

MEMORANDUM

DATE August 8, 2025
 TO University Senate Executive Committee
 FROM Campus Faculty Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2024-2025 Promotions Annual Report



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CAMPUS LEVEL PROMOTION CASES

During the 2024-2025 academic year, there were 71 tenure and/or promotion cases, five Librarian permanent status and/or promotion cases, and 44 promotions or appointments of professional track faculty to the highest ranks reviewed at the campus level. In addition, the Office of Faculty Affairs reviewed 46 emeritus/a cases, one tenure reinstatement for a returning faculty member, 13 appointments or renewals of Professors of the Practice, College Park (CP) Professors and University of Maryland (UM) Professors; and certified 13 changes in title series or mid-rank promotions and appointments in non-departmentalized colleges for professional track faculty. The ensuing report details the results from the cases reviewed by campus committees or the Office of Faculty Affairs.¹

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2024-2025

	Promotion w/ Tenure	Promotion to Professor / Principal Agent	New Appointment / Associate	New Appointment / Professor	Total
YES	35	24	7	4	70
NO					
WITHDRAWN			1		1
Pending/Remanded					
TOTAL	35	24	8	4	71

Table 1. Cases Considered by the Campus APT Committee (2024-2025).

Comments on the APT Results

There were a total of 71 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2024-2025 cycle. **There were no denials of tenure at the campus level**, an improvement from 2023-2024 (see Figure 1). **There were no denials at the campus level of promotion to Professor**,² an improvement from 2023-2024 (see Figure 2).

¹ Not all cases, such as Emeritus/a appointments, require a campus committee review.

² There was one denial of promotion at the department level, which was not reviewed by the Campus APT Committee.

