



Academic  
Personnel



## **Diversity of the faculty at the University of California Davis School of Medicine: 2020-21 Annual Departmental Reports**

### **Diversity in the academy: It's fundamental to the mission**

Diversity is fundamental to the defined mission of The University of California (UC) to serve the interests of the State of California, which requires access to the University and equal opportunity for all groups. However, the UC has faced tremendous challenges in recruiting, retaining and promoting a diverse faculty. There is an urgent need to improve on these efforts and outcomes in order for the University to satisfy its core mission to serve the interests of the State of California as described in the Regents Policy 4400:

<http://regents.universityofcalifornia.edu/governance/policies/4400.html>.

A critical aspect of the Regents Policy is the explicit recognition of:

*“..the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.”*

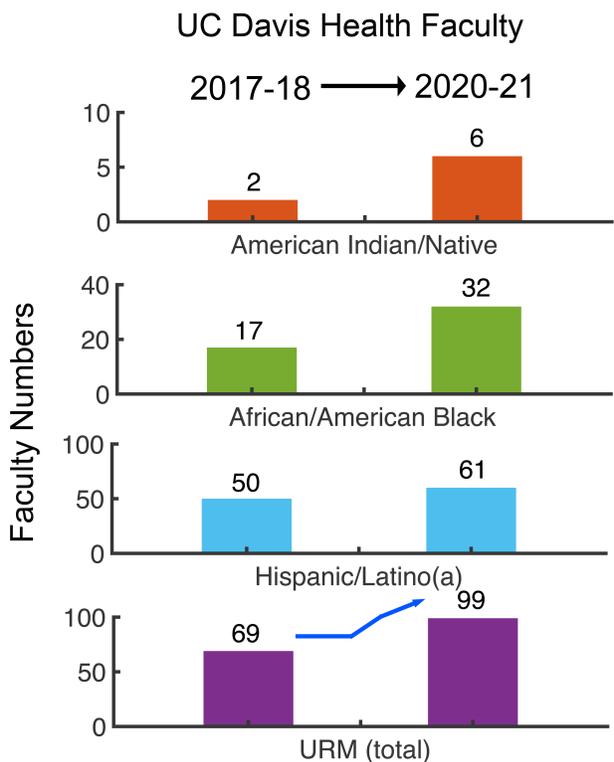
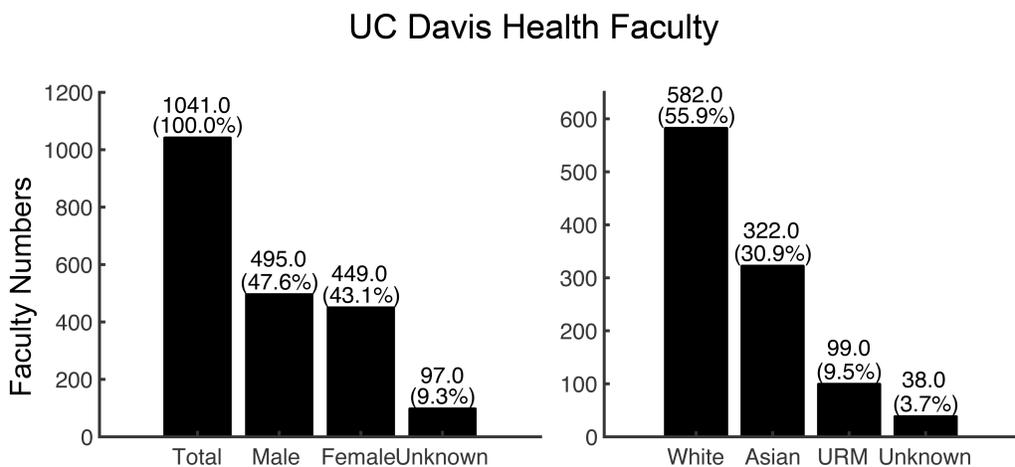
This report is intended to serve as the indicator of the current state of diversity in the UC Davis School of Medicine. These data compilations include individual departmental data as of March 01, 2021<sup>1</sup>. Also shown for comparison is School of Medicine overall data at the same point in time, as well as the national availability workforce data. The department

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<sup>1</sup> Note that there is a multiple month lag in the UC Path demographic data entry. The data presented herein may not fully reflect recent hiring.

data is shown as a green bar when the department is greater than 10% above the national workforce availability pools (more diverse). Red indicates more than 10% below national workforce availability pools (less diverse). Black bars indicate a close association (within 10%) of departmental diversity and national workforce availability.

We hope that this information provides you with a useful baseline for your faculty diversity efforts. We look forward to working with you on future recruitments to help you reach your diversity goals!



**Figure 1: Top:** Shown on the Y-axis is the number of faculty for **UC Davis Health** by self-reported gender and ethnicity. Absolute faculty numbers were indicated on top of each bar. Percentages were indicated in parentheses. **Bottom:** Changes in absolute numbers of historically underrepresented faculty by ethnicity/race as indicated and in total (purple, lower panel).

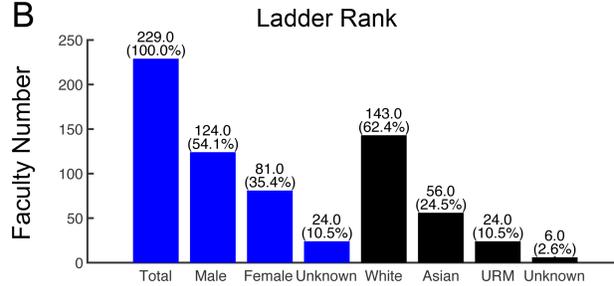
**Gender and Ethnicity profile for School of Medicine faculty.**

