

MEMORANDUM

DATE September 6, 2024
 TO University Senate Executive Committee
 FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2023-2024 Promotions Annual Report



COMMITTEE MEMBERS

TENURE COMMITTEE	PROMOTION COMMITTEE	PTK AEP Committee
Patricia Alexander Human Development & Quantitative Methodology	Robert DiLutis School of Music	Vedat Diker Information Studies
David Andrews Kinesiology	Mark Feldstein Merrill College of Journalism	Paul Hanges Psychology
Hester Baer School of Languages, Literatures, and Cultures	Robert Lent Counseling, Higher Education & Special Education	Mike Hewitt School of Music
Dan Falvey Chemistry & Biochemistry	Li Ma Animal & Avian Sciences	Dennis Kivlighan Counseling, Higher Education & Special Education
Jennifer Golbeck Information Studies	Michael Miller Astronomy	Lisa Lachenmayr UM Extension
Anil Gupta Management & Organization	Thomas Murphy Electrical & Computer Engineering	Isaac Moradi Earth System Science Interdisciplinary Center
Teng Li Mechanical Engineering	Kevin Roy Family Science	Kazim Ruhi Smith School of Business
Margaret Pearson Government & Politics	Michel Wedel Marketing	Katherine Sharp Behavioral & Community Health
Qin Wang Nutrition & Food Science	Min Xie Criminology & Criminal Justice	Peter Sunderland Fire Protection Engineering

CAMPUS LEVEL PROMOTION CASES

During 2023-2024, there were 87 tenure and/or promotion cases, five Librarian permanent status and/or promotion cases, and 46 promotions or appointments of professional track faculty to the highest ranks reviewed at the campus level. In addition, the Office of Faculty Affairs reviewed 40 emeritus/a cases; five appointments or renewals of Professors of the Practice; and certified 12 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	37		36	5	7	85
NO			1			1
Pending/Remanded						
TOTAL	37		37	5	7	86

Table 1. Cases Considered by the Campus APT Committee (2023-2024).

Comments on the APT Results

There were a total of 86 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2023-2024 cycle. **There were no denials of tenure at the campus level,**² an improvement from 2022-2023 (see Figure 1). **There was one denial at the level of promotion to Professor/Principal-Agent,** greater than last year, but the same as 2021-2022 (see Figure 2).

¹ Not all cases, such as Emeritus/a appointments, require a campus committee review.
² There was one denial of tenure and promotion at the department level, which was not reviewed by the Campus APT Committee.