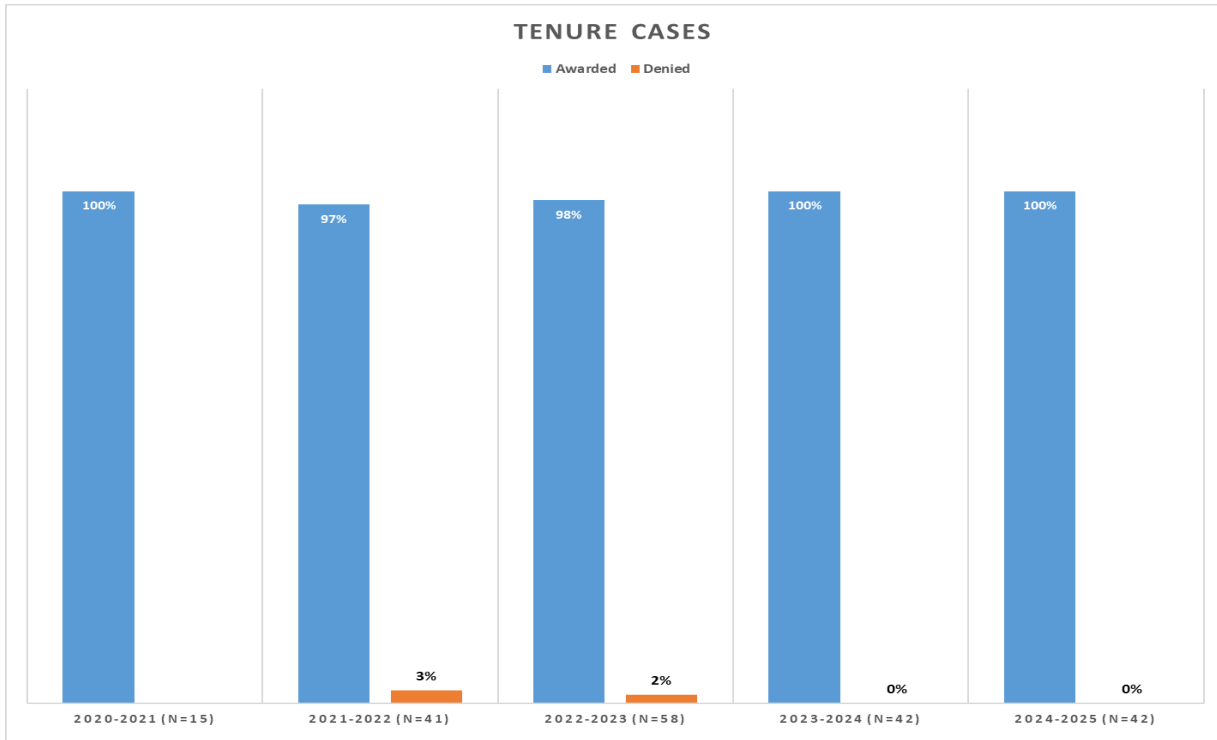


Figure 1. 2021-2025 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

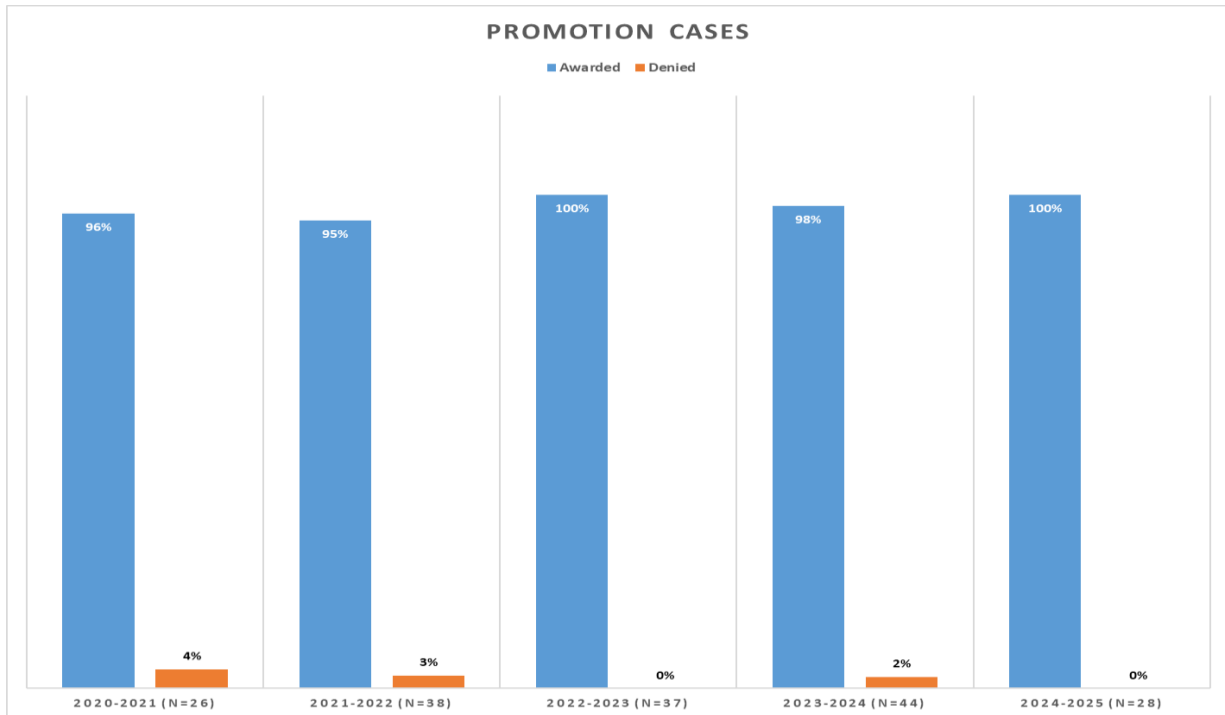


Figure 2. 2021-2025 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

Faculty may elect to withdraw their dossiers from consideration from the APT process. For 2024-2025, there was one reported withdrawal of a case for new appointment with tenure after consideration by the Campus APT Committee.

The Appendix has a brief discussion of associated demographic data regarding cases of promotion with tenure considered at the campus level.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2024-2025 marked the ninth year of implementation (as per University guidelines³) of a campus-level review for professional track faculty seeking promotion above the Associate or Senior level ranks as part of the Appointment, Evaluation, and Promotion (AEP) process.⁴ In all, there were 44 cases managed by the Office of Faculty Affairs, keeping with the upward trend in recent years. All cases reviewed this year received positive recommendations for promotion, and were ultimately approved by the Provost. 22 of these cases reviewed by the campus committee were for faculty involved predominantly with instructional duties, 12 for faculty with primarily research responsibilities, and 10 for faculty with extension or administrative specialist duties. Eight additional cases reviewed by the Office of Faculty Affairs were for new appointment or promotion to mid-level ranks in non-departmentalized colleges, all of which were approved. The Office of Faculty Affairs Appointment, Promotion and Awards online system also facilitated five changes of title series for PTK faculty (e.g., shift from Senior Lecturer to Associate Research Professor, at the equivalent level in their respective series), which were performed by units to more closely follow University policy and individual faculty members' duties.

