

MEMORANDUM

DATE August 7, 2023
 TO University Senate Executive Committee
 FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2022-2023 Promotions Annual Report



COMMITTEE MEMBERS

TENURE COMMITTEE	PROMOTION COMMITTEE	PTK AEP Committee
Mohamad Al-Sheikhly Materials Science & Engineering	Hester Baer School of Languages, Literatures, and Cultures	Deborah Archer UM Extension
Robert DiLutis School of Music	Daniel Chazan Teaching & Learning, Policy & Leadership	Carmen Benito-Vessels School of Languages, Literatures, and Cultures
Mark Feldstein Philip Merrill School of Journalism	Niklas Elmqvist iSchool	Paul Hanges Psychology
Robert Lent Counseling, Higher Education & Special Education	Dan Falvey Chemistry & Biochemistry	Hong Jiao Human Development & Quantitative Methodology
David Mosser Cell Biology & Molecular Genetics	Sung Lee Aerospace Engineering	Bill Kules iSchool
Angus Murphy Plant Science & Landscape Architecture	Utpal Pal Veterinary Medicine	Isaac Moradi Earth System Science Interdisciplinary Center
Peter Murrell Economics	Margaret Pearson Government & Politics	Kazim Ruhi Smith School of Business
Robin Puett Epidemiology and Biostatistics	Debra Shapiro Smith School of Business	Peter Sunderland Fire Protection Engineering
Michel Wedel Smith School of Business	Edmond Shenassa Family Science	Kerry Tripp Family Science

CAMPUS LEVEL PROMOTION CASES

During 2022-2023, there were 107 tenure and/or promotion cases, five Librarian permanent status and/or promotion cases, and 27 promotions or appointments of professional track faculty to the highest ranks reviewed at the campus level. In addition to these, the Office of Faculty Affairs reviewed 45 emeritus/a cases; one reinstatement of tenure for a returning Professor; two appointments and one renewal of Professors of the Practice; and certified seven changes in title series and ten mid-rank promotions in non-departmentalized colleges for professional track faculty. The ensuing report details the results from the cases reviewed by campus committees.¹

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2022-2023

	Promotion w/ Tenure	Promotion to Professor / Principal Agent	New Appointment / Associate	New Appointment / Professor	Total
YES	48	37	9	7	101
NO	1				1
Pending/Remanded					
TOTAL	49	37	9	7	102

Table 1. Cases Considered by the Campus APT Committee (2022-2023).

Comments on the APT Results

There were a total of 102 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2022-2023 cycle. **There was one denial in 2022-2023 at the level of promotion and tenure, or 2% of cases**, the same number as 2021-2022 (see Figure 1), for a 98% tenure success rate. **There were no denials at the level of promotion to Professor/Principal-Agent**, compared to last year’s 3% (see Figure 2).