**School of Medicine**

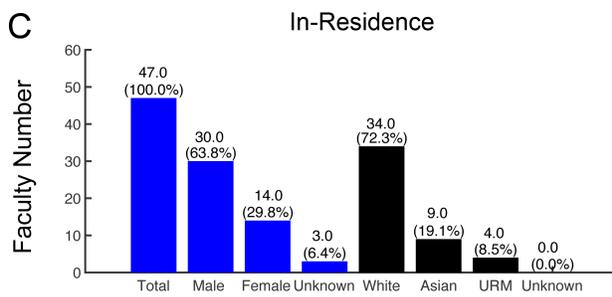
**A**

Total Faculty	1002
% of Ladder Rank	22.9%
% of In-Residence	4.7%
% of Clinical X	21.7%
% of HSCP	47%
% of Adjunct	3.8%

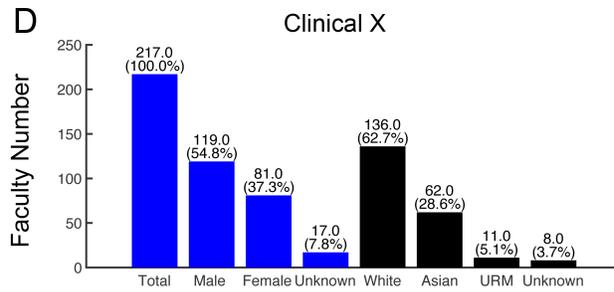
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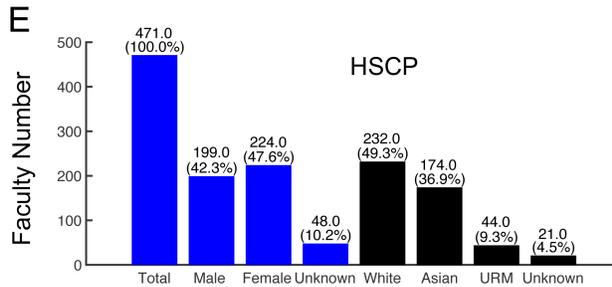
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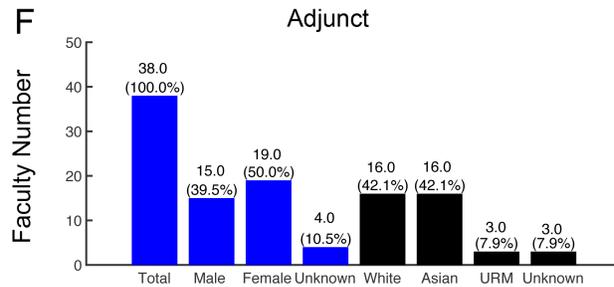
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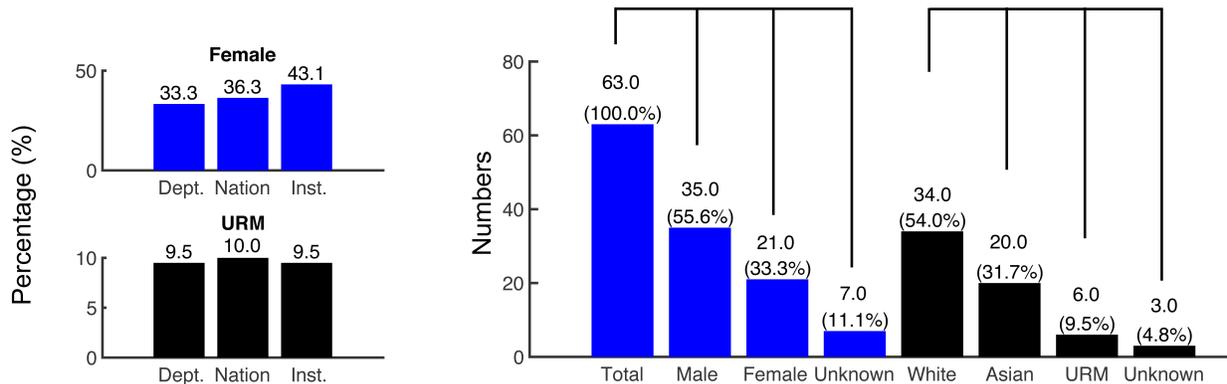
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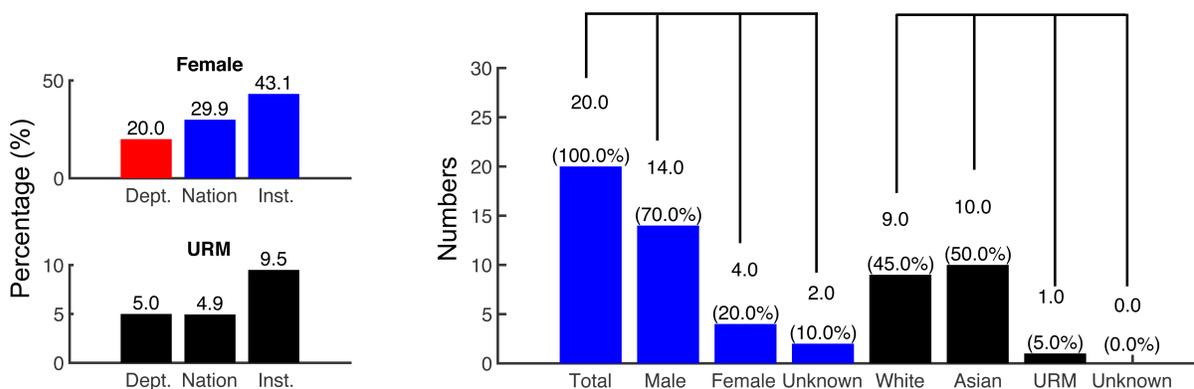
**F**