In addition, the Office of Faculty Affairs facilitated 11 appointments or renewals of Professor of the Practice.

The Office of Faculty Affairs continued its support of campus policies affecting PTK faculty, in particular working with the Senate and Colleges regarding College and Unit AEP plans, and instituting additional outreach opportunities, such as promotion workshops, support of the seventh annual PTK Symposium in spring 2025, and coordination of the Provost's Awards for PTK Faculty Excellence. In 2024-2025, the Office of Faculty Affairs continued to address recommendations from the PTK Working Group (see <https://faculty.umd.edu/ptk-working-group>); delivering a draft workload policy for instructional PTK faculty for University Senate review, working with units revising their AEP plans; publishing the first campus-level AEP Manual (<https://faculty.umd.edu/aep-manual>) to operationalize and clarify the Senate-approved Guidelines for Appointment, Evaluation, and Promotion of Professional Track Faculty, which became fully effective July 1, 2025; and forming the [PTK Faculty Advisory Group](#).

³ [UM Guidelines for Appointment, Evaluation, and Promotion of Professional Track Faculty](#)

⁴ The review committee operates with a majority of PTK faculty, and in 2024-2025 consisted of two tenured full professors and seven professional track faculty members in the highest ranks.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of five Permanent Status Librarian cases (all to Librarian III) during the 2024-2025 promotion cycle, with all receiving promotion with permanent status. This is in comparison to the five cases reviewed in 2023-2024, for which there were two successful cases for permanent status, one denied; and two cases for promotion, both awarded.

Concluding Remarks

In all, the Office of Faculty Affairs processed a total of 147 promotion and appointment reviews across the faculty ranks, involving five different campus review committees (tenure and promotion, promotion, AEP, permanent status, and Professor of the Practice). In addition, the Office of Faculty Affairs reviewed and processed 46 Emeritus/a reviews.

The Office of Faculty Affairs continues strong partnerships with the Teaching and Learning Transformation Center, the Division of Research, ADVANCE, the Center for Leadership and Organizational Change (CLOC), the Office of Diversity and Inclusion, and the University Libraries, to support faculty advancement through workshops, development, and productivity activities. The University marks its sixth year of institutional membership to the NCFDD, an important tool for promoting mentoring and productivity for all faculty and graduate students. These efforts all seek to create and promote transparent, rigorous, and equitable promotion processes—key to the University maintaining institutional excellence and supporting the State of Maryland's goals as the Flagship University through its faculty.

Finally, we encourage readers to examine the demographic data contained in the Appendix, which show trends in APT over the last five tenure and promotion cycles.

Appendix: Demographic Data

The demographics within this Appendix include promotion and tenure from within the ranks at the University and not new appointments hired into the institution. Caveats about small numbers apply.

TENURE CASES (2024-2025)*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES**		CAMPUS APT CASES***		DENIED CASES		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
Total	43		42		0	0%	42	
Female	20	47%	19	45%			19	45%
Male	23	53%	23	55%			23	55%
American Indian or Alaskan Native	1	2%	1	2%			1	5%
Asian	8	19%	8	19%			8	26%
Black or African American	2	5%	2	5%			2	5%
Hispanic	3	7%	3	7%			3	7%
Two or More	1	2%	1	2%			1	2%
White	19	44%	19	45%			19	45%
Not Reported	9	21%	8	19%			8	12%

* All percentages rounded to the nearest whole number.
 **Includes one withdrawn case of appointment with tenure after consideration by campus committee.
 ***Group of cases considered by the APT Committee used to calculate official Denied and Approved percentages.

Of the tenure cases considered by the APT Committee, 45% were women (same as last year’s figure; see Figure 3). 45% were White (same as last year’s figure; see Figure 4), 19% were Asian (lower than last year’s high of 26%; see Figure 4), 5% were Black or African American (lower than last year at 9%; see Figure 4), and 7% of faculty reviewed identified as Hispanic (the same as last year; see Figure 4). Setting aside the percentage of those cases without race reported, non-white faculty (Asian, Black or African American, Hispanic, and American Indian or Alaskan Native) represent 36% of the 2024-2025 tenure cases considered by the APT Committee. The trend of increasing numbers of faculty who do not report (19% for this year) continues to affect overall reporting.