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

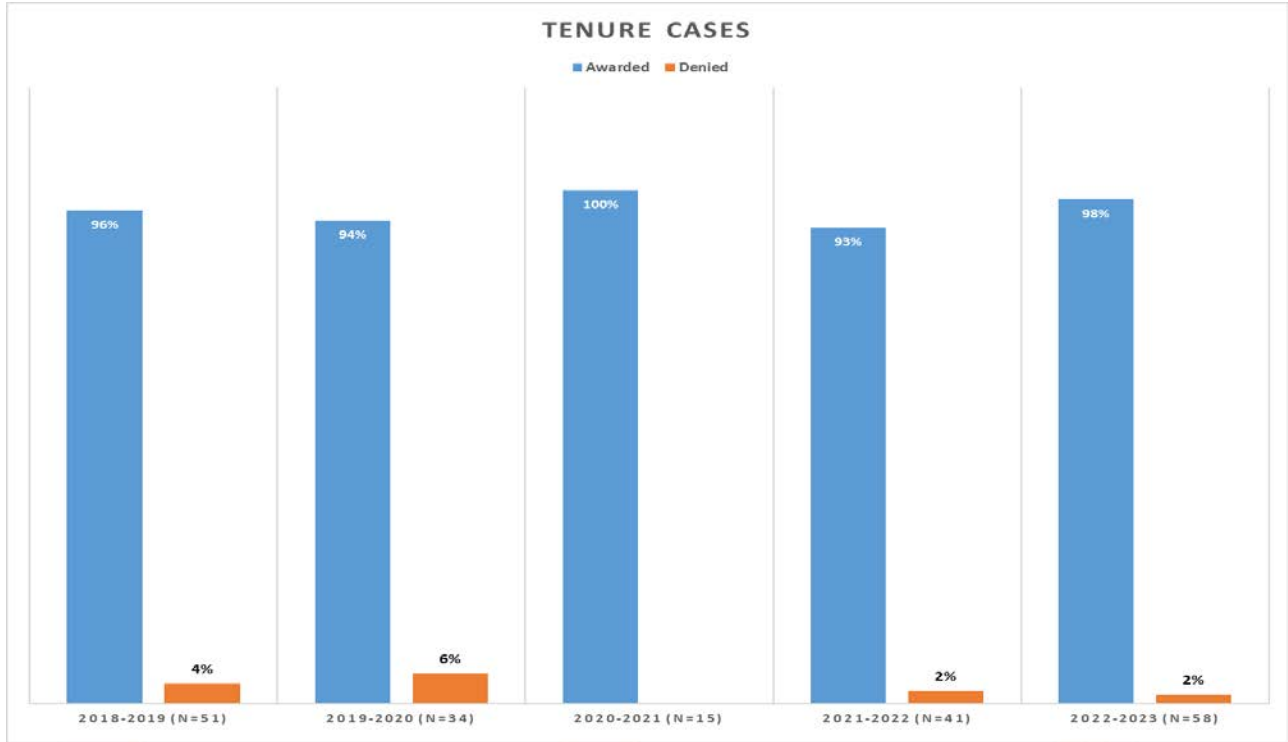


Figure 1. 2019-2023 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).



Figure 2. 2019-2023 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 2022-2023, 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 promotion/tenure cases.

APT POLICY GUIDANCE

The COVID-19 pandemic necessitated some adjustments to the University's promotion review processes. To ensure the continuity of reviews and adherence to University promotion review policies and procedures, the Provost and the Office of Faculty Affairs continued to provide guidance for units as some performed parts of the promotion process in a virtual environment. The Office of Faculty Affairs will conduct a review during the 2023-2024 academic year regarding this guidance.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2022-2023 marked the seventh year of implementation (as per University guidelines²) 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.³ In all, there were 27 cases managed by the Office of Faculty Affairs, the same as considered in 2021-2022. 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, six for faculty with primarily research responsibilities, and four 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 26 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), many of which were performed by units to more closely follow University policy.

In addition, the Office of Faculty Affairs facilitated the two appointments to and one renewal of Professor of the Practice.

The Office of Faculty Affairs continued its support of campus policies (summarized at https://faculty.umd.edu/policies/ptk_changes.html) 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 fifth

² http://faculty.umd.edu/policies/documents/UM_Guidelines_for_PTK_Appointments.pdf

³ The review committee consists of five tenured full professors and four professional track faculty members in the highest ranks.

annual PTK Symposium in spring 2023, and coordination of the Provost's Awards for PTK Faculty Excellence. In 2022-2023, the Office of Faculty Affairs convened a working group to review existing policies and recommend further improvements for PTK faculty members' work and life at the University, including establishment of campus-level AEP guidelines.

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 2022-2023 promotion cycle, all of which were reviewed at the campus level. The three considered for Librarian III with permanent status were awarded promotion, and of those considered for Librarian IV, one was awarded and one was denied promotion. In comparison, there were two total cases for permanent status and promotion of librarians reviewed in 2022-2023, both successful.