### Anesthesiology and Pain Medicine



### Biochemistry and Molecular Medicine



**Dept.:** Departmental data is from UC Davis School of Medicine

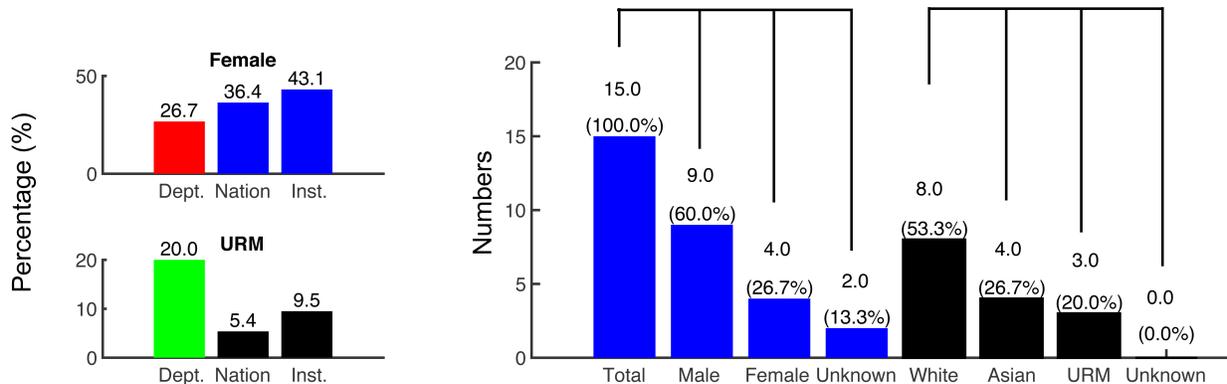
**Nation:** National data is from *U.S. Medical School Faculty, 2020 (table 16)* [1].

**URM** includes American Indian/Alaskan Native, Black or African American, Hispanic, Latino or Spanish origin, Native Hawaiian or Other Pacific Islander, Multiple Race – Hispanic.

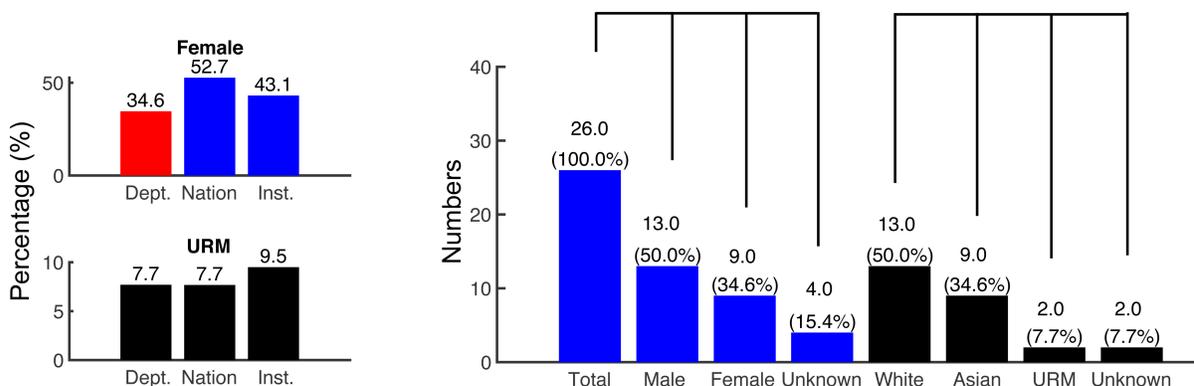
(Not included: Other Race, Multiple Race – Non-Hispanic and Unknown)

**Inst.:** Institution data is from the Schools of Human Health (SOM and BIMSON).

### Cell Biology and Human Anatomy



### Dermatology



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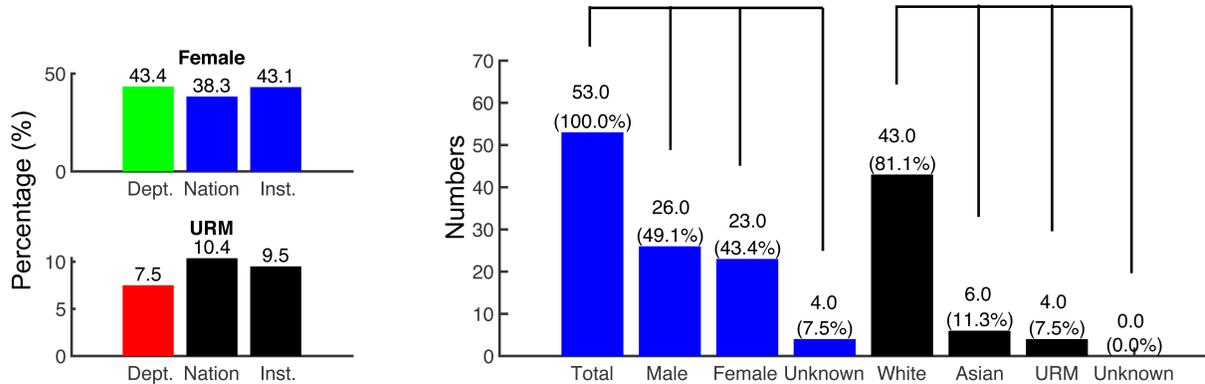
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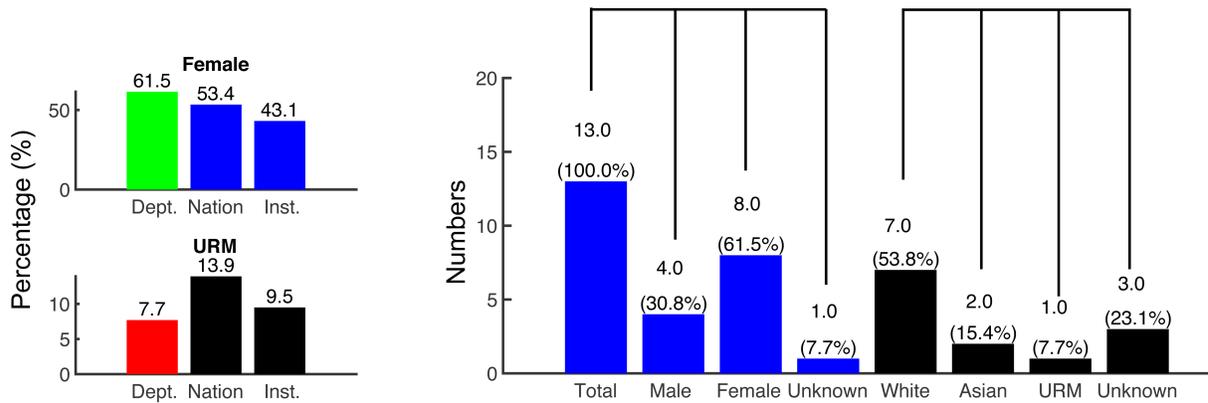
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### Emergency Medicine