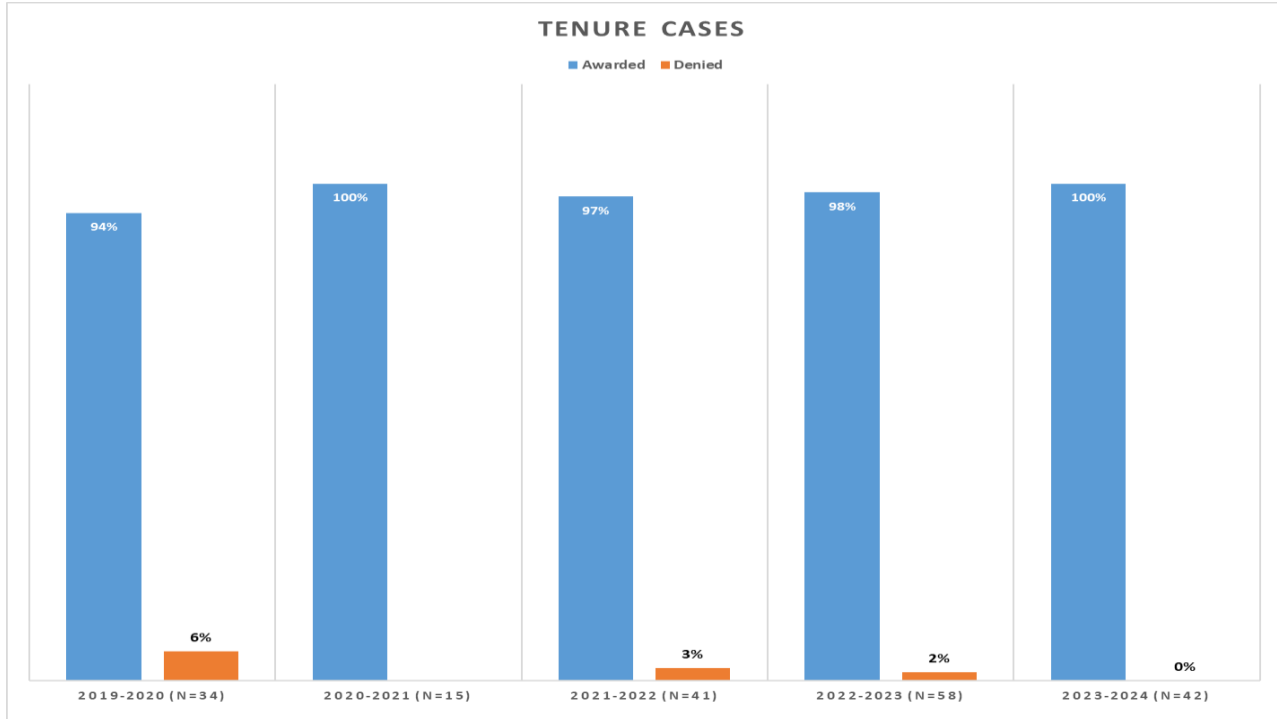


Figure 1. 2020-2024 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

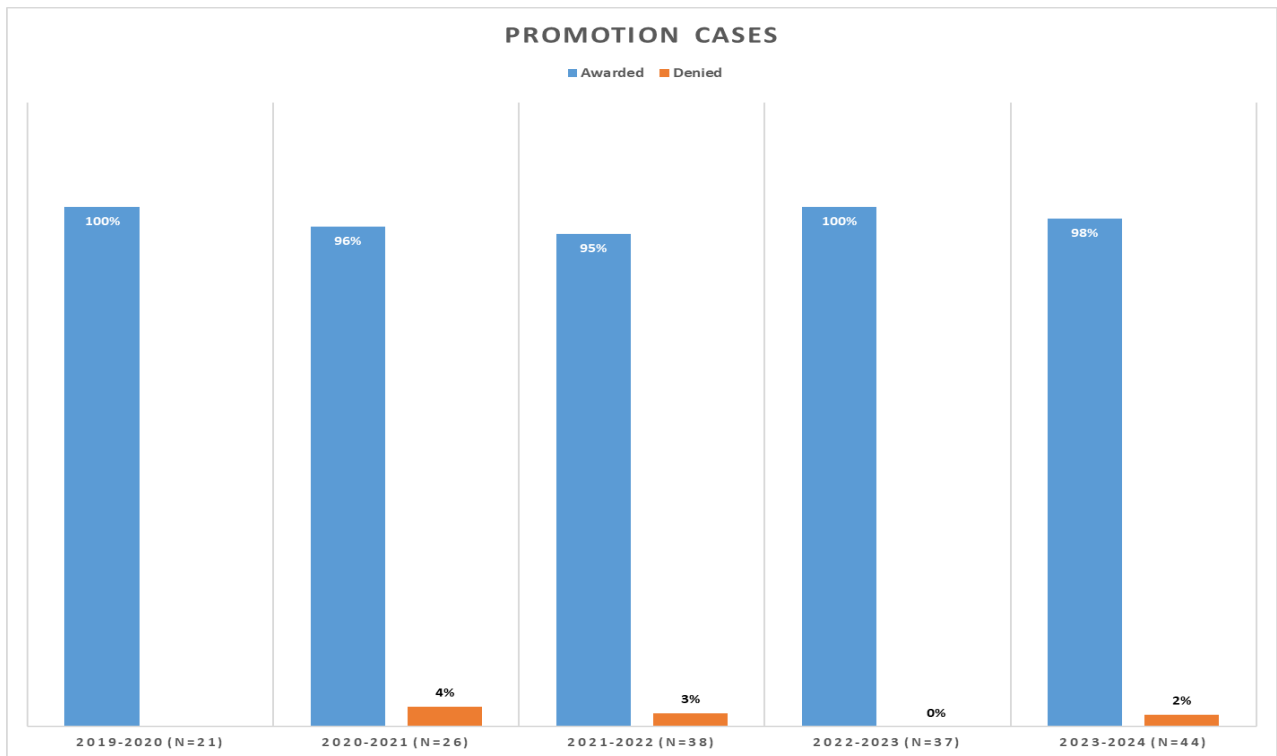


Figure 2. 2020-2024 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

Faculty may elect to withdraw their dossiers from consideration from the APT process. For 2023-2024, there were no reported withdrawals of cases for tenure and/or promotion before consideration by the Campus APT Committees.