Concluding Remarks

In all, the Office of Faculty Affairs and its campus committees processed a record total of 172 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 45 Emeritus/a reviews. All campus-level review committees continued in an entirely virtual participation and voting process.

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 fourth 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, remains small – thus reinforcing campus efforts to recruit an inclusive and diverse faculty, such as through the FAMILE 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 (2022-2023)*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES		CAMPUS APT CASES**		DENIED CASES		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
Total	58		58		1	2%	57	98%
Female	28	48%	28	48%	1	100%	27	47%
Male	30	52%	30	52%			30	53%
Asian	10	17%	10	17%			10	18%
Black or African American	5	9%	5	9%			5	9%
Hispanic	7	12%	7	12%			7	12%
Two or More	1	2%	1	2%			1	2%
White	27	47%	27	47%	1	100%	26	46%
Not Reported	8	14%	8	14%			8	14%

* All percentages rounded to the nearest whole number.

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

Of the tenure cases considered by the APT Committee, 48% were women (higher than last year's 34%, but lower than 2020-2021 at 67%; see Figure 3). 47% were White (as compared to 33% in 2021-2022, and 67% in 2020-2021; see Figure 4), 17% were Asian (similar to recent years; see Figure 4), 9% were Black or African American (lower than last year at 21%, but similar to earlier years, which recorded 4-12%; see Figure 4), and 12% of faculty reviewed identified as Hispanic (significantly higher than the past four years; see Figure 4). Setting aside the percentage of those cases without race reported, non-white faculty (Asian, Black or African American, and Two or More) represent 40% of the 2022-2023 tenure cases considered by the APT Committee, similar to last year's representation. The trend of increasing numbers of faculty who do not report race or ethnicity continues (we have seen it rise more steeply with new hires in the past decade), and will affect overall reporting going forward.

To further diversify the faculty, and carry on progress regarding promotion and tenure, the University has successfully continued the FAMILIE initiative (<https://faculty.umd.edu/famile-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 have now been fully integrated into the Office of Faculty Affairs. Both of those offices have more than a decade of championing faculty success, and 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