### Family and Community Medicine



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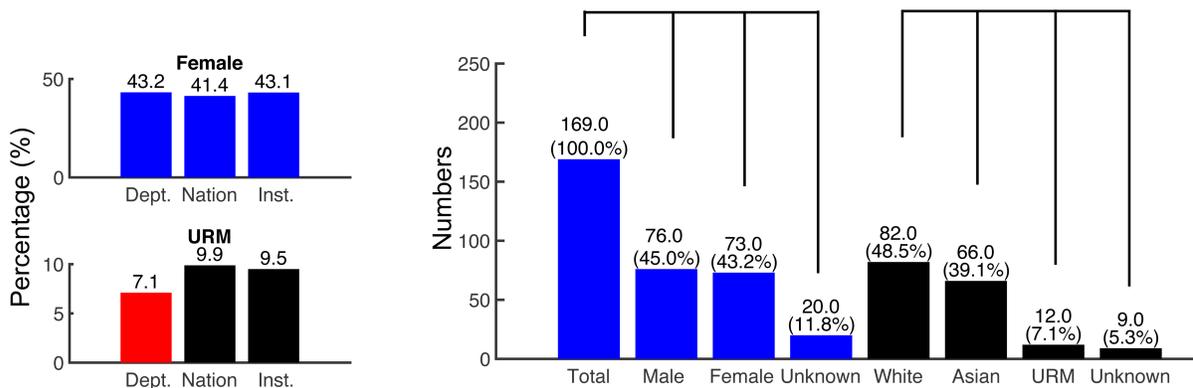
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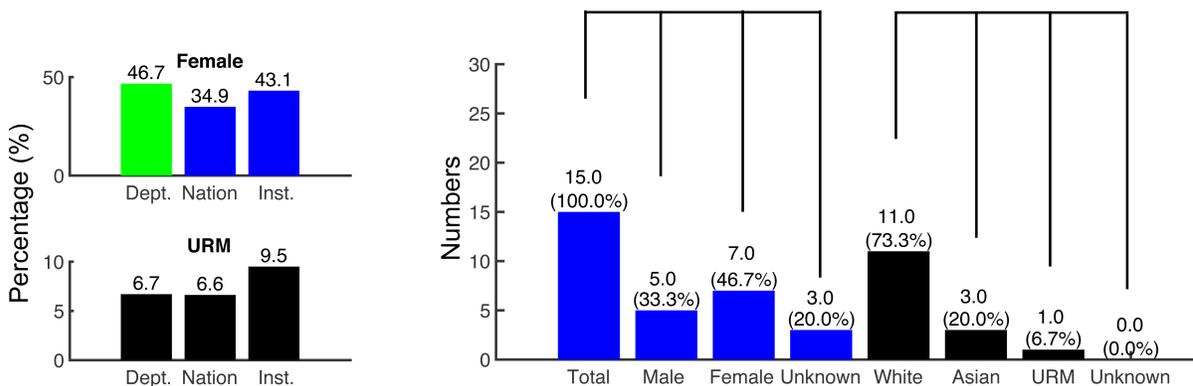
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### Internal Medicine



### Medical Microbiology and Immunology



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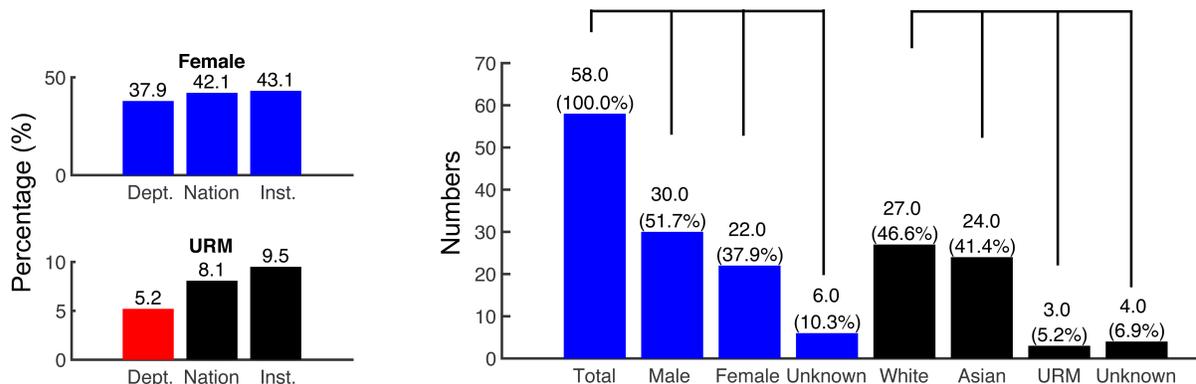
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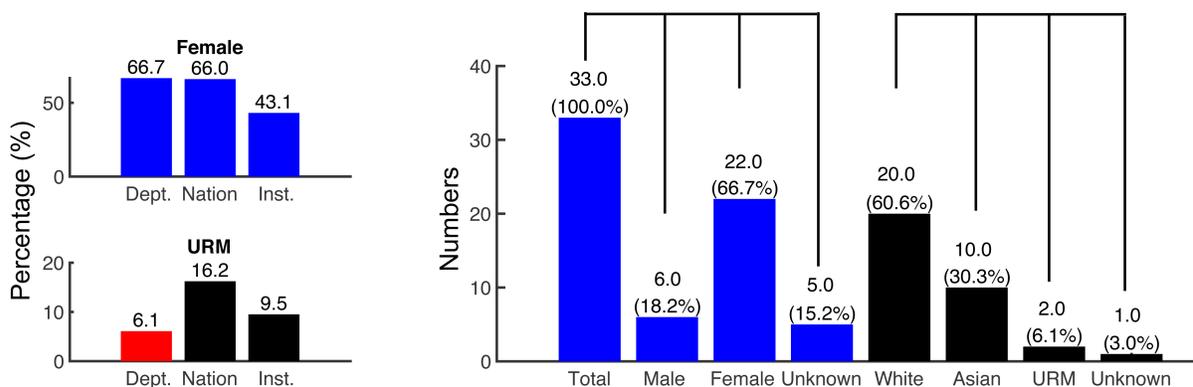
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### Neurology



