



MEMORANDUM

DATE August 24, 2018
 TO University Senate Executive Committee
 FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2017-2018 Promotions Annual Report

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CAMPUS LEVEL PROMOTION CASES

During 2017-2018, there were 86 tenure and/or promotion cases, 10 Librarian permanent status and/or promotion cases, and 25 promotions of professional track faculty to the highest ranks reviewed at the campus level. In addition to these, the Office of Faculty Affairs reviewed 59 emeritus/emerita cases. The ensuing report details the results from the campus reviewed promotion cases.

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2017-2018

| | Promotion w/ Tenure | | Promotion to Professor / Principal Agent | New Appointment / Associate | New Appointment / Professor | Total |
|--------------|------------------------|--|--|--------------------------------|--------------------------------|-------|
| YES | 45 | | 35 | 2 | 2 | 84 |
| NO | 2 | | | | | 2 |
| TOTAL | 47 | | 35 | 2 | 2 | 86 |

Table 1. Cases Considered by the Campus APT Committee (2017-2018).

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 2017-2018 cycle. An additional two cases were withdrawn by candidates prior to consideration by the Campus APT Committee.

Based on the number of cases considered by the APT Committees, denials in 2017-2018 at the level of promotion with tenure are at 4%, lower than the 11-13% reported between 2013-2016, but higher than the 2% reported last year (see Figure 1). Denials at the **level of promotion to Professor/Principal-Agent level are at 0% this year**, down from 2.5% last year (see Figure 2).

