Report on Faculty Salary Equity at the University of California, Santa Cruz

Division of Academic Affairs
Institutional Research, Assessment, and Policy Studies

April 2022

This report provides an update to the October 2018 "Report on Faculty Salary Equity at the University of California, Santa Cruz," which was based on 2017-18 faculty data, and follows the initial salary analysis from January 2015 based on 2013-14 data. The current analysis was based on 2021-22 rank, step, and salary data of faculty who were on the roster as of July 1, 2021. Data on gender, race/ethnicity, departmental affiliation, and initial hire date and salary were also included. Faculty paid on the fiscal year scales were excluded from all analyses. Data of faculty paid on the Regular (REG) and Business/Economics/Engineering (BEE) scale were analyzed separately.

The focus of this study is on equity with respect to gender, race/ethnicity, and department across the campus, with an emphasis on monitoring changes since the 2018 study. In the current study, we focus on a subset of the analyses conducted in our 2015 and 2018 studies. We include two indicators of equity: promotion growth, or the rate of advancement through the ranks relative to the normative time implied by the rank and step scale; and current salary.

In 2015, we found that there were some observable differences in promotion growth and salary by gender and race/ethnicity, with women and underrepresented faculty of color experiencing slower promotion growth since earning their highest degree, and that these differences were related to their academic department/discipline.

In the 2018 study, we found no effects of gender or race/ethnicity on promotion growth before considering department, but we did find some salary differences, which again were related to department.

In the current study, we find differences in promotion growth by both gender and race/ethnicity, with women, and Asian, and Underrepresented faculty of color experiencing slower promotion growth based on years of service. These differences are partially explained by academic department. While some departments differed in salary, we did not find significant differences in salary by gender or race/ethnicity.

While this statistical analysis does not answer questions about why differences in promotion growth and salary exist between departments, we discuss possibilities as well as recommendations and information on current and future campus initiatives aimed at moving towards improved equity.

Promotion Growth

As in previous studies, we again considered two measures of promotion growth. Both indicate the actual rate of promotion relative to the normative rate implied by the rank and step scales after converting rank/step to the equivalent number of years since earning highest degree where:

Assistant Professor, Step 1=1 year; 2=3; 3=5; 4=7; 5=9; 6=11;
Associate Professor, Step 1=9 years; 2=11; 3=13; 4=15.5; 5=18.5;
Professor Step 1=15.5 years; 2= 18.5; 3=21.5; 4=24.5; 5=27.5; 6=30.5; 7=33.5; 8=36.5; 9=39.5; and Above Scale=42.5.

Promotion Growth since degree (Promotion Growth Degree or PG1) indicates the rate of promotion since earning their highest degree, for most faculty a PhD. This is a measure of a faculty member's rank/step relative to the normative number of years it would take from the time since earning the degree, including the years spent in post-docs or other positions and institutions prior to joining the UCSC faculty.

It is defined as the time equivalent of each faculty member's current rank/step (as of July 1, 2021), divided by the number of years since degree:

$$PG1 = \frac{time\ equiv.of\ rank\ \&\ step\ (years)\ as\ of July\ 2021}{years\ since\ degree}$$

Promotion Growth by years of service at UCSC (Promotion Growth Service or PG2) is a measure of the rate of advancement through the ranks over the course of faculty members' years of service at UCSC.

It is defined as the time equivalent of each faculty member's current rank/step (as of July 1, 2021) minus the equivalent years to rank/step at the time of hire, divided by the number of years of service:

$$PG2 = \frac{time\ equiv.of\ rank\ \&\ step\ as\ of\ July\ 2021 - time\ equiv.of rank\ \&\ step\ at\ hire}{years\ of\ service}$$

For both measures a promotion growth factor of 1 represents "normal" progression through the ranks and steps.

To calculate PG1, we excluded those faculty who had earned their highest degree less than 3 years prior to July 1, 2021. In the current analysis, there were 38 faculty who met that criteria. The final population for analysis included 437 Regular Scale and 118 BEE Scale faculty.

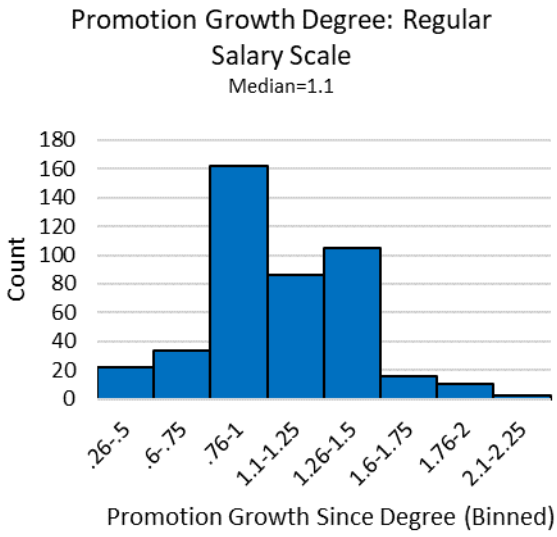
Because PG2 focuses on advancement while at UCSC, faculty who have been recently hired but have not yet had the standard amount of time necessary to have an initial promotion review were excluded from our analysis. This population was 85 Assistant or Associate Professors hired less than 3 years prior to July 1, 2021 and 13 Full Professors hired less than 4 years prior to July 1, 2021. The final population for analysis included 390 Regular Scale and 105 BEE Scale faculty.

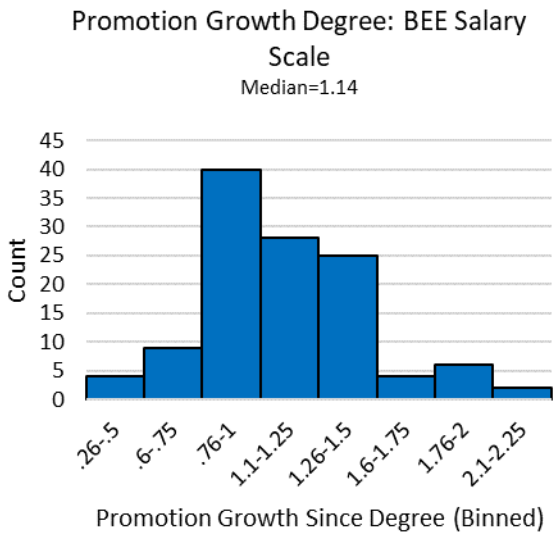
Additionally, because Department was a variable of interest, we also excluded 7 faculty with divisional appointments.