### Obstetrics and Gynecology



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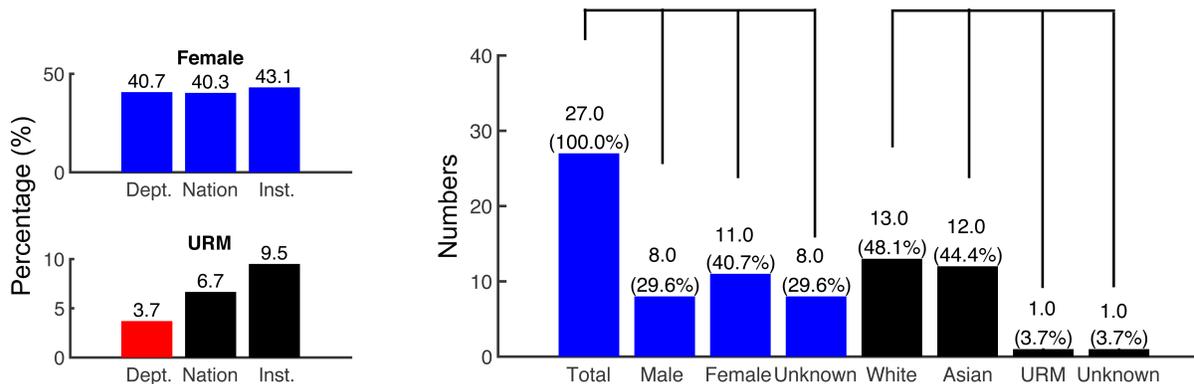
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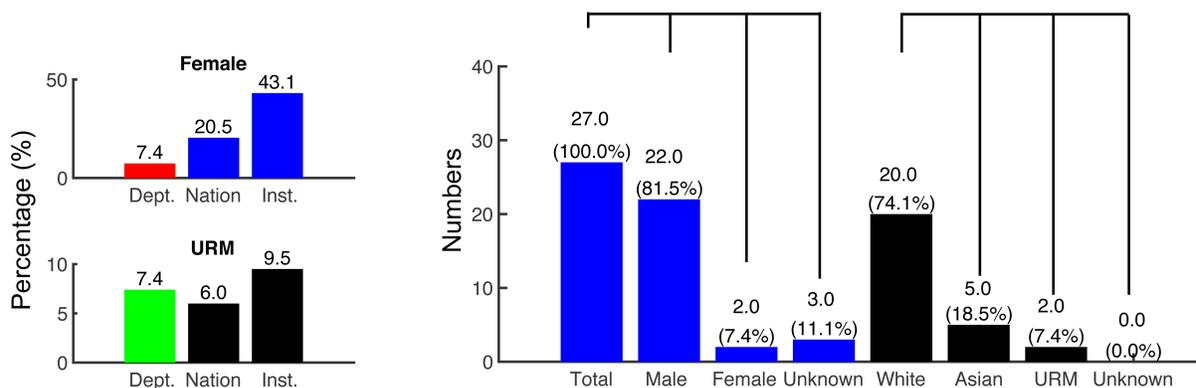
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### Ophthalmology and Vision Science



### Orthopaedic Surgery



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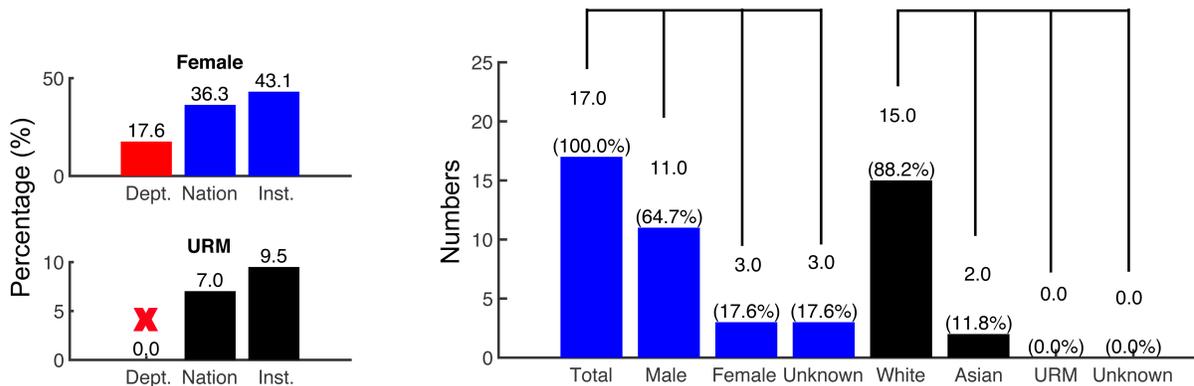
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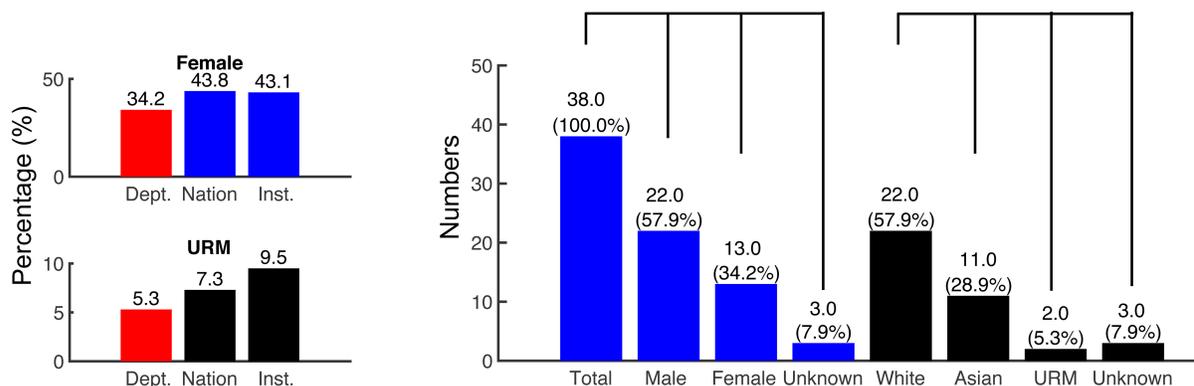
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### Otolaryngology