Overall, candidates seeking promotion or appointments into ranks that require a campus level review have been successfully promoted or appointed through a rigorous and multi-level review process centered on excellence. The University of Maryland is fortunate to have such an outstanding faculty.

SELECTED DEMOGRAPHIC DATA: FIGURES

Percentages rounded to the nearest whole number

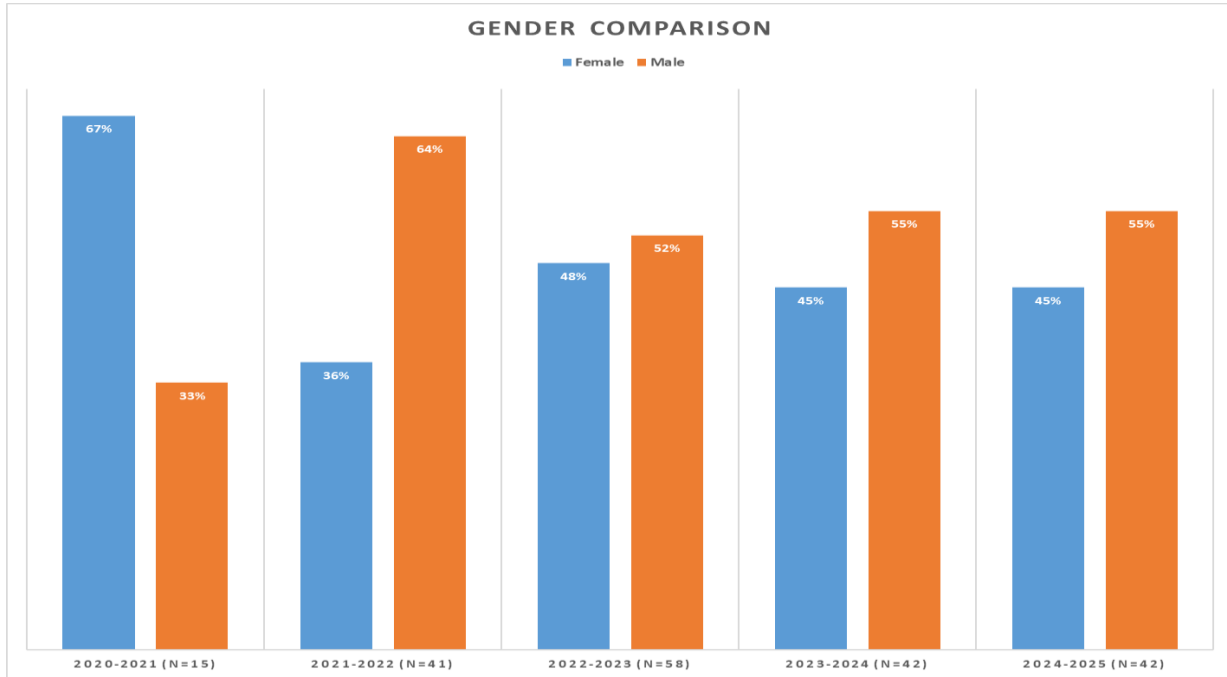


Figure 3. Tenure Cases by Gender Over Five Years.