While the overall faculty population size was similar in our 2017-18 and 2021-22 analysis, 105 faculty included in the 2017-18 analysis have since left UCSC. The 2021-22 analysis also includes 127 faculty who were not in the 2017-18 population.

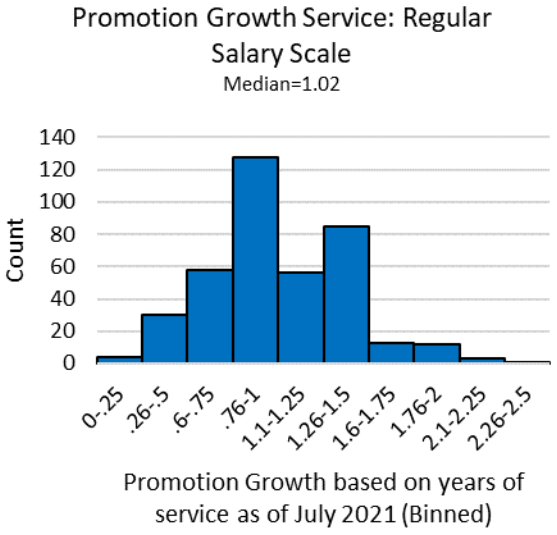
Overall Promotion Growth Degree and Service

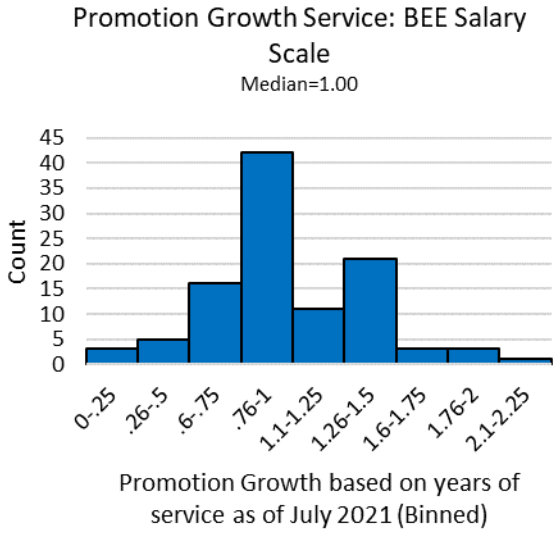
The median Promotion Growth Degree (PG1) was 1.1 and 1.14 among REG and BEE scale faculty respectively. This is similar to the 1.1 (REG) and 1.13 (BEE) median rates among the 2017-18 faculty, and the 1.1 (REG) and 1.17 (BEE) median rates among the 2013-14 faculty.





Among the 2021-22 faculty, the median Promotion Growth Service, PG2, was 1.02 for REG and 1.0 BEE scale faculty, which is similar to the 1.0 (REG) and 1.0 (BEE) results from the 2017-2018 analysis. By comparison, median Promotion Growth Service was 1.0 (REG) and 1.09 (BEE) among faculty in the 2013-14 study.





The median Promotion Growth Degree and Promotion Growth Service suggests that the "average" rate of promotion while at UCSC is relatively consistent with the steps – half of the faculty were promoted at the standard rate of progression through the ranks or faster while half were promoted more slowly.

Promotion Growth by Gender

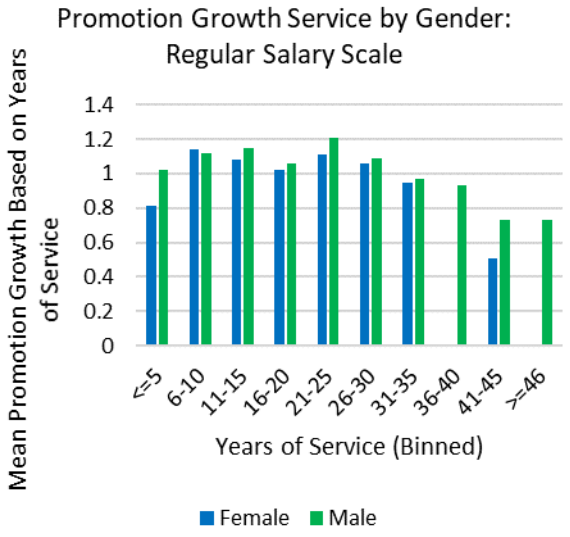
To examine the relationship of gender to promotion growth, we first conducted a series of four separate regression analyses using Gender as the single predictor of: Promotion Growth Degree for Regular scale faculty; Promotion Growth Degree for BEE scale faculty; Promotion Growth Service for Regular scale

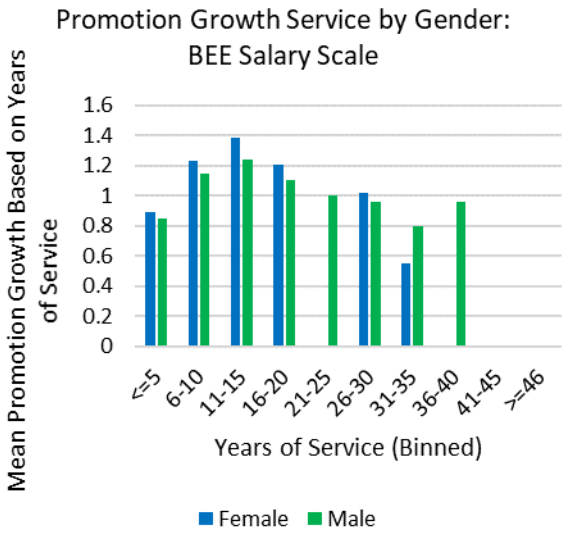
faculty; and Promotion Growth Service for BEE scale faculty. We then followed up each of those analyses by adding Department, a factor we know is related to promotion growth, as an additional predictor in four more regression analyses.