The Appendix has a brief discussion of associated demographic data regarding cases of promotion with tenure.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2023-2024 marked the eighth 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 46 cases managed by the Office of Faculty Affairs, significantly more than previous years. All cases reviewed this year received positive recommendations for promotion, and were ultimately approved by the Provost. 17 of these cases reviewed by the campus committee were for faculty involved predominantly with instructional duties, 16 for faculty with primarily research responsibilities, and 13 for faculty with extension or administrative specialist duties. 10 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 two 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.

In addition, the Office of Faculty Affairs facilitated five 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 sixth annual PTK Symposium in spring 2024, and coordination of the Provost's Awards for PTK Faculty Excellence. In 2023-2024, the Office of Faculty Affairs addressed recommendations from the PTK Working Group (see <https://faculty.umd.edu/ptk-working-group>), convening a panel to draft a workload policy for instructional PTK faculty for University Senate review, and publishing the first campus-level AEP Manual (<https://faculty.umd.edu/aep-manual>), both of which were broadly shared among faculty and administrators for feedback.

³ http://faculty.umd.edu/policies/documents/UM_Guidelines_for_PTK_Appointments.pdf

⁴ The review committee consists of four tenured full professors and five professional track faculty members in the highest ranks.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of five Permanent Status Librarian cases (three to Librarian III, and two to Librarian IV) during the 2023-2024 promotion cycle, four of which were reviewed at the campus level. The two which received campus review for Librarian III with permanent status were awarded promotion, with one denial at the unit level; and both considered for Librarian IV were awarded promotion. This is in comparison to the five cases reviewed in 2022-2023, for which there were three successful cases for permanent status, and two cases for promotion, one awarded, one denied.

Concluding Remarks

In all, the Office of Faculty Affairs and its campus committees processed a total of 154 promotion and appointment reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 40 Emeritus/a reviews.

The Office of Faculty Affairs has strong partnerships with the Teaching and Learning Transformation Center, the Division of Research, the Office of Diversity and Inclusion, and the University Libraries, to support faculty advancement through workshops, development, and productivity activities. The University marks its fifth year of institutional membership to the National Center for Faculty Development and Diversity, an important tool for promoting mentoring, productivity, and inclusion 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 diversity 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. The data regarding faculty of color continues to show improvement over time. The number of faculty of color seeking promotion and tenure, particularly underrepresented minorities, however, though improving, remains small – thus reinforcing campus efforts to recruit an inclusive and diverse faculty, such as through the FAMILIE initiative.

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 (2023-2024)*

	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	19	44%	19	45%			19	45%
Male	24	56%	23	55%			23	55%
American Indian or Alaskan Native	2	5%	2	5%			2	5%
Asian	11	26%	11	26%			11	26%
Black or African American	2	5%	5	5%			5	5%
Hispanic	4	9%	3	7%			3	7%
Two or More	0	0	0	0%			0	0%
White	19	44%	19	45%			19	45%
Not Reported	5	12%	5	12%			5	12%

* All percentages rounded to the nearest whole number.

**Includes one case denied at department level that was not considered by campus committee.

***This group of cases considered by the APT Committee is the number used to calculate official Denied and Approved percentages.

Of the tenure cases considered by the APT Committee, 45% were women (lower than last year's 48%; see Figure 3). 44% were White (as compared to 47% last year, and 33% in 2021-2022; see Figure 4), 26% were Asian (higher than recent years; see Figure 4), 9% were Black or African American (lower than last year at 9% and 21% in 2021-2022; see Figure 4), and 7% of faculty reviewed identified as Hispanic (lower than last year's 12%, but similar to earlier years; 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 43% of the 2023-2024 tenure cases considered by the APT Committee, higher than last year's representation. The trend of increasing numbers of faculty who do not report continues to affect overall reporting.

To further diversify the faculty, and carry on progress regarding promotion and tenure, the University has successfully sustained the FAMILIE initiative (<https://faculty.umd.edu/familie-initiative>), which includes the President's Postdoctoral Fellowship Program, designed to

attract more faculty of color into the professoriate, and the Assistant Professor and Senior Targeted Hire Programs, designed to increase the diversity of tenured and tenure-track faculty; and continued to promote membership for all faculty and graduate students in the National Center for Faculty Development and Diversity. Additionally, the ADVANCE Initiative and the Center for Leadership and Organizational Change, both champions of faculty success within the Office of Faculty Affairs, have continued their innovative programming to help support an excellent, diverse, and inclusive faculty.

