

University Committee on Faculty Tenure
Wednesday, April 25, 2018 @ 3:30 p.m.
443 Administration Building

AGENDA

1. Call to order
2. Approval of agenda
3. Approval of minutes of April 11, 2018 meeting
4. Remarks
 - M. Dease, Chair
 - T. Curry, Associate Provost and Associate Vice President for Academic Human Resources
5. Overview of reappointment, promotion and tenure review data - T. Curry
6. Other
7. Personnel Action
8. Adjournment

TABLE 21

HISTORICAL SUMMARY OF PROMOTION & TENURE ACTIONS FOR FACULTY WHOSE PROBATIONARY APPOINTMENTS ARE EXPIRING, CLASSIFIED BY TYPE OF ACTION & ACADEMIC RANK

	Rank	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
REAPPOINT:	Reappoint with tenure: Associate Professor	4	4	4	2	2	1	1	3	4	2
	Reappoint 3 years: Assistant Professor	57	82	67	83	61	36	42	49	56	59
	TOTAL %	61 55.5	86 64.7	71 57.7	85 62.0	63 51.6	37 36.6	43 37.1	52 44.4	60 63.8	61 57.5
PROMOTED TO:	Prof with tenure	0	0	0	0	0	0	0	0	0	0
	Asc Prof with tenure	33	24	28	26	49	55	58	53	27	29
	TOTAL %	33 30.0	24 18.0	28 22.8	26 19.0	49 40.2	55 54.5	58 50.0	53 45.3	27 28.7	29 27.4
NOT REAPPOINTED:	Associate Professor	0	1	2	0	0	1	0	1	0	0
	Assistant Professor	6	7	11	9	4	1	5	4	4	2
	TOTAL %	6 5.5	8 6.0	13 10.6	9 6.6	4 3.3	2 2.0	5 4.3	5 4.3	4 4.3	2 1.9
RESIGNED/TERMINATED:	Associate Professor	0	0	0	0	1	1	0	1	0	0
	Assistant Professor	4	11	3	8	1	5	8	4	3	0
	TOTAL %	4 3.6	11 8.3	3 2.4	8 5.8	2 1.6	6 5.9	8 6.9	5 4.3	3 3.2	0 0.0
EXTENSION OF APPOINTMENT:	Associate Professor	1	1	1	2	0	0	1	0	0	0
	Assistant Professor	5	3	7	7	4	1	2	2	0	14
	TOTAL %	6 5.5	4 3.0	8 6.5	9 6.6	4 3.3	1 1.0	2 1.7	2 1.7	0 0.0	14 13.2
TOTAL		110	133	123	137	122	101	116	117	94	106

Table 22 HISTORICAL SUMMARY OF PROMOTION AND TENURE ACTIONS

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
# of Faculty in the Tenure System*	1961	1975	2033	1994	1965	1945	1934	1955	1945	1988
Professor	1007	989	1011	1008	994	969	965	949	953	949
Associate Professor	549	577	578	571	566	590	604	632	633	627
Assistant Professor	405	409	444	415	405	386	365	374	359	412
Professors as a % of Tenure Sys Faculty*	51.4	50.1	49.7	50.6	50.6	49.8	49.9	48.5	49.0	47.7
Asc Profs as a % of Tenure Sys Faculty	28.0	29.2	28.4	28.3	28.8	30.3	31.2	32.3	32.5	31.5
Ast Profs as a % of Tenure Sys Faculty	20.7	20.7	21.8	19.4	20.6	19.8	18.9	19.1	18.5	20.7
# of Faculty Promoted	83	83	70	54	72	91	92	94	69	62
To Professor	30	44	30	22	23	34	33	38	35	35
To Associate Professor	53	39	40	32	49	57	59	56	34	27
% of Faculty Promoted	4.2	4.2	3.4	2.7	3.7	4.7	4.8	4.8	3.5	3.1
% of Asc Profs promoted to Prof	5.5	7.6	5.2	3.9	4.1	5.8	5.5	6.0	5.5	5.6
% of Ast Profs promoted to Asc Prof	13.1	9.5	9.0	7.7	12.1	14.8	16.2	15.0	9.5	6.6
# of Women Promoted	28	33	23	27	31	33	34	42	25	28
To Professor	8	19	10	13	5	14	9	12	10	15
To Associate Professor	20	14	13	14	26	19	25	30	15	13
Women as a % of Total Promotions	33.7	39.8	32.9	50.0	43.1	36.3	37.0	44.7	36.2	45.2
% of promotions to Professor	26.7	43.2	33.3	59.1	21.7	41.2	27.3	31.6	28.6	42.9
% of promotions to Asc Prof	37.7	35.9	32.5	43.8	53.1	33.3	42.4	53.6	44.1	48.1
Women as a % of Tenure System Faculty*	31.4	31.3	31.7	33.0	32.7	33.3	33.6	34.0	34.4	35.7
Women as a % of Associate Professors	37.7	38.6	37.2	40.1	40.1	41.7	38.7	39.7	41.5	42.3
Women as a % of Assistant Professors	45.2	43.8	44.1	46.7	45.9	45.6	50.4	50.0	47.6	49.5
# of Minorities Promoted	19	17	26	18	18	31	25	32	24	19
To Professor	6	7	10	8	8	10	6	14	12	11
To Associate Professor	13	10	16	10	10	21	19	18	12	8
Minorities as a % of Total Promotions	22.9	20.5	37.1	33.3	25.0	34.1	27.2	34.0	34.8	30.6
% of promotions to Professor	20.0	15.9	33.3	36.4	34.8	29.4	18.2	36.8	34.3	31.4
% of promotions to Asc Prof	24.5	25.6	40.0	31.3	20.4	36.8	32.2	32.1	35.3	29.6
Minorities as a % of Tenure System Faculty*	19.1	19.5	20.4	21.5	21.8	23.0	24.0	24.7	25.4	25.7
Minorities as a % of Associate Professor:	22.2	22.4	22.7	23.6	23.7	24.7	26.2	27.5	27.5	28.7
Minorities as a % of Assistant Professors	30.1	31.1	33.3	35.2	34.6	37.8	38.6	38.8	40.4	38.3
# of Non-Tenured Faculty in the Tenure Sy	424	450	457	425	424	397	377	390	374	429
Associate Professor	17	17	14	11	19	11	12	16	15	17
Assistant Professor	407	433	443	414	405	386	365	374	359	412
Tenured Faculty as a % of Tenure Sys Fac	78.4	77.2	77.5	78.7	78.4	79.6	80.5	80.1	80.8	78.4
Associate Professor	96.9	97.1	97.6	98.1	96.6	98.1	98.0	97.5	97.6	97.3
Assistant Professor	-0.5	-5.9	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0
# of Faculty Awarded Tenure	61	43	44	34	51	58	60	59	38	29
Reappointed with Tenure	2	4	4	2	2	1	1	3	4	2
Promoted with Tenure	59	39	40	32	49	57	59	56	34	27
% of Non-Tenured Awarded Tenure	14.4	9.6	9.6	8.0	12.0	14.6	15.9	15.1	10.2	6.8

* Base data is taken from the Fall previous to the Spring promotion and tenure review. Outcome of delayed actions are included with Spring actions of the same year.