In our 2015 study we found that before taking Department into account, women on the REG scale had significantly lower average Promotion Growth Degree (PG1) than men on the REG scale, but that there were no gender differences in Promotion Growth Service (PG2). We observed similar patterns among faculty on the BEE scale, which did not reach statistical significance because of small and unequal cell sizes. At the time, we hypothesized that the difference between the two measures of promotion growth was related to gender differences in the initial hire step rather than rates of promotion while at UCSC. Once we added Department to the analyses, the gender difference in Promotion Growth Degree was no longer significant, indicating that the source of the gender difference was accounted for by Department. In our 2018 study, we found no gender differences in Promotion Growth Degree or Service for REG or BEE scale faculty.

In this year's update to the study, we performed the same analyses based on the current faculty roster as of 7/1/2021. We again conducted linear regression analyses, separately for Regular and BEE scale faculty, of Gender without regard to Department on Promotion Growth Service and Promotion Growth Degree. Contrary to the last time we did this study, we found that among Regular scale faculty, Gender by itself was predictive of Promotion Growth Service (but not on Promotion Growth Degree) prior to taking Department into account, with women advancing more slowly through the ranks than men, though this effect was marginal (p = .06).

The graphs below show variation in Promotion Growth Service by Gender at UCSC. These graphs show that for the Regular scale faculty, women are progressing slightly more slowly than men in most bins of years of service, while the opposite appears to be true for BEE faculty.

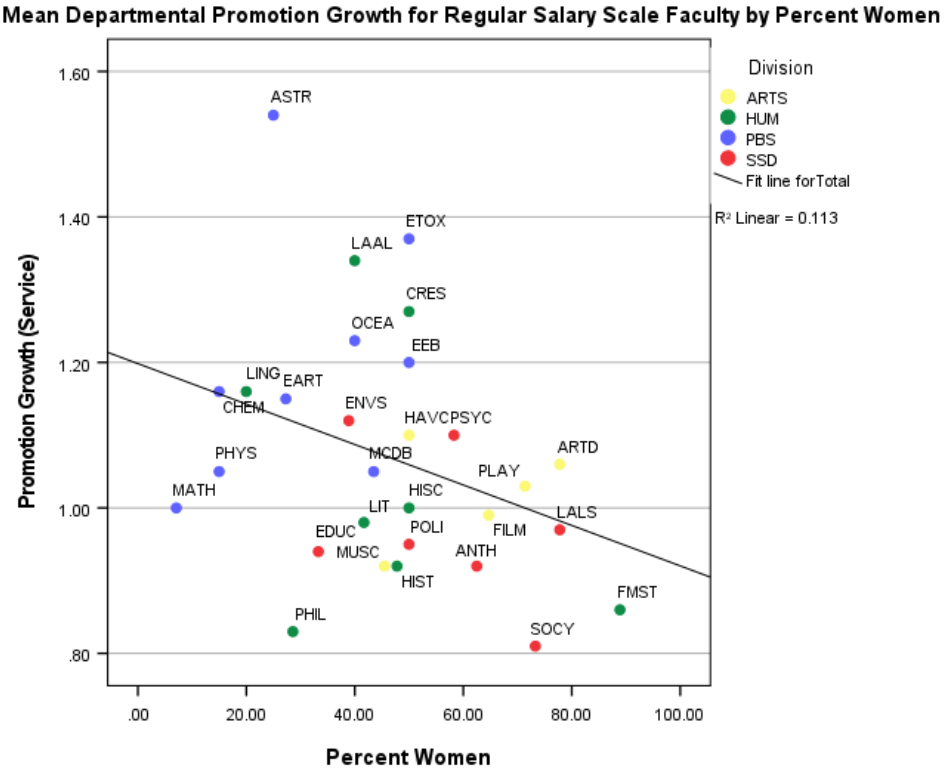




After adding Department into the analysis, we found that the differences in Gender in Promotion Growth Service among Regular scale faculty were no longer significant (p = .45). That is, Department "explained" the observed gender difference.

Among BEE faculty, Gender was not significantly predictive of either Promotion Growth Service or Promotion Growth Degree before or after taking Department into account (see Table 1). While not statistically significant, Promotion Growth Service was higher for women (1.06) than for men (1.03).

In our 2015 and 2018 analyses, we found a significant negative relationship between the proportion of women in a department and average Promotion Growth Degree. We looked at this relationship again in the current study with a focus on Promotion Growth Service. As Table 2 and the following graph indicate, we found a marginally significant negative relationship, such that departments with higher average Promotion Growth Service tend to have lower proportions of female faculty, p = .08.



Promotion Growth by Race/Ethnicity

We approached the analysis of Race/Ethnicity the same way we examined the impact of Gender. We first conducted four regression analyses using Race/Ethnicity as a predictor of Promotion Growth Degree and Promotion Growth Service for Regular scale and BEE scale faculty separately. We followed up by adding Department to the analyses. Because of small sample sizes for some races/ethnicities, Race/Ethnicity was grouped into three categories: White, Asian, and Underrepresented faculty of color.