SELECTED DEMOGRAPHIC DATA: FIGURES

Percentages rounded to the nearest whole number

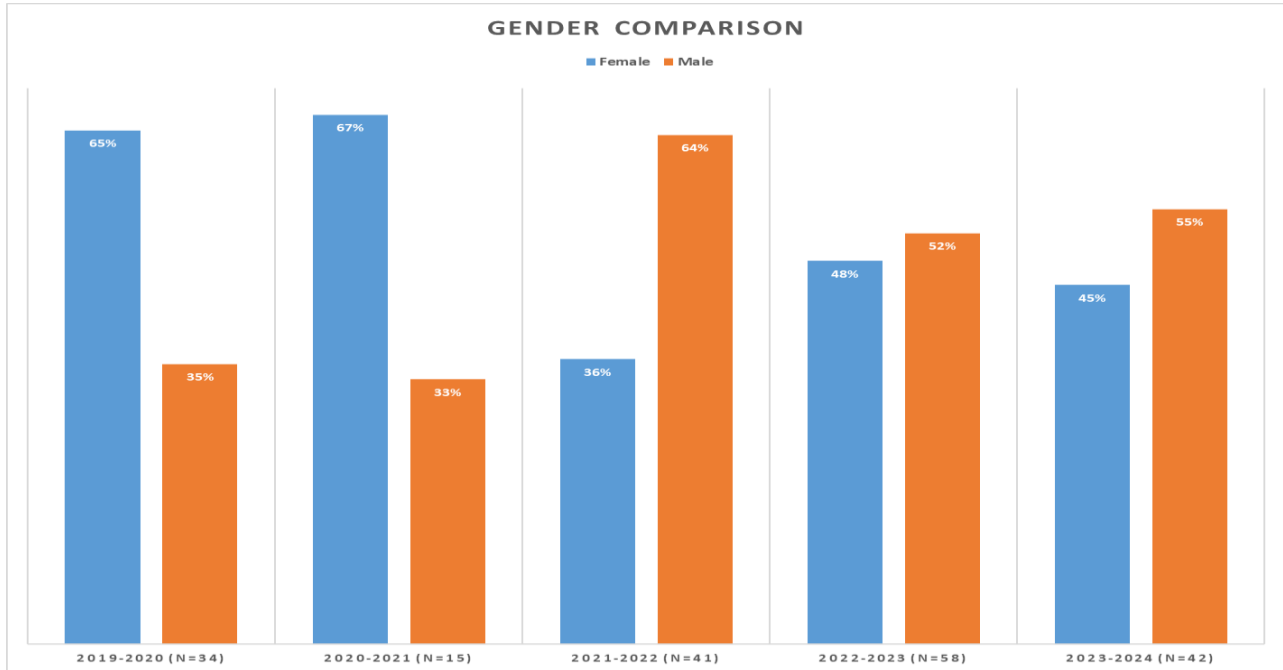


Figure 3. Tenure Cases by Gender Over Five Years.

