

April 2017

### **Faculty Hiring at UCR: 2013 – 2016**

UCR's ongoing faculty hiring initiative began in 2013. The official October headcount (based on payroll data) shows there were 654 senate faculty on campus at that time. As of October 2016, there were 789 – a net increase of 135 senate faculty. Payroll data also show a net increase of 46 (non-senate) clinical faculty, for a total net increase of 181 faculty.

Currently, in 2016-17 we are searching for 54 senate faculty through the cluster process and 35 through departmental hiring. If recent trends in both yield rates and separations continue, we might expect a net increase of around 28 senate faculty in 2017, bringing the total senate faculty headcount to around 817. Next year, in 2017-18 we expect the rate of hiring to be substantially slower than it has been recently.

To better understand faculty growth since 2013, we utilized data from the Human Resources Data Warehouse (HRDW) to calculate net increases by college/school/department and by hiring mechanism (cluster, departmental, or search waiver). Unlike faculty counts based on payroll data, HRDW also counts full-time administrators with underlying faculty appointments and faculty who are on leave without pay. Therefore HRDW counts differ from the official headcounts but nonetheless remain similar.

The attached table shows the hiring breakdown by academic unit and hiring mechanism. Headcounts and numbers of hires are pulled directly from HRDW. Net changes are calculated as the difference between the October 2016 and October 2013 headcounts. Separations are calculated as the difference between total number of hires and net change, and account for transfers into and out of a unit.

Some observations:

- There have been 250 senate faculty hires campus-wide, with at least 1 hire in each department.
- GSOE has made the most hires (17); SOBA has the second-most (15).
- Computer Science & Engineering (CSE) has made the most hires among departments (12).
- Three units have made the most cluster hires: CSE, Psychology, SPP (4 each).
- SOBA has made the most departmental hires (14).
- BCOE has made the most hires per department on average (6.6). CNAS averages 6.2 and CHASS averages 4.2.

UC Riverside Office of the Provost and Executive Vice Chancellor

Department	College	Senate Faculty Headcounts				Senate Faculty Hires through Oct-16				Separations	Net Change
		Oct-16	Oct-15	Oct-14	Oct-13	Total	Cluster	Dept.	Waiver		
Bioengineering	BCOE	12	12	11	12	1	0	1	0	1	0
Chemical/Environ. Engineering	BCOE	20	17	17	16	5	1	4	0	1	4
Computer Science & Engineering	BCOE	31	25	25	23	12	4	8	0	4	8
Electrical & Computer Eng	BCOE	28	25	23	23	7	3	4	0	2	5
Mechanical Engineering	BCOE	22	20	17	16	8	2	6	0	2	6
Anthropology	CHASS	15	16	14	15	5	1	4	0	5	0
Art	CHASS	6	6	7	8	0	0	0	0	2	(2)
Comp Lit & Foreign Languages	CHASS	14	15	13	15	2	0	1	1	3	(1)
Creative Writing	CHASS	16	14	15	11	8	1	4	3	3	5
Dance	CHASS	8	8	8	5	4	1	3	0	1	3
Economics	CHASS	19	17	20	20	8	0	8	0	9	(1)
English	CHASS	28	28	28	26	4	1	2	1	2	2
Ethnic Studies	CHASS	15	14	13	13	5	3	1	1	3	2
Gender & Sexuality Studies	CHASS	9	9	8	6	3	1	1	1	0	3
Hispanic Studies	CHASS	7	7	9	8	3	0	2	1	4	(1)
History	CHASS	31	29	29	29	5	0	5	0	3	2
History of Art	CHASS	11	11	11	10	2	0	1	1	1	1
Media & Cultural Studies	CHASS	15	13	13	11	3	0	0	3	(1)	4
Music	CHASS	12	11	10	10	2	0	1	1	0	2
Philosophy	CHASS	18	16	17	16	3	0	3	0	1	2
Political Science	CHASS	24	22	17	18	10	1	7	2	4	6
Psychology	CHASS	39	34	33	31	9	4	3	2	1	8
Religious Studies	CHASS	7	6	5	6	3	0	3	0	2	1
Sociology	CHASS	16	18	20	21	3	0	0	3	8	(5)
Theatre	CHASS	9	10	9	8	2	0	2	0	1	1
Biochemistry	CNAS	13	11	13	14	3	0	3	0	4	(1)
Biology	CNAS	20	18	21	21	4	1	3	0	5	(1)
Botany and Plant Sciences	CNAS	34	30	28	28	10	2	7	1	4	6
Cell Biology & Neuroscience	CNAS	20	18	17	16	6	3	3	0	2	4
Chemistry	CNAS	34	34	30	29	9	0	8	1	4	5
Earth Sciences	CNAS	18	15	13	11	7	0	7	0	0	7
Entomology	CNAS	27	27	24	23	6	0	6	0	2	4
Environmental Sciences	CNAS	17	16	13	16	6	1	5	0	5	1
Mathematics	CNAS	27	24	23	22	8	0	8	0	3	5
Nematology	CNAS	5	4	3	4	2	0	2	0	1	1
Physics and Astronomy	CNAS	40	33	30	31	10	2	6	2	1	9
Plant Pathology & Microbiology	CNAS	18	17	14	15	5	0	4	1	2	3
Statistics	CNAS	12	10	8	7	5	2	3	0	0	5
Graduate School of Education	GSOE	30	20	22	21	17	3	9	5	8	9
School of Business Administration	SOBA	32	32	27	23	15	1	14	0	6	9
Biomedical Sciences	SOM	17	20	21	15	7	0	6	1	5	2
Center for Healthy Communities	SOM	6	5	0	0	1	0	1	0	(5)	6
Internal Medicine	SOM	1	1	1	0	1	0	1	0	0	1
Neuroscience	SOM	2	1	0	0	1	0	0	1	(1)	2
OB/GYN	SOM	1	1	0	0	1	0	1	0	0	1
School of Public Policy	SPP	11	5	1	0	9	4	4	1	(2)	11
		817	745	701	673	250	42	175	33	106	144
Mean		17.8	16.2	15.2	14.6	5.4	0.9	3.8	0.7	2.3	3.1
Std. Dev.		10.0	9.1	8.9	8.7	3.7	1.2	3.0	1.1	2.6	3.4

**Notes:**

Source: Human Resources Data Warehouse.

Faculty with joint appointments are counted based on home department affiliation.

Separations are calculated as [Hired - Net Change], so negative values imply net transfers into the unit.

Four hires appointed after October 2016 are not shown (1 each in Art, BPSC, CHEM, PHYS).

Negative numbers are shown in (red).