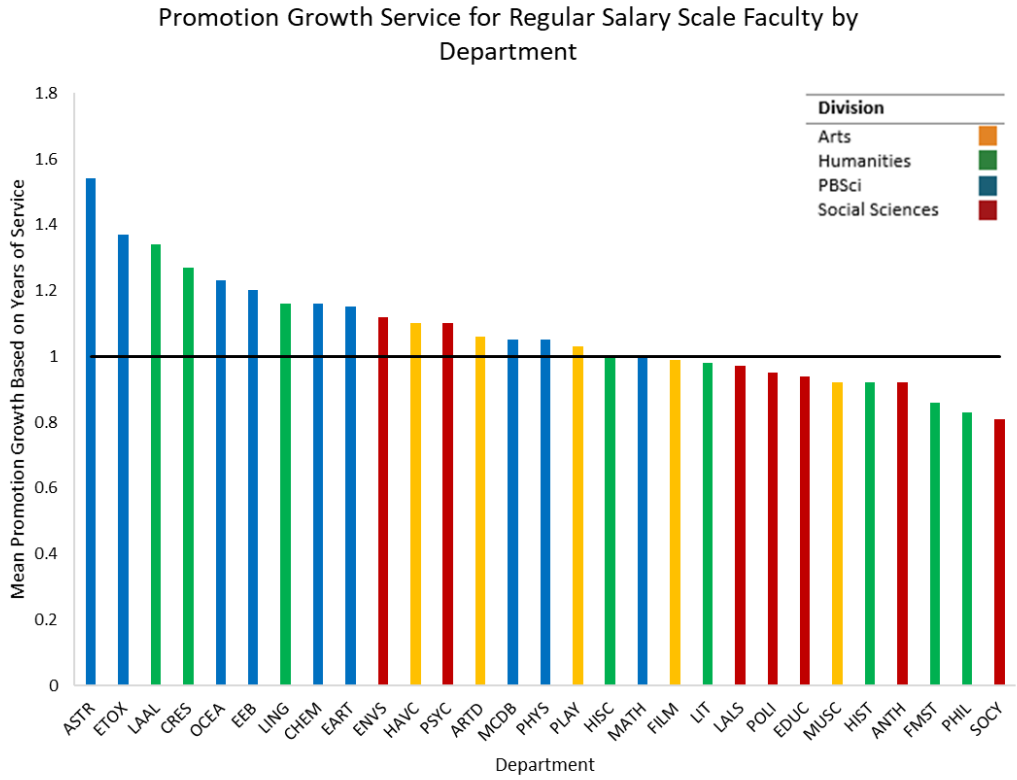
In the 2015 study, we found that among REG scale faculty, Underrepresented faculty of color advanced significantly more slowly through the ranks than White faculty before Department was considered. We did not find the same relationship among BEE faculty. In the 2018 analysis, there were no significant relationships between Race/Ethnicity and promotion growth among REG or BEE scale faculty ($p > .05$), suggesting an improvement between 2015 and 2018.

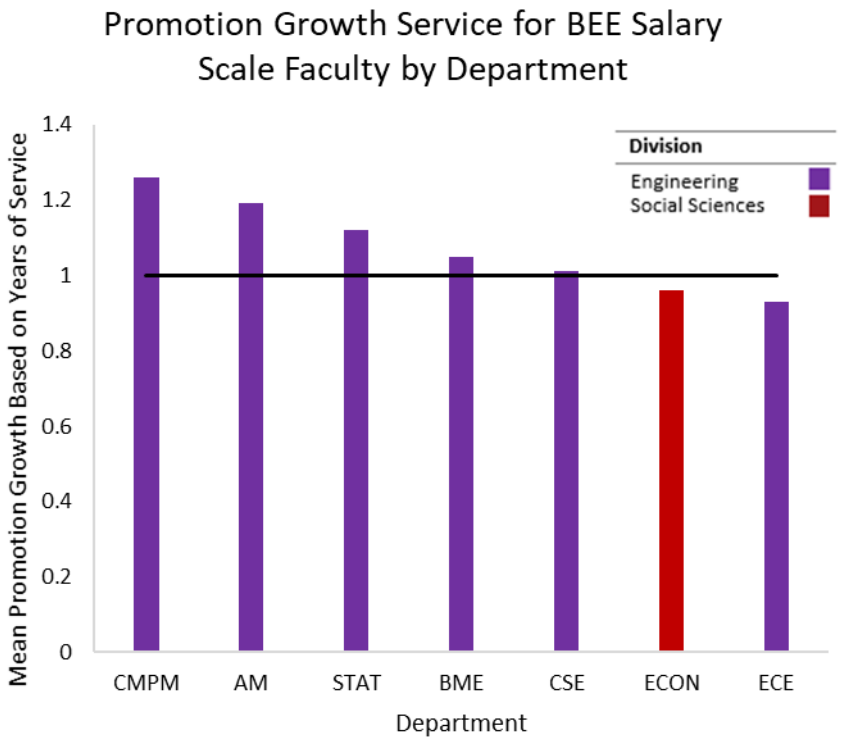
In our current study, we again examined the relationship between Race/Ethnicity and promotion growth among both REG and BEE faculty. Among REG scale faculty, both Asian and Underrepresented faculty of color advanced significantly more slowly through the ranks compared to White faculty ($p < .05$) for Promotion Growth Service before including Department in the model. When Department was added into the analyses, differences by Race/Ethnicity were marginally significant for Asian faculty ($p = .07$), while differences for Underrepresented faculty of color remained significant ($p = .04$), see Table 1.

Prior to adding Department into the analysis, there was also a marginally significant effect for REG scale Asian faculty advancing more slowly through the ranks based on Promotion Growth Degree ($p = .06$). When Department was added to the model, this effect was no longer significant. Race/Ethnicity was not significantly predictive of Promotion Growth Service or Degree among BEE scale faculty.

Promotion Growth by Department

Prior analyses from our 2015 and 2018 study found that promotion growth varied by department. We examined this relationship again in our current analysis, and we continue to see differential promotion growth by department. The following graphs indicate mean Promotion Growth Service by Department for Regular scale faculty and BEE scale faculty (See Appendix for Department codes). For Regular scale faculty, promotion growth ranges from .81 in Sociology to 1.54 in Astronomy and Astrophysics. Many departments in the Physical and Biological Sciences Division had higher than average promotion growth relative to departments in other divisions, while the majority of departments in the Social Sciences had lower than average promotion growth. The Humanities Division is split between higher and lower than average Promotion Growth Service, and the Arts Division falls towards the midpoint. For BEE scale faculty, promotion growth ranges from .93 in Electrical and Computer Engineering to 1.26 in Computational Media.