### Pathology and Laboratory Medicine



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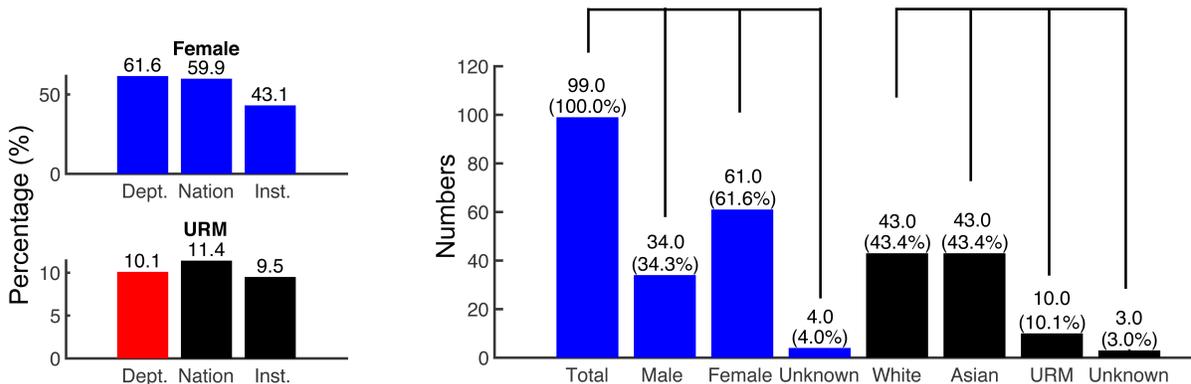
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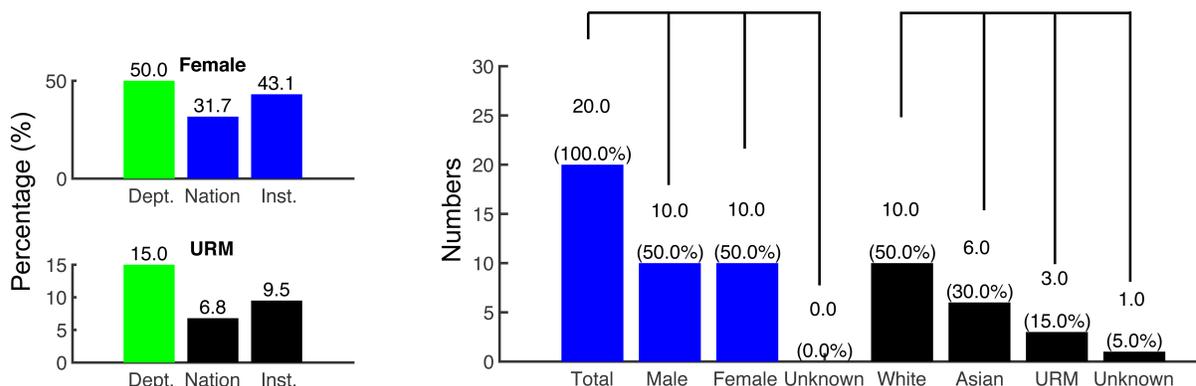
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### Pediatrics



### Pharmacology



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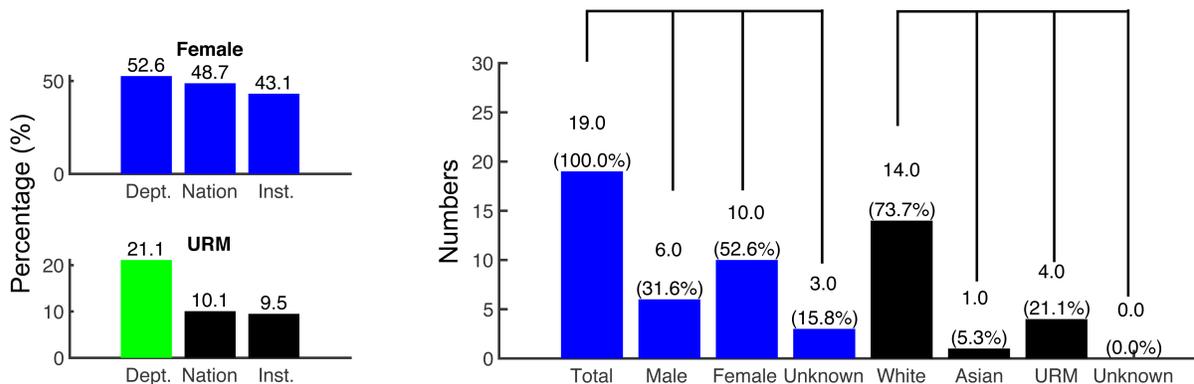
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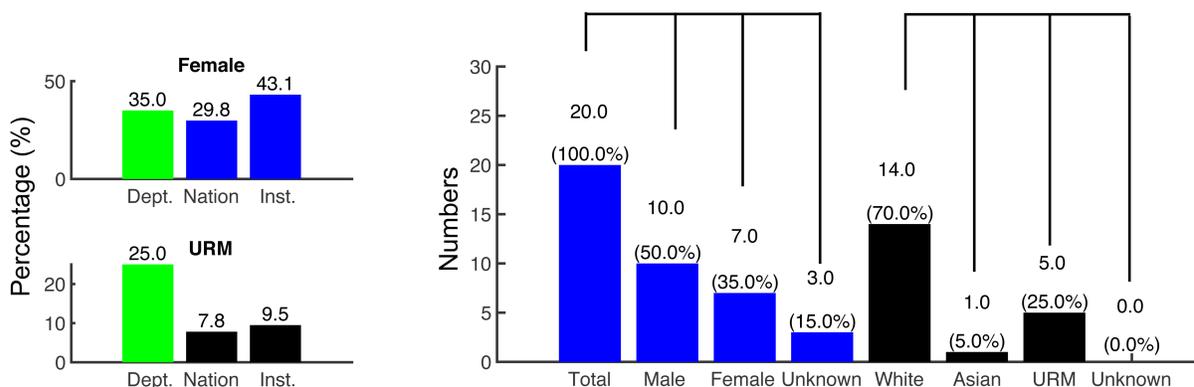
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### Physical Medicine and Rehabilitation