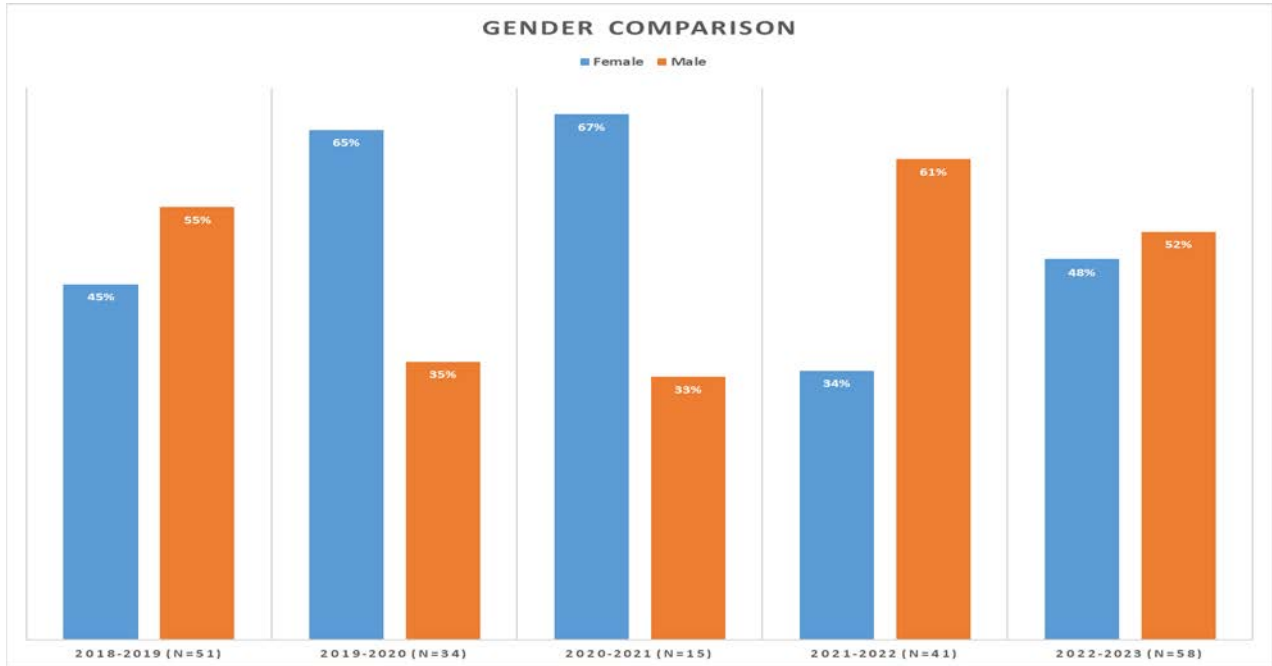


Figure 3. Tenure Cases by Gender Over Five Years.