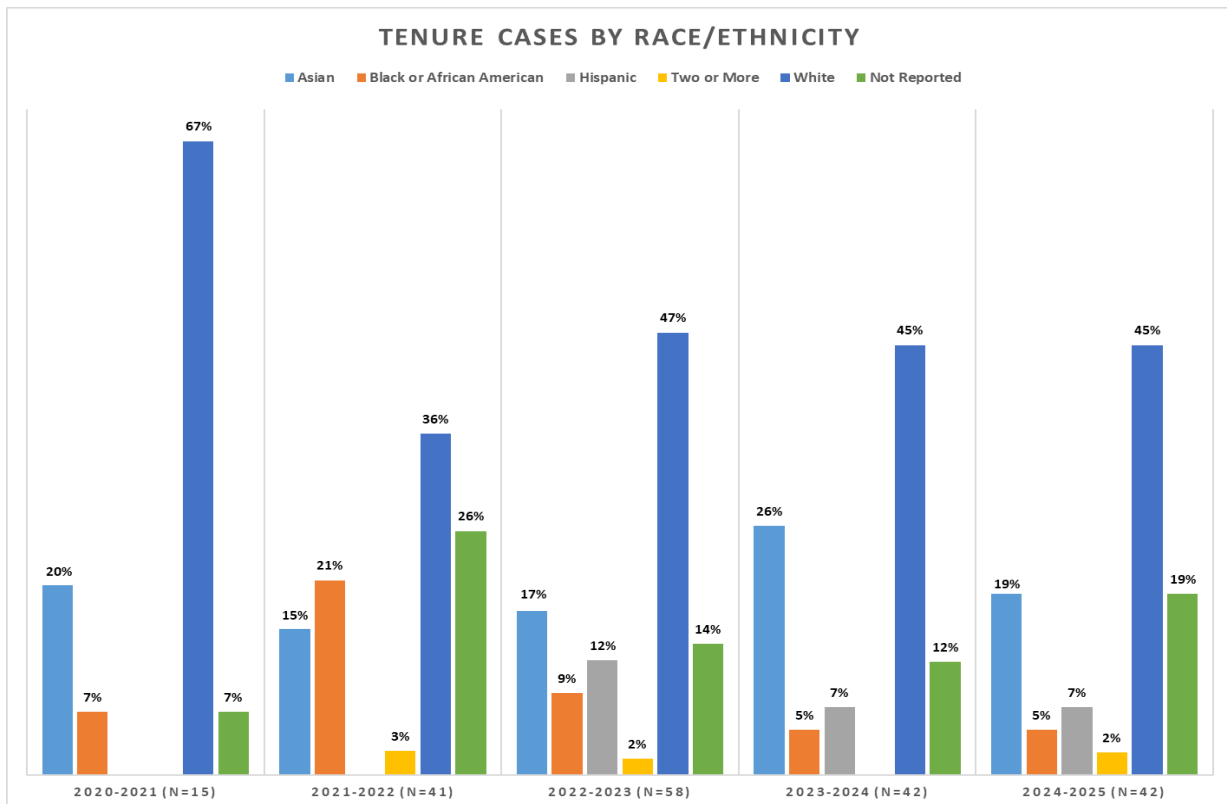


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

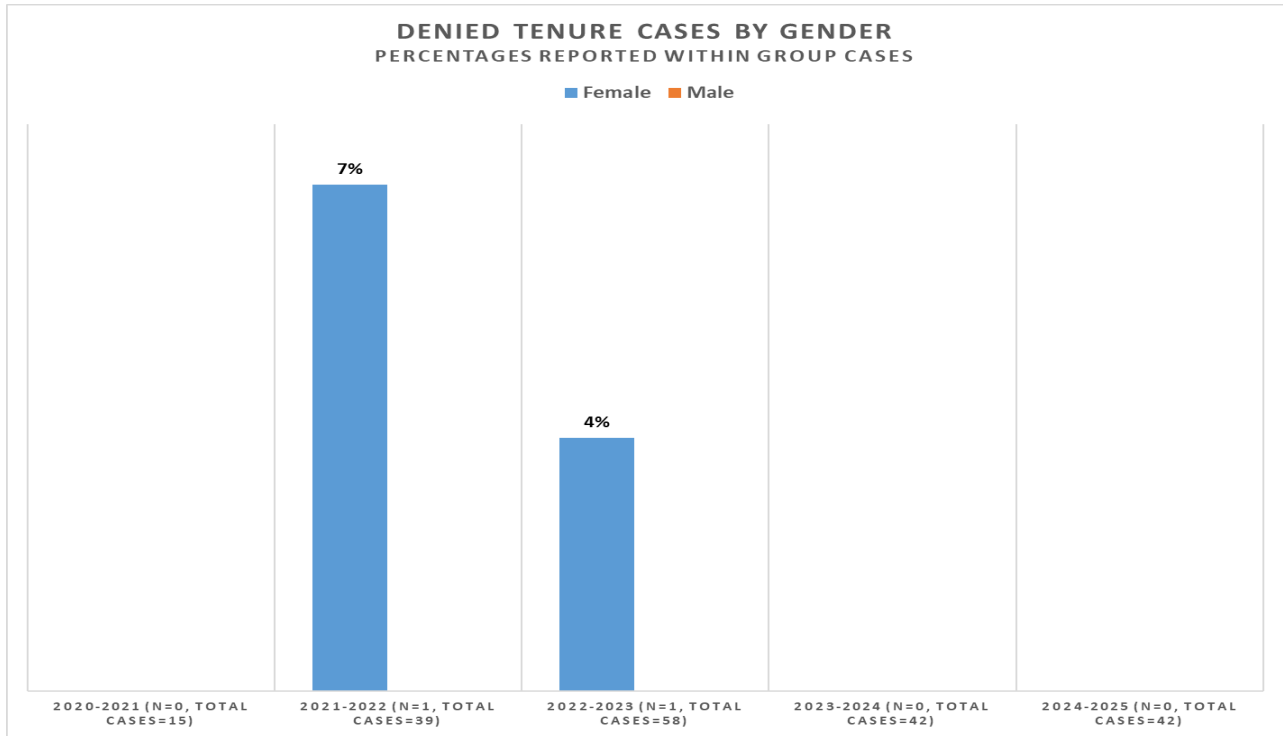


Figure 5. Tenure Denials by Gender. Percentages