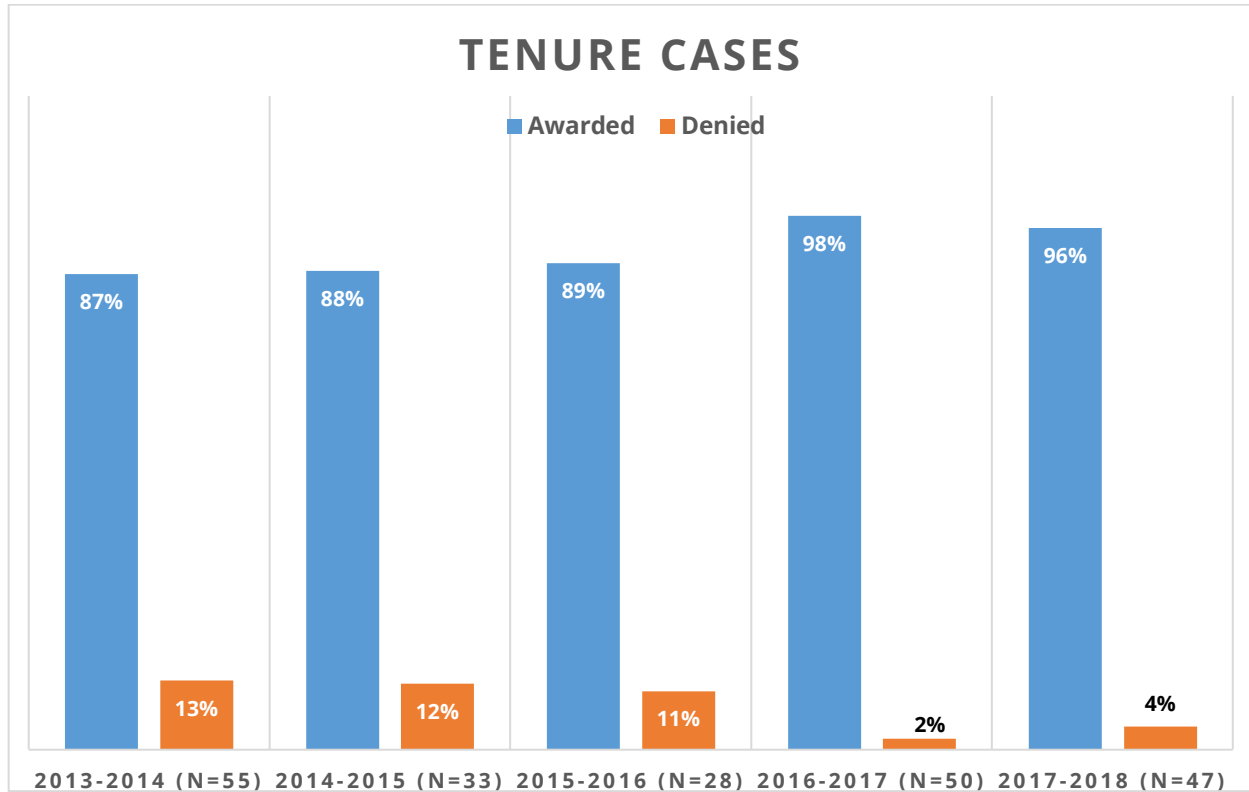


Figure 1. 2014-2018 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

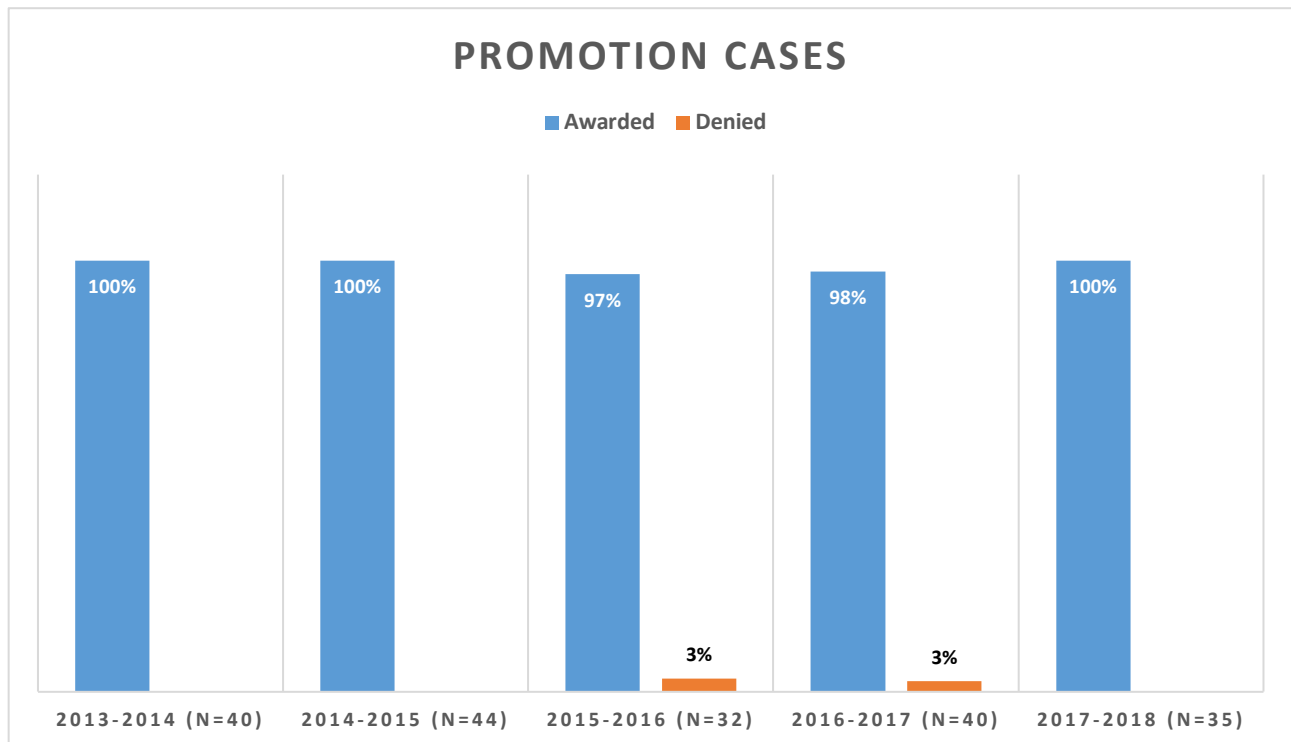


Figure 2. 2014-2018 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

Each year, some faculty withdraw their dossiers from consideration from the APT process. Withdrawals at the tenure level can include non-mandatory cases, cases in which the candidate was denied at the unit level, resignations due to accepting positions at other academic institutions, and candidates leaving UMD for non-academic reasons.¹ For 2017-2018, withdrawals are at 2% of all cases² (N=1) originally submitted for promotion to Associate Professor (as compared to 6% (N=3) in 2016-2017, 24% (N=9) in 2015-2016, 23% (N=10) in 2014-2015, and 13% (N=8) in 2013-2014 – combined average of 13%) and at 3% (N=1) for Professors/Principal Agents (in comparison, in 2016-2017, withdrawals were at 11% (N=5), 11% (N=4) in 2015-2016, 17% (N=9) in 2014-2015, and 13% (N=6) in 2013-2014 – combined average of 13%).

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

APT POLICY GUIDANCE

Since the APT policy changes in 2015, the Office of Faculty Affairs has continued to ensure a campus transition to the new requirements through revised guidelines,³ APT workshops,⁴ and partnering with the Teaching and Learning Transformation Center (TLTC) regarding guidance on the preparation of teaching portfolios.

PROFESSIONAL TRACK FACULT PROMOTIONS AND AEP POLICY IMPLEMENTATION

2017-2018 marked the second year of implementation (as per University guidelines⁵) 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.⁶ In all, there were 25 cases managed by the Office of Faculty Affairs. Of those 25 cases, 21 were reviewed by the Campus AEP Committee, all of which received positive recommendations for promotion and which the Provost ultimately approved. The four additional cases reviewed by the Office of Faculty Affairs were for promotions to mid-level ranks in non-departmentalized colleges, all four of which were promoted.