### Physiology and Membrane Biology



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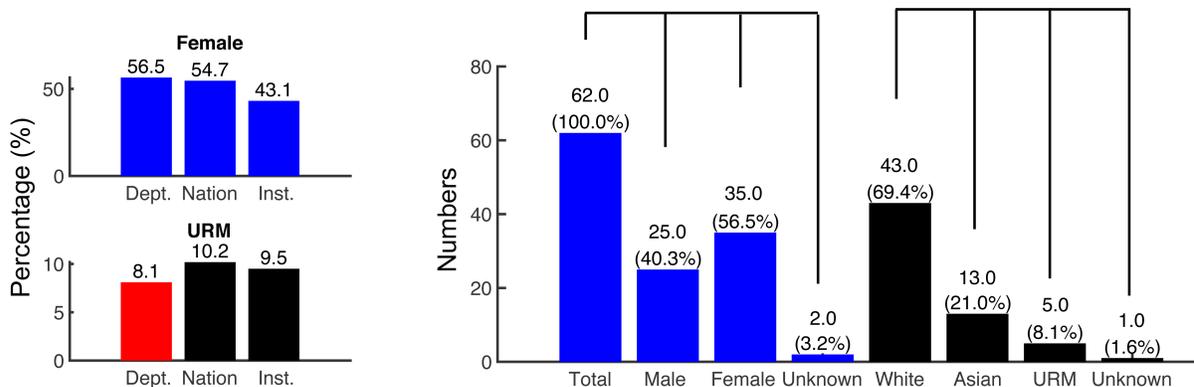
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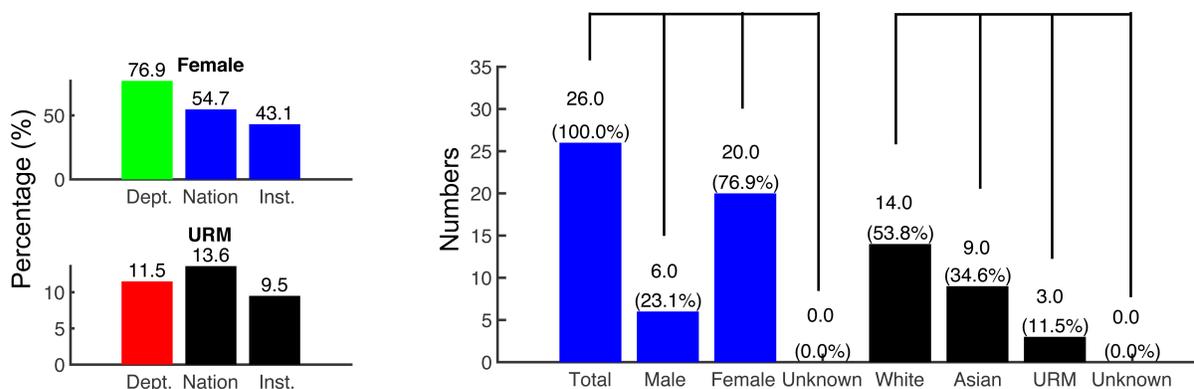
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### Psychiatry and Behavioral Sciences



### Public Health Sciences



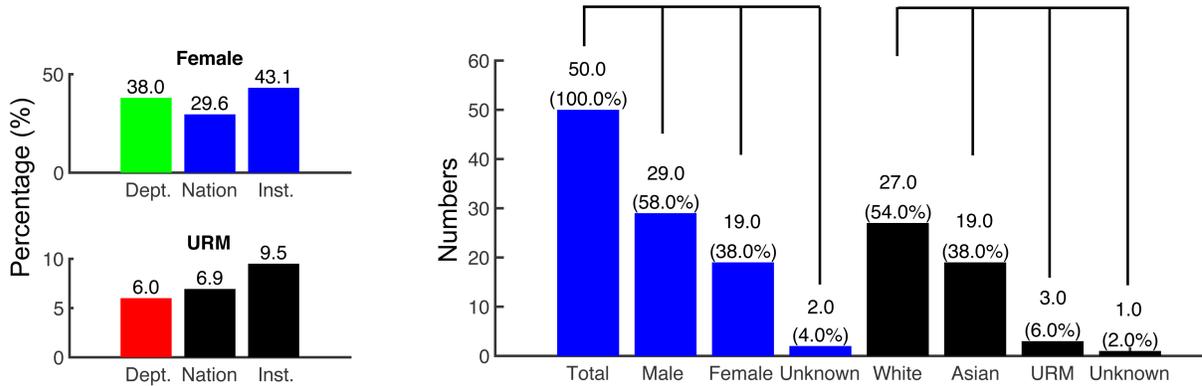
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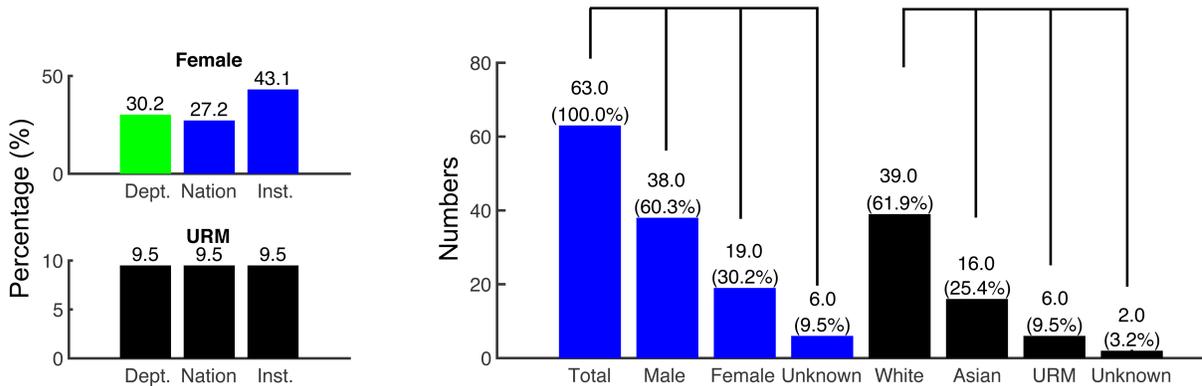
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### Radiology