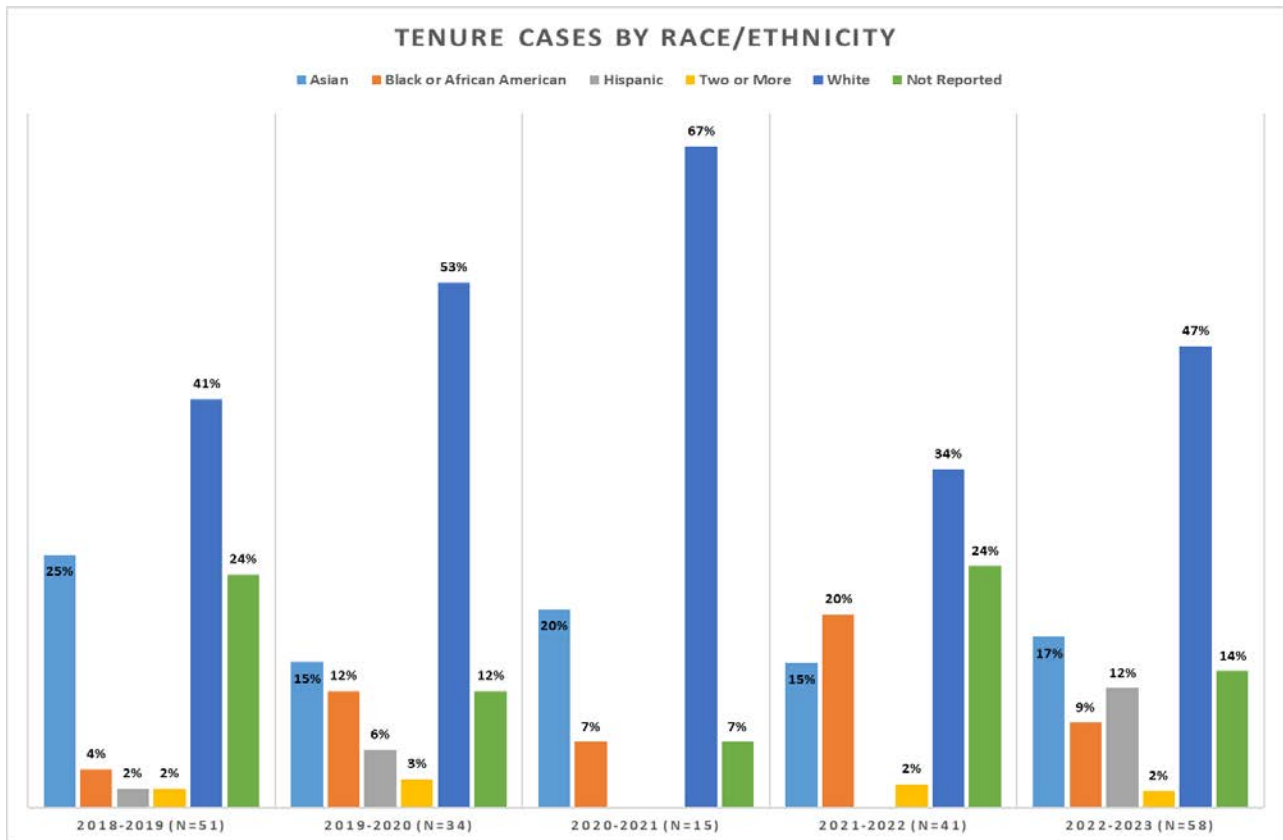


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

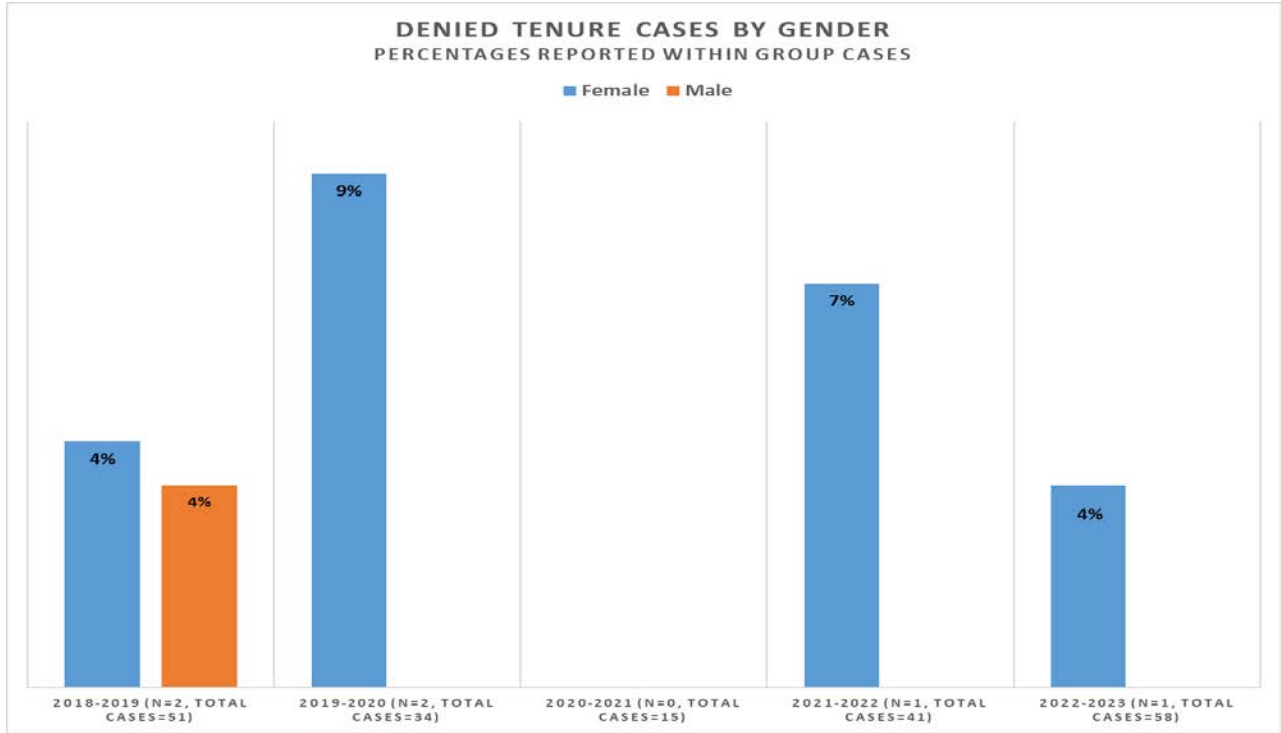


Figure 5. Tenure Denials by Gender. Percentages are reported out of cases by gender.