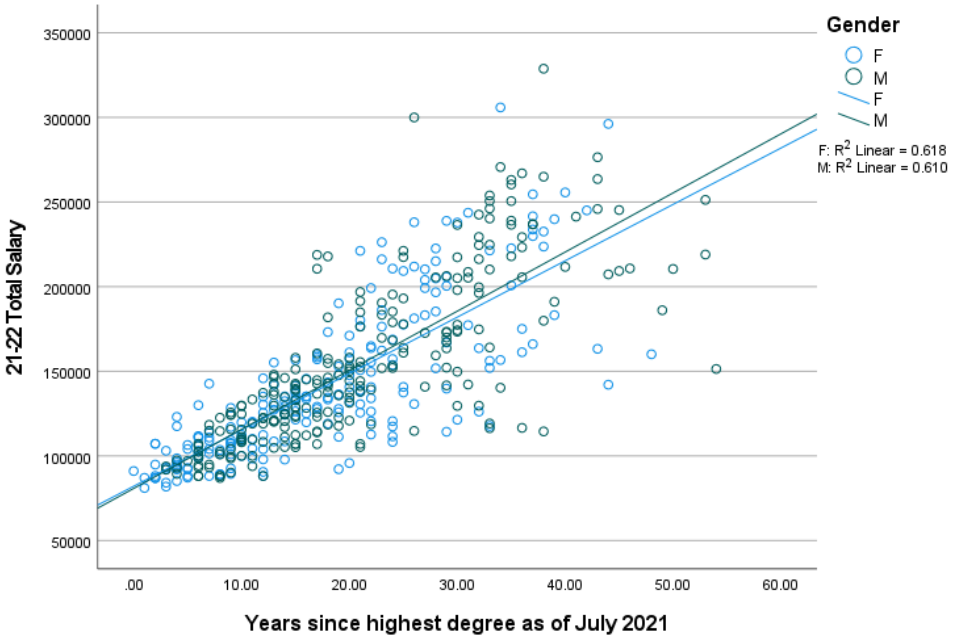
Linear regression results confirm the correlation between Department and Promotion Growth Service for Regular and BEE scale faculty. Department affiliation partially explains the average differences in promotion growth. For example, compared to Literature (the reference category), faculty in Astronomy and Astrophysics and Microbiology and Environmental Toxicology had higher than average Promotion Growth Service among Regular scale faculty (See Table 1).

Salary

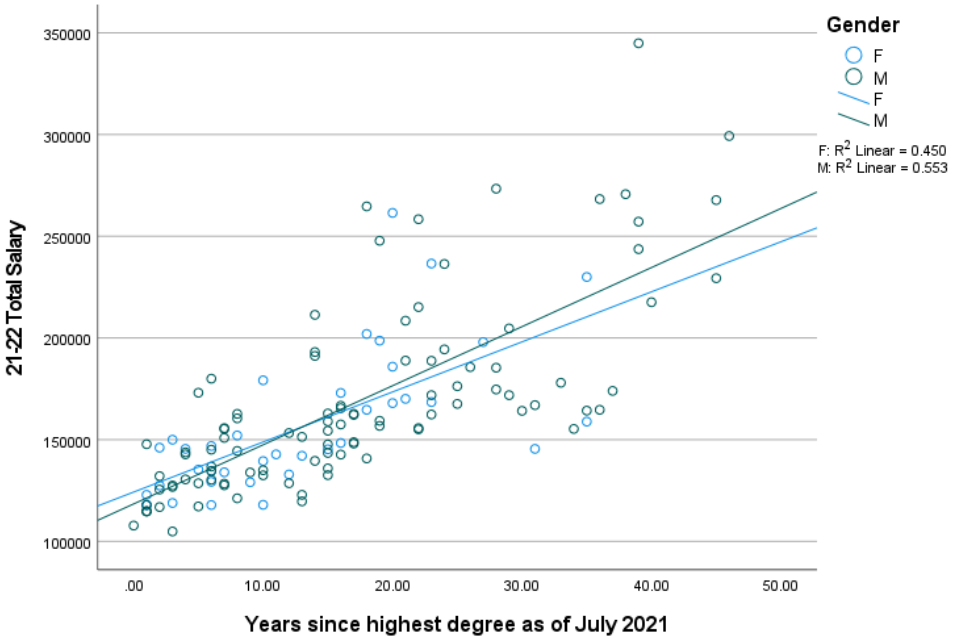
Salary by Gender

To investigate the relationship between Gender and Salary before considering the effect of Department, linear regressions for both REG and BEE faculty were fit using Years since highest degree, and Gender to predict (log) Salary. Faculty with divisional appointments were excluded. Gender was not predictive of (log) Salary for either group of faculty, $p > .05$, even without taking Department into account. The lack of a gender effect is evident in the scatterplots below, which indicate the total salary of male and female REG and BEE scale faculty against years since degree.

Annual Salary of Regular Scale Faculty by Gender for Years since Degree



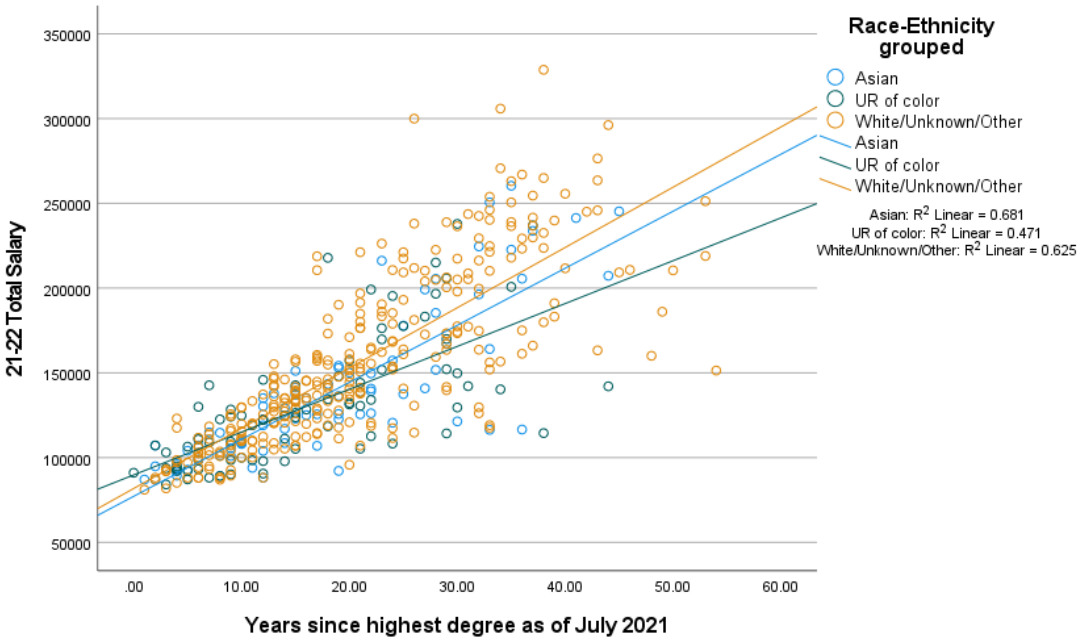
Annual Salary of BEE Scale Faculty by Gender for Years since Degree