### Surgery



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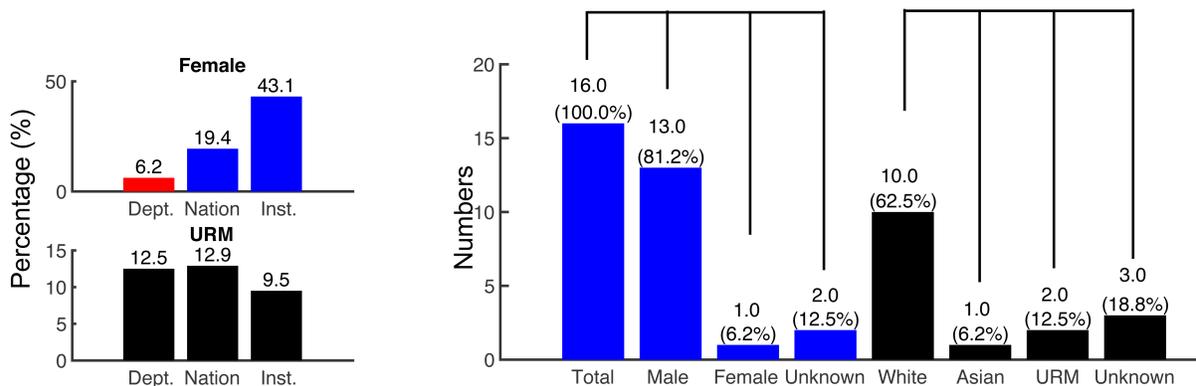
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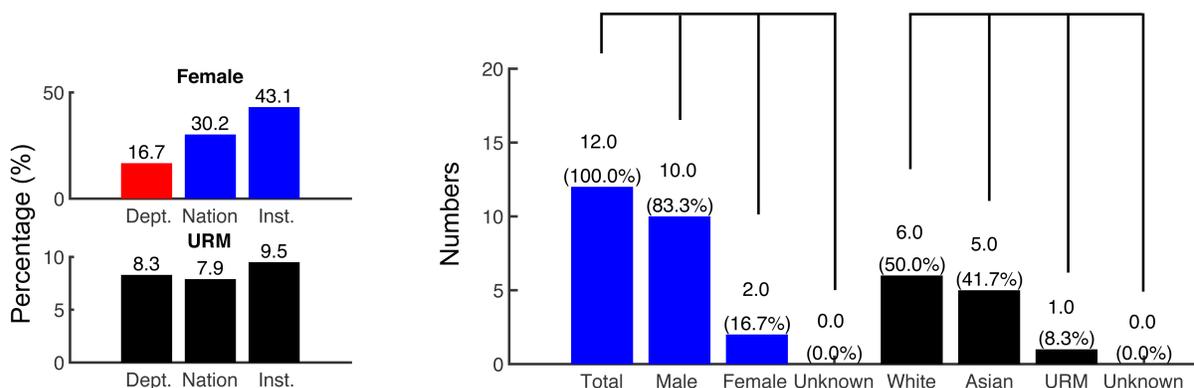
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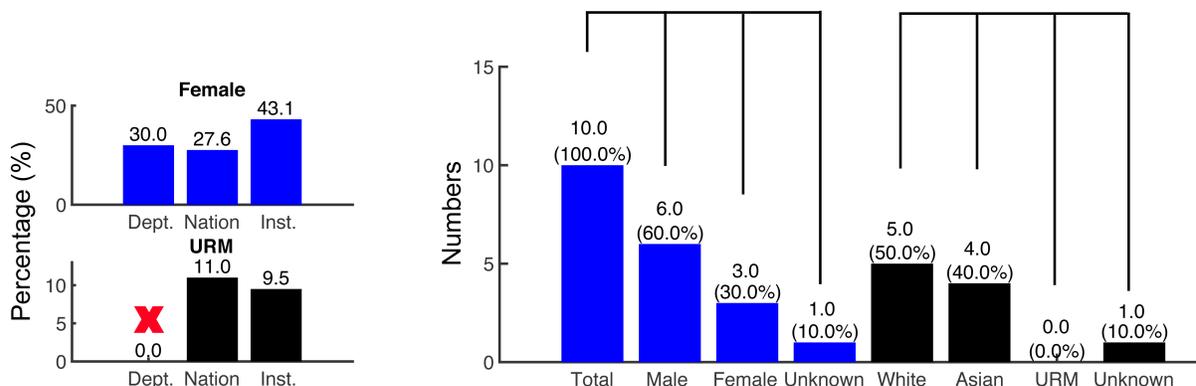
### Neurological Surgery



### Radiation Oncology



### Urology



**Dept.:** Departmental data is from UC Davis School of Medicine.

**Nation:** National data is from Section F: Teaching Hospitals in [2]. **URM** included American Indian/Alaskan Native, Black or African American, Hispanic/Latino. (Not included Other Race).

**Inst.:** Institution data is from the Schools of Human Health (SOM and BIMSON).

**References:**

1. *U.S. Medical School Faculty, 2020*. Available from:  
<https://http://www.aamc.org/data-reports>.
2. Brotherton, S.E. and S.I. Etzel, *Graduate Medical Education, 2019-2020*. JAMA, 2020. **324**(12): p. 1230-1050.