Professor: 73%

- Help with establishing professional contacts:
  - Full Professor, above scale: 18%
  - Full Professor, Step VI–IX: 31%
  - Full Professor, below Step VI: 44%
  - Associate Professor: 51%
  - Assistant Professor: 73%

- Help navigating departmental politics:
  - Full Professor, above scale: 20%
  - Full Professor, Step VI–IX: 34%
  - Full Professor, below Step VI: 54%
  - Associate Professor: 72%
  - Assistant Professor: 86%

Source: UC Berkeley, Faculty Climate Survey, 2009.

Percentage Desiring Some* Mentoring/Support by Rank/Step

<table>
<thead>
<tr>
<th>Category</th>
<th>Full Professor, above scale</th>
<th>Full Professor, Step VI-IX</th>
<th>Full Professor, below Step VI</th>
<th>Associate Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coaching on the review process</td>
<td>15%</td>
<td>32%</td>
<td>55%</td>
<td>77%</td>
</tr>
<tr>
<td>Advice on research</td>
<td>29%</td>
<td>39%</td>
<td>43%</td>
<td>70%</td>
</tr>
<tr>
<td>Mentoring for teaching</td>
<td>31%</td>
<td>41%</td>
<td>34%</td>
<td>59%</td>
</tr>
</tbody>
</table>


Source: UC Berkeley, Faculty Climate Survey, 2009.
Themes from Berkeley Associate Professor Workshops

1. Seeking information about advancement, review, campus and departmental politics, expectations.

2. Formulating an understanding of career ahead, priorities, new opportunities.

3. Making choices, saying “no”, balancing research, teaching, service, family.