In addition, 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

¹ The Office of Faculty Affairs developed and tested an approach to capture systematically data related to reasons for candidate withdrawals this year. Moving forward, the Office of Faculty Affairs will report more accurate candidate withdrawal data.

² Tenure approvals + tenure denials + withdrawals.

³ <http://faculty.umd.edu/policies/documents/APTManual.pdf>

⁴ These include workshops for assistant professors/agents pre-third year review, assistant professors/agents post-third year review, associate professors/agents seeking promotion, APT administrators (targeted at unit and college administrators and APT chairs), and staff.

⁵ http://faculty.umd.edu/policies/documents/UM_Guidelines_for_PTK_Appointments.pdf

⁶ The review committee consists of six tenured full professors and three professional track faculty members in the highest ranks.

particular working with the Senate and Colleges regarding College AEP plans and instituting additional outreach opportunities, such as promotion workshops.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of 10 Permanent Status Librarian (Librarian III) cases during the 2017-2018 promotion cycle, seven of which were reviewed at the campus level. All seven of the campus reviewed candidates were promoted and/or granted Permanent Status. Two were denied at the Libraries level, and one candidate withdrew from consideration. In addition, there were three promotion cases (Librarian IV), two of which were reviewed at the campus level and successfully promoted. One was denied at the Libraries level.

Concluding Remarks

The 2017-18 promotion cycle included a large number of cases reviewed at the Campus/Office of Faculty Affairs level as we continue to implement campus reviews for Professional Track Faculty promotions to the highest ranks and implement new procedures for Permanent Status Librarian promotions. In all, the Office of Faculty Affairs, through its campus committees, processed a total of 120 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 59 Emeritus/a reviews. Given the increased volume of reviews, the Office of Faculty Affairs is reviewing its processes to ensure timely and efficient reviews.

To support faculty seeking promotion, the Office of Faculty Affairs has formed or strengthened partnerships designed to support faculty advancement through workshops, mentoring, development, and productivity activities. These efforts seek to create and promote a transparent, rigorous, and fair promotion processes – which is key to maintaining institutional excellence and diversity through its faculty.

Finally, we encourage readers to examine the demographic data contained in the Appendix., which shows trends in APT over the last five tenure and promotion cycles. Overall, the data show continued improvement regarding women within the professoriate. In addition, the percentage of women seeking tenure recovered after last year's dip, which was thought to be primarily due to tenure delays. The data regarding faculty of color also show improvement, with all (100%) faculty from historically underrepresented groups having earned tenure and promotion. 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.

Appendix: Demographic Data

The demographics within this Appendix are about promotion and tenure from within the ranks at UMD and not new appointments hired into UMD. Withdrawn cases report data regarding faculty members who renounced the APT process. Such cases can include withdrawals for non-academic reasons, resignations due to accepting positions at other academic institutions, decisions to wait an additional year in cases of early tenure, and instances in which the candidate was denied at the unit or college level. Caveats about small numbers apply.

TENURE CASES (2017-2018)*

| | CASES CONSIDERED BY APT COMMITTEE | | | | | | | |
|--|-----------------------------------|-----|---------------------|-----|--------------|-----|----------------|------|
| | ALL CASES** | | CAMPUS APT CASES*** | | DENIED CASES | | APPROVED CASES | |
| | Total | % | Total | % | Total | % | Total | % |
| Total | 48 | | 47 | | 2 | 4% | 45 | 96% |
| Female | 25 | 52% | 24 | 51% | 1 | 4% | 23 | 96% |
| Male | 23 | 48% | 23 | 49% | 1 | 3% | 22 | 96% |
| Asian | 8 | 17% | 8 | 17% | 1 | 12% | 7 | 88% |
| Black | 2 | 4% | 1 | 2% | | | 1 | 100% |
| Latino | 8 | 17% | 8 | 17% | | | 8 | 100% |
| Native Hawaiian or Pacific Islander | 1 | 2% | 1 | 2% | | | 1 | 100% |
| White | 22 | 46% | 22 | 47% | 1 | 5% | 21 | 95% |
| Not Reported | 7 | 15% | 7 | 15% | | | 7 | 100% |

* Percentages rounded to the nearest whole number.