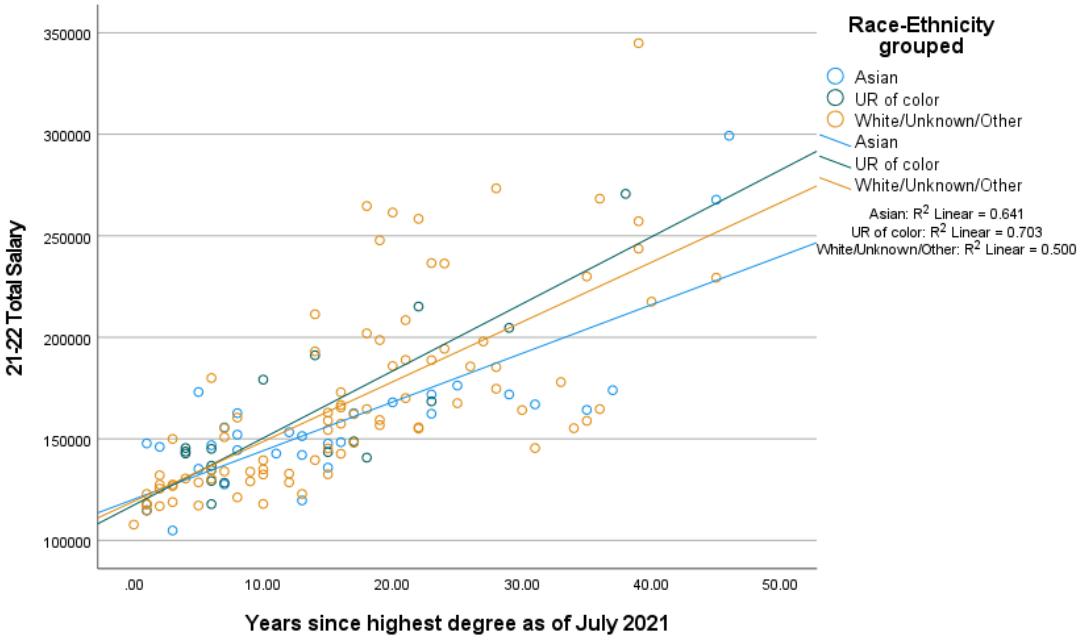
Salary by Race/Ethnicity

Linear regression analyses of the relationship between Race/Ethnicity and (log) Salary indicated no significant effects of Race/Ethnicity on (log) Salary among Regular or BEE scale faculty ($p > .05$).

Annual Salary of Regular Scale Faculty by Race/Ethnicity for Years since Degree



Annual Salary of BEE Scale Faculty by Race/Ethnicity for Years since Degree



Salary by Department

In our 2015 and 2018 study we found a significant relationship between Department and Salary that accounted for the gender and race/ethnicity differences we observed. In other words, once we considered the relationship of Department to Salary, there were no observable differences by either gender or race/ethnicity.

In the current study we measured the influence of Department on Salary using the same method as our earlier study. Linear regressions for both REG and BEE faculty were fit using Years since highest degree, Gender, Race/Ethnicity, Department, and the interactions with Years since degree to predict (log) Salary (See Tables 3 and 4). Consistent with our previous findings, Years since degree and membership in some departments contributed significantly to the statistical prediction of salary. We did not find evidence of systematic differences in (log) Salary by Gender or Race/Ethnicity among REG or BEE scale faculty.

Discussion

Both promotion growth and salary vary by department, in some cases with statistical significance. While observed differences in salary and advancement can be "explained" by department, it is important to note that some of the higher paid and faster advancing departments have historically not been particularly diverse, such as Astronomy and Astrophysics. Recent hiring trends suggest that this is changing (See Tables 5, 6, and 7). At the time of the 2015 analysis, Astronomy and Astrophysics had no academic-year female faculty, while the current roster is now 42% women. We also see an increase in newly hired female faculty among both BEE and Regular scale faculty. For example, 58% of BEE scale female faculty have been with the university for 5 years or less, compared to 40% of the BEE scale male faculty. However, BEE scale faculty still remain predominantly male (72% male), while regular scale faculty gender ratios are more balanced (51% male).

We would expect some salary variation across departments on the same salary scale based on market variability by discipline, with departments recruiting and retaining faculty based on competitive market wages. However, differences in promotion growth suggest that the rate of advancement also varies by department, with faculty in some departments advancing more slowly on average than faculty in other departments. In general, promotion growth tends to be faster in disciplines that are journal-based, rather than book-based, with those based on creative activity tending toward the middle of the distribution.

The campus continues to work to hire diverse faculty, within the bounds of Proposition 209. Efforts such as first-round screening of applications based on the Statement of Contributions to Diversity, Equity, and Inclusion are helping us rethink our hiring practices and to hire more inclusively. We plan to launch a Faculty Equity Advocates program this fall to further our efforts at inclusive hiring and to improve climate and retention for our current faculty.