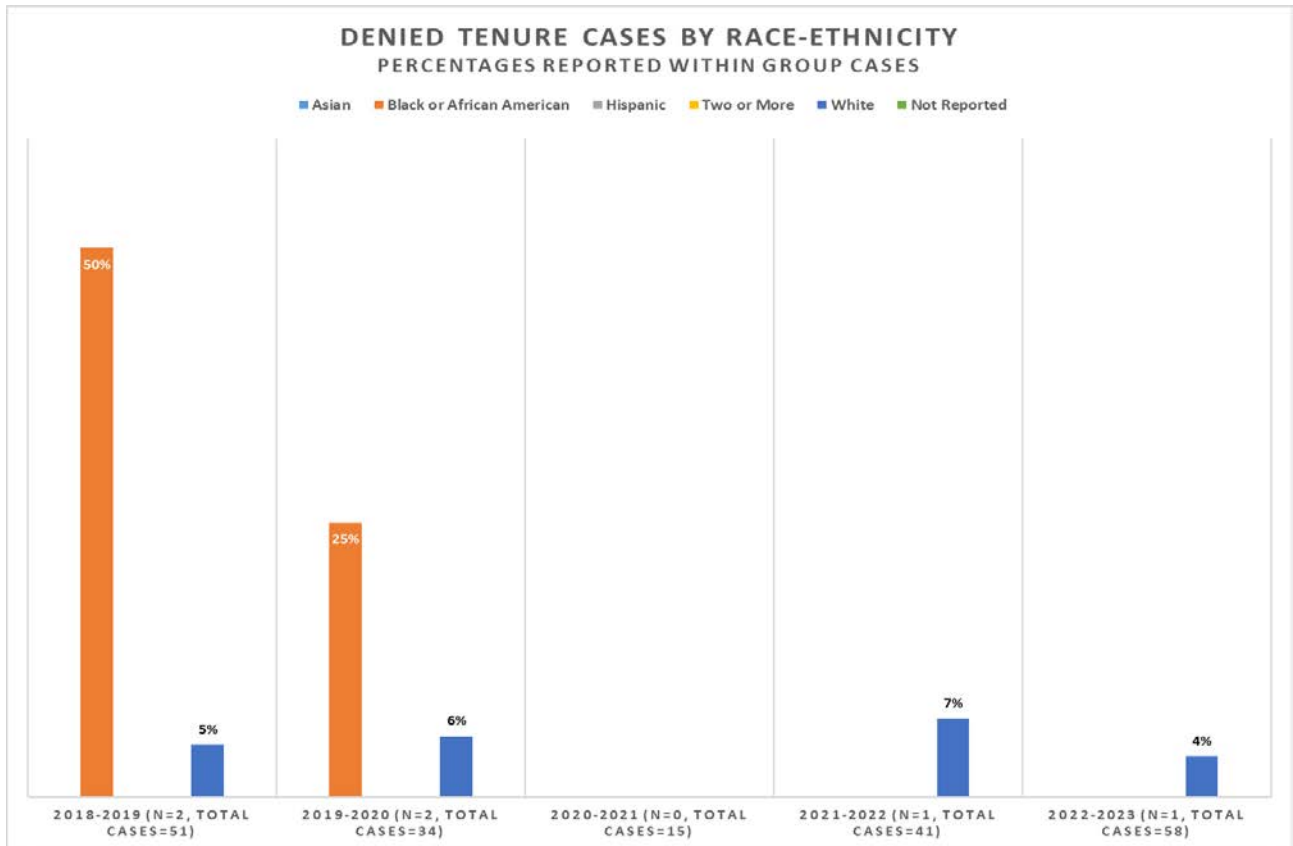


Figure 6. Tenure Denials by Race/Ethnicity. Percentages reported out of race/ethnicity cases.