** Includes withdrawn cases.

***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, 51% were women (up from 32% in 2016-2017 and 42% in 2013-2014; see Figure 3). 47% were white (as compared to 60% in 2016-2017 and 44% in 2013-2014; see Figure 4), 17% were Asian (as compared to 18% in 2016-2017 and 27% in 2013-2014; see Figure 4), 2% were Black or African American (as compared to 8% in 2016-2017 and 9% in 2013-2014; see Figure 4), 17% were Latino (as compared to 4% in 2016-2017 and 7% in 2013-2014; see Figure 4), 2% were Native Hawaiian or Pacific Islander, and 15% did not report their race (as compared to 10% in 2016-2017 and 13% in 2013-2014; see Figure 4). Setting aside the percentage of those cases

without race reported, non-white faculty (Asian, Black or African American, Latino, Native Hawaiian or Pacific Islander) represent 38% of the 2017-2018 tenure cases considered by the APT Committee, compared to 32% in 2016-2017 and 43% in 2013-2014. Asian and Latino faculty (34%) account for most of this, while Black or African American faculty remain in the single digits (2%) (see Figure 4).

This year only presented two tenure denials (one female, one male) and one withdrawal (female). As such, withdrawal and denial data are presented here, but readers are cautioned that this year only presented two denials and one withdrawal. In terms of race, the withdrawal was Black or African American.

WITHDRAWN CASES (2016-2017)

| | WITHDRAWN CASES | |
|---------------------|-----------------|------|
| | Total | % |
| Total | 1 | 2% |
| Female | 1 | 100% |
| Male | | |
| Asian | | |
| Black | 1 | 100% |
| Latino | | |
| White | | |
| Not Reported | | |

Though variable by year, the five-year trend shows an increased percentage of women being tenured. The data also show that the tenure trajectory for faculty of color is more positive. To continue to diversify the faculty, and continue progress regarding promotion and tenure, the University continued three efforts last year: the President's Postdoctoral Fellowship Program (<http://faculty.umd.edu/presidentpostdoc/>) designed to attract more faculty of color into the professoriate; the Senior Targeted Hire program (<https://faculty.umd.edu/hiring>) designed to increase the diversity of tenured faculty; and the Inclusive Hiring Pilot program (<https://advance.umd.edu/inclusive-faculty-hiring>) designed to assist faculty searches through best practices in diverse hiring.

SELECTED DEMOGRAPHIC DATA: FIGURES

Percentages rounded to the nearest whole number

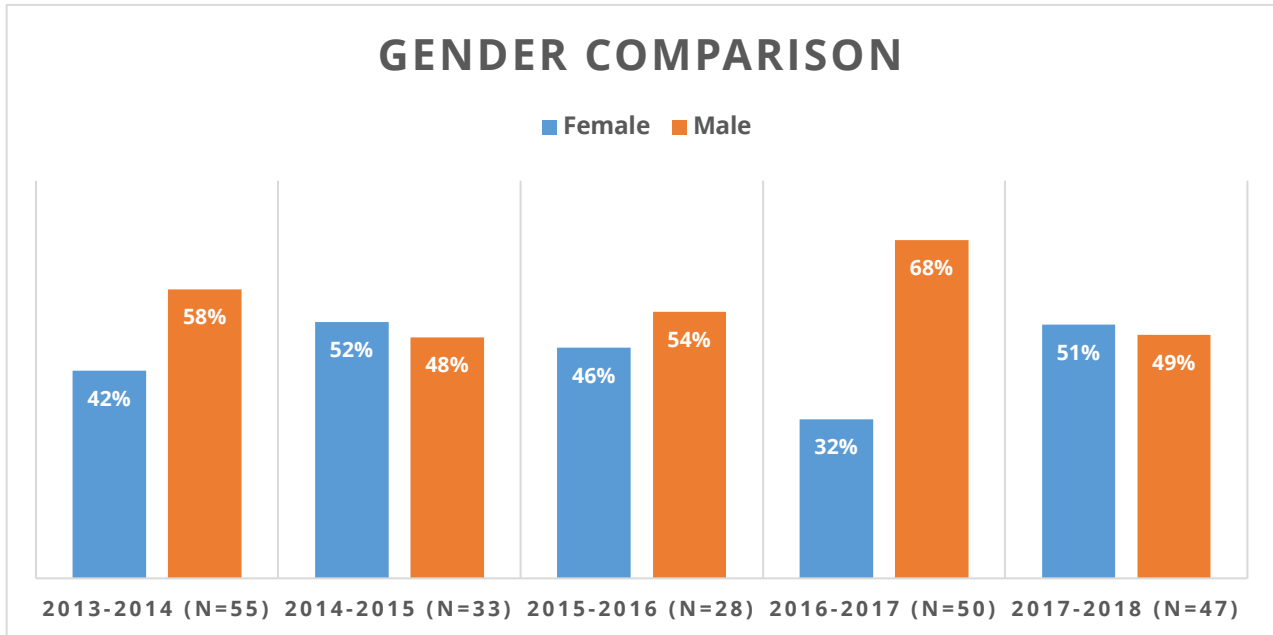


Figure 3. Tenure Cases by Gender Over Five Years.