Table 1

Regression Model Predicting Promotion Growth Service of Regular Salary Scale Faculty

		Standardized Regression Weights
Department	Anthropology	-0.021
	Art	0.029
	Astronomy & Astrophysics	0.200***
	Chemistry & Biochemistry	0.097
	Critical Race & Ethnic Studies	0.066
	Earth & Planetary Sciences	0.090
	Education	-0.007
	Ecology and Evolutionary Biology	0.120
	Environmental Studies	0.075
	Microbiology & Environmental Toxicology	0.120*
	Film & Digital Media	0.009
	Feminist Studies	-0.030
	History of Art & Visual Culture	0.055
	History of Consciousness	-0.003
	History	-0.034
	Languages & Applied Linguistics	0.102
	Latin American & Latino Studies	0.021
	Linguistics	0.059
	Mathematics	0.003
	Molecular, Cell, & Developmental Biology	0.041
	Music	-0.027
	Ocean Sciences	0.113*
	Philosophy	-0.063
	Physics	0.029
	Politics	-0.025
	Psychology	0.084
	Sociology	-0.077
	Performance, Play, and Design	0.029
	Literature (ref)	-
Gender	Women	-0.040
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	-0.113*
	Asian	-0.095
	White (ref)	-
	R^2	0.153
	N of Respondents	390

**p<.05; **p<.01; ***p<.001*

Table 2

Promotion Growth Service & Gender Distribution by Department of Regular Salary Scale Faculty

		Promotion Growth Service		Gender
	N	Mean	Std. Deviation	Percent Women
Astronomy & Astrophysics	8	1.54	0.45	25
Microbiology & Environmental Toxicology	6	1.37	0.39	50
Languages and Applied Linguistics	5	1.34	0.54	40
Critical Race & Ethnic Studies	2	1.27	0.61	50
Ocean Sciences	10	1.23	0.39	40
Ecology and Evolutionary Biology	20	1.2	0.33	50
Chemistry & Biochemistry	20	1.16	0.27	15
Linguistics	10	1.16	0.47	20
Earth & Planetary Sciences	22	1.15	0.42	27.3
Environmental Studies	18	1.12	0.31	38.9
History of Art & Visual Culture	10	1.1	0.55	50
Psychology	24	1.1	0.42	58.3
Art	9	1.06	0.36	77.8
Molecular, Cell, & Developmental Biology	23	1.05	0.26	43.5
Physics	20	1.05	0.35	15
Performance, Play, and Design	14	1.03	0.6	71.4
History of Consciousness	2	1	0.71	50
Mathematics	14	1	0.28	7.1
Film & Digital Media	17	0.99	0.31	64.7
Literature	24	0.98	0.26	41.7
Latin American & Latino Studies	9	0.97	0.39	77.8
Politics	16	0.95	0.37	50
Education	6	0.94	0.37	33.3
Anthropology	16	0.92	0.31	62.5
History	23	0.92	0.3	47.8
Music	11	0.92	0.19	45.5
Feminist Studies	9	0.86	0.3	88.9
Philosophy	7	0.83	0.39	28.6
Sociology	15	0.81	0.38	73.3

Table 3

Regression Models Predicting (log) Salary of Regular Scale Faculty

		Standardized Regression Weights
Years	Years since highest degree	0.643***
Department	Anthropology	-0.107
	Art	-0.024
	Astronomy & Astrophysics	-0.030
	Chemistry & Biochemistry	-0.115
	Critical Race & Ethnic Studies	0.035
	Earth & Planetary Sciences	0
	Education	-0.112
	Ecology and Evolutionary Biology	0.073
	Environmental Studies	-0.017
	Microbiology & Environmental Toxicology	-0.141*
	Film & Digital Media	0.018
	Feminist Studies	0.019
	History of Art & Visual Culture	-0.089
	History of Consciousness	-0.004
	History	0.026
	Languages & Applied Linguistics	-0.045
	Latin American & Latino Studies	-0.071
	Linguistics	0.037
	Mathematics	-0.072
	Molecular, Cell, & Developmental Biology	-0.192*
	Music	-0.107
	Ocean Sciences	-0.181*
	Philosophy	-0.071
	Physics	-0.110
	Politics	-0.155*
	Psychology	-0.109
	Sociology	-0.047
	Performance, Play, and Design	0.017
	Literature (ref)	-
Gender	Women	-0.068
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	0.046
	Asian	-0.019
	White (ref)	-
Years since degree X Department Interaction	Years since degree X Anthropology	0.128
	Years since degree X Art	-0.049
	Years since degree X Astronomy & Astrophysics	0.134*
	Years since degree X Chemistry & Biochemistry	0.182*
	Years since degree X Critical Race & Ethnic Studies	-0.010
	Years since degree X Earth & Planetary Sciences	0.099
	Years since degree X Education	0.095

	Years since degree X Ecology and Evolutionary Biology	-0.055
	Years since degree X Environmental Studies	0.045
	Years since degree X Microbiology & Environmental Toxicology	0.164*
	Years since degree X Film & Digital Media	-0.040
	Years since degree X Feminist Studies	0.003
	Years since degree X History of Art & Visual Culture	0.094
	Years since degree X History of Consciousness	0.007
	Years since degree X History	-0.060
	Years since degree X Languages & Applied Linguistics	0.049
	Years since degree X Latin American & Latino Studies	0.045
	Years since degree X Linguistics	-0.026
	Years since degree X Mathematics	0.045
	Years since degree X Molecular, Cell, & Developmental Biology	0.199**
	Years since degree X Music	0.061
	Years since degree X Ocean Sciences	0.218**
	Years since degree X Philosophy	0.029
	Years since degree X Physics	0.172*
	Years since degree X Politics	0.148*
	Years since degree X Psychology	0.162*
	Years since degree X Sociology	0.017
	Years since degree X Performance, Play, and Design	-0.019
Years since degree x Gender Interaction	Years since degree X Women	0.081
Years since degree x Race/Ethnicity Interaction	Years since degree X Underrepresented of Color	-0.124*
	Years since degree X Asian	-0.055
	R^2	0.740***
	N of Respondents	455