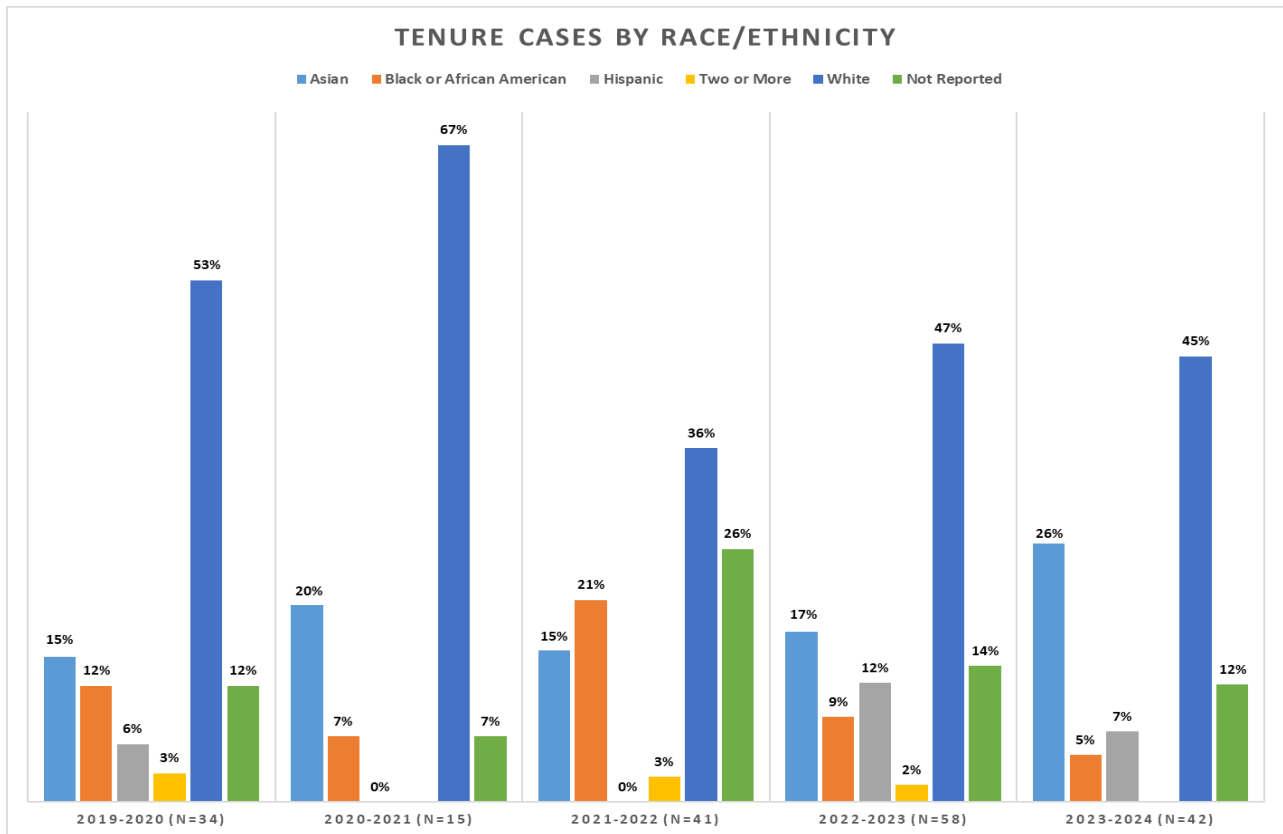


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

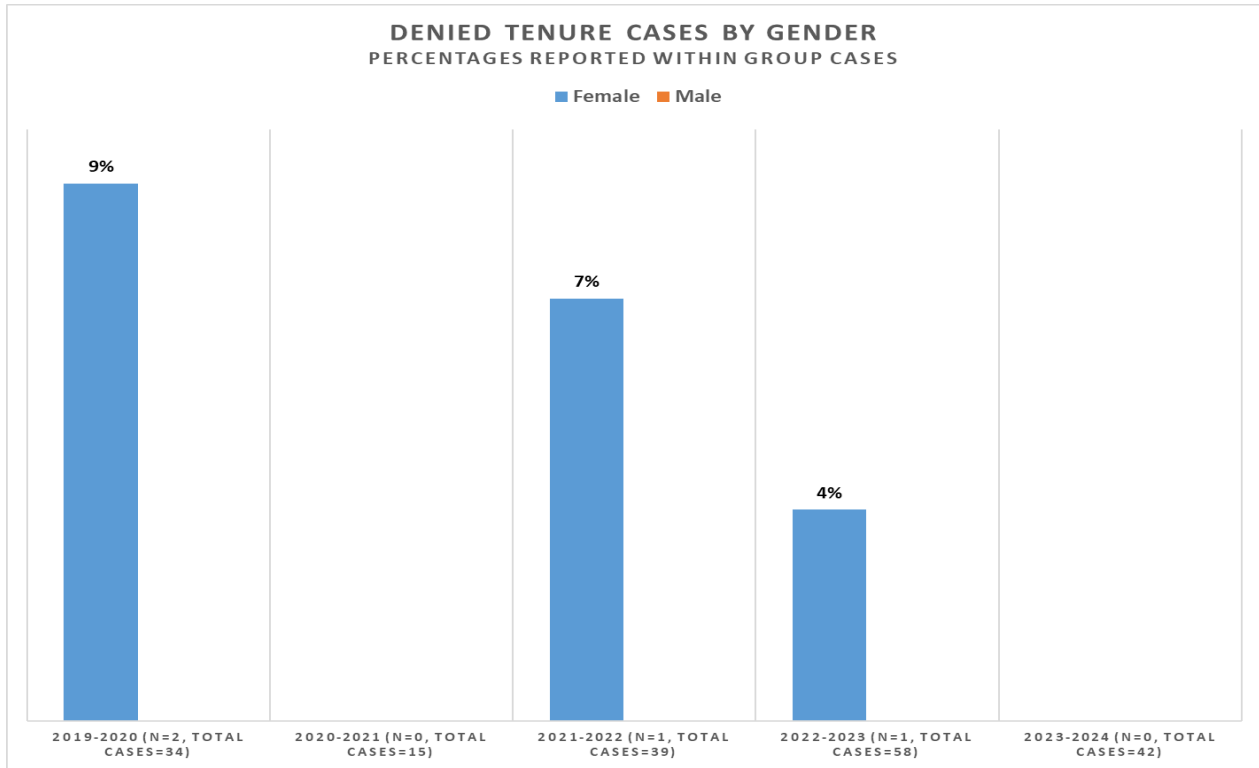


Figure 5. Tenure Denials by Gender. Percentages