are reported out of cases by gender.

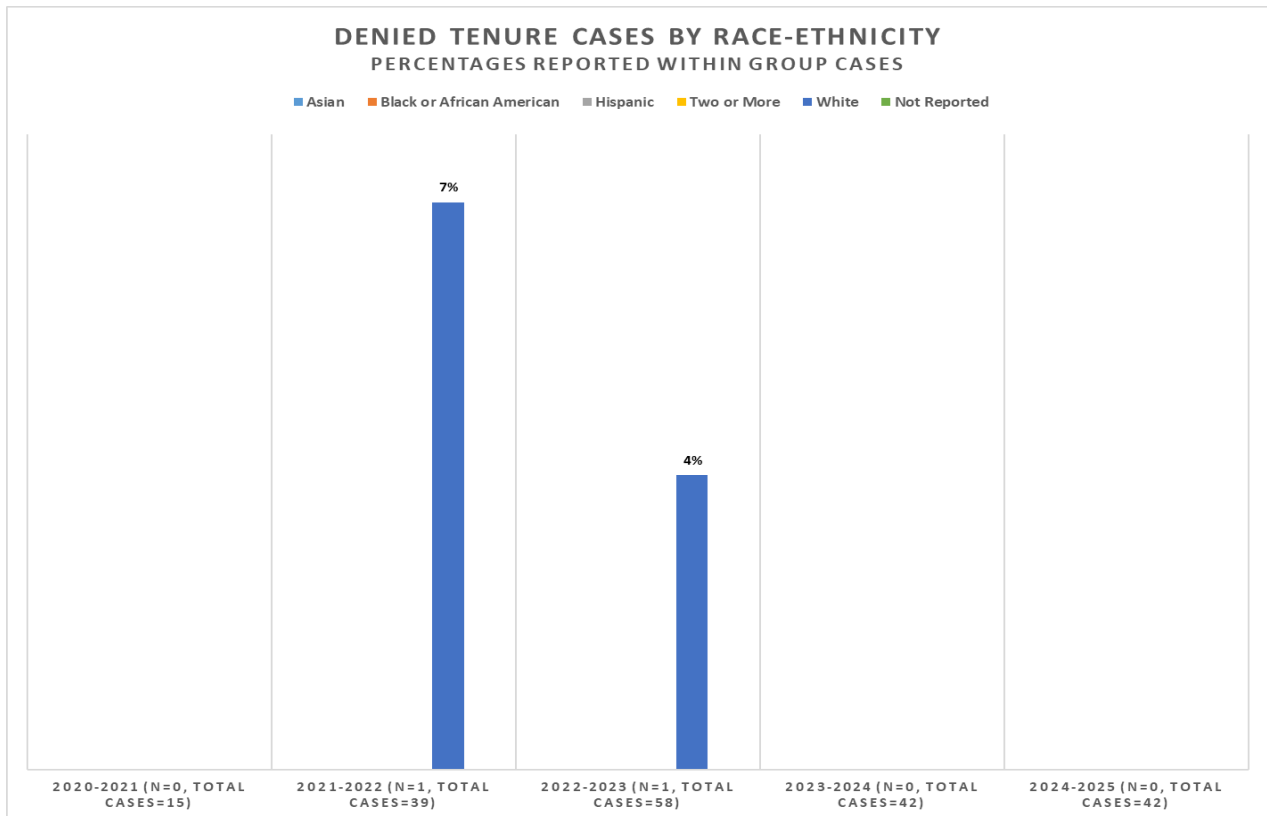


Figure 6. Tenure Denials by Race/Ethnicity. Percentages reported out of race/ethnicity cases.