*p<.05; **p<.01; ***p<.001

Table 4

Regression Models Predicting (log) Salary of BEE Scale Faculty

		Standardized Regression Weights
Years	Years since highest degree	0.654***
Department	Applied Mathematics	-0.012
	Biomolecular Engineering	-0.353**
	Computational Media	-0.075
	Electrical & Computer Engineering	-0.106
	Economics	0.330***
	Statistics	-0.096
	Computer Science & Engineering (ref)	-
Gender	Women	-0.003
	Men (ref)	-
Race/Ethnicity	Underrepresented of Color	-0.136
	Asian	-0.107
	White (ref)	-
Years since degree X Department Interaction	Years since degree X Applied Mathematics	0.007
	Years since degree X Biomolecular Engineering	0.374**
	Years since degree X Computational Media	0.234*
	Years since degree X Electrical & Computer Engineering	0.131
	Years since degree X Economics	-0.007
	Years since degree X Statistics	0.082
Years since degree x Gender Interaction	Years since degree X Women	-0.020
Years since degree x Race/Ethnicity Interaction	Years since degree X Underrepresented of Color	0.194*
	Years since degree X Asian	-0.015
	R^2	0.739***
	N of Respondents	138

**p<.05; **p<.01; ***p<.001*

Table 5

Regular Salary Scale Faculty by Gender		
	N Women	N Men
Years since Highest Degree		
0-5	30	6
6-10	36	38
11-15	35	45
16-20	33	38
21-25	36	29
26-30	22	23
31-35	12	28
36-40	12	13
41-45	4	7
>=46	1	6
Years of Service		
0-5	84	47
6-10	32	43
11-15	32	43
16-20	31	36
21-25	15	23
26-30	18	17
31-35	8	16
36-40	0	2
41-45	1	3
>=46	0	4

Note: Table includes all faculty paid on the Regular salary scale with the exception of faculty reporting to the division.

Table 6

BEE Salary Scale Faculty by Gender		
	N Women	N Men
Years since Highest Degree		
0-5	9	18
6-10	10	17
11-15	4	16
16-20	8	13
21-25	3	13
26-30	1	7
31-35	3	4
36-40	0	8
41-45	0	2
>=46	0	1
Years of Service		
0-5	22	40
6-10	7	14
11-15	2	11
16-20	4	18
21-25	0	6
26-30	1	6
31-35	2	4
36-40	0	1

Note: Table includes all faculty paid on the BEE salary scale with the exception of faculty reporting to the division.

Table 7

Gender Distribution by Department of Regular Salary Scale Faculty
2021-22, 2017-2018, and 2013-2014

	N 21-22	% Women 21-22	N 17-18	% Women 17-18	N 13-14	% Women 13-14
Anthropology	17	64.7	19	63.2	23	65.2
Art	10	70.0	10	70	12	58.3
Astronomy & Astrophysics	12	41.7	10	20	10	0
Chemistry & Biochemistry	24	25.0	22	18.2	20	15
Critical Race & Ethnic Studies	3	33.3	-	-	-	-
Earth & Planetary Sciences	23	30.4	20	20	20	20
Ecology and Evolutionary Biology	20	50.0	22	45.5	20	40
Education	9	33.3	11	54.5	15	53.3
Environmental Studies	20	45.0	18	27.8	19	42.1
Feminist Studies	11	90.9	11	81.8	7	100
Film & Digital Media	16	68.8	17	64.7	15	60
History	26	50.0	27	55.6	24	58.3
History of Art & Visual Culture	12	58.3	11	45.5	10	60
History of Consciousness	2	50.0	4	25	3	0
Languages and Applied Linguistics	5	40.0	6	50	4	75
Latin American & Latino Studies	10	70.0	9	77.8	10	80
Linguistics	11	27.3	12	25	12	25
Literature	26	42.3	31	45.2	29	51.7
Mathematics	15	6.7	16	6.3	14	7.1
Microbiology & Environmental Toxicology	9	55.6	6	50	7	42.9
Molecular, Cell, & Developmental Biology	29	44.8	24	33.3	23	34.8
Music	12	41.7	13	30.8	14	50
Ocean Sciences	12	33.3	12	41.7	8	37.5
Philosophy	8	37.5	10	30	7	0
Physics	22	18.2	22	9.1	21	9.5
Politics	18	50.0	14	50	13	46.2
Psychology	26	61.5	26	57.7	24	54.2
Sociology	14	78.6	12	58.3	14	64.3
Performance, Play, and Design	15	73.3	15	53.3	12	33.3

Note: Table includes faculty paid on the Regular salary scale who earned their highest degree more than 3 years prior to July 1, 2021 with the exception of faculty reporting to the division.

Appendix

UC Santa Cruz Academic Departments

Dept. Abbreviation	Department Name
AM	Applied Mathematics
ANTH	Anthropology
ARTD	Art
ASTR	Astronomy & Astrophysics
BME	Biomolecular Engineering
CHEM	Chemistry & Biochemistry
CMPM	Computational Media
CRES	Critical Race & Ethnic Studies
CSE	Computer Science & Engineering
EART	Earth & Planetary Sciences
ECE	Electrical & Computer Engineering
ECON	Economics
EDUC	Education
EEB	Ecology and Evolutionary Biology
ENVS	Environmental Studies
ETOX	Microbiology & Environmental Toxicology
FILM	Film & Digital Media
FMST	Feminist Studies
HAVC	History of Art & Visual Culture
HISC	History of Consciousness
HIST	History
LAAL	Languages & Applied Linguistics
LALS	Latin American & Latino Studies
LING	Linguistics
LIT	Literature
MATH	Mathematics
MCDB	Molecular, Cell, & Developmental Biology
MUSC	Music
OCEA	Ocean Sciences
PHIL	Philosophy
PHYS	Physics
POLI	Politics
PSYC	Psychology
SOCY	Sociology
STAT	Statistics
PLAY	Performance, Play, and Design