are reported out of cases by gender.

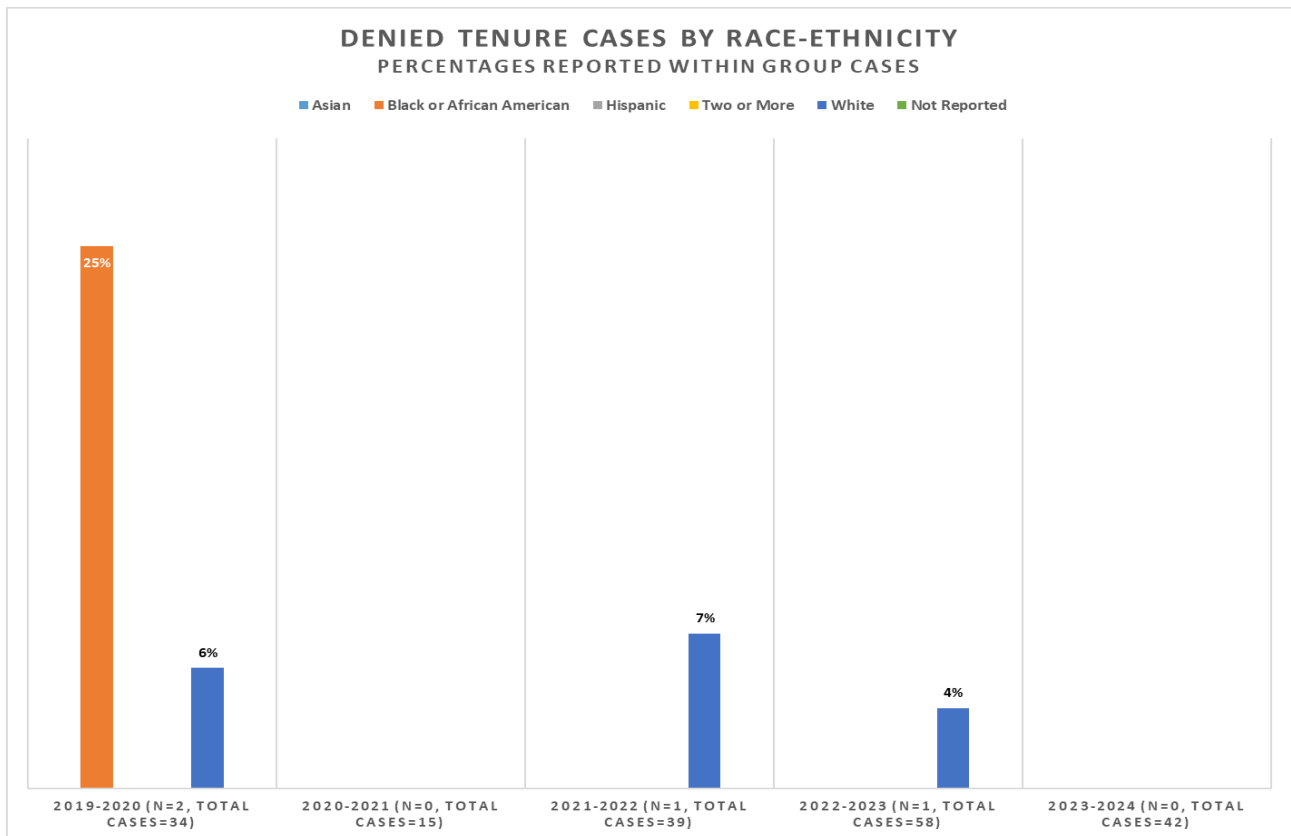


Figure 6. Tenure Denials by Race/Ethnicity. Percentages reported out of race/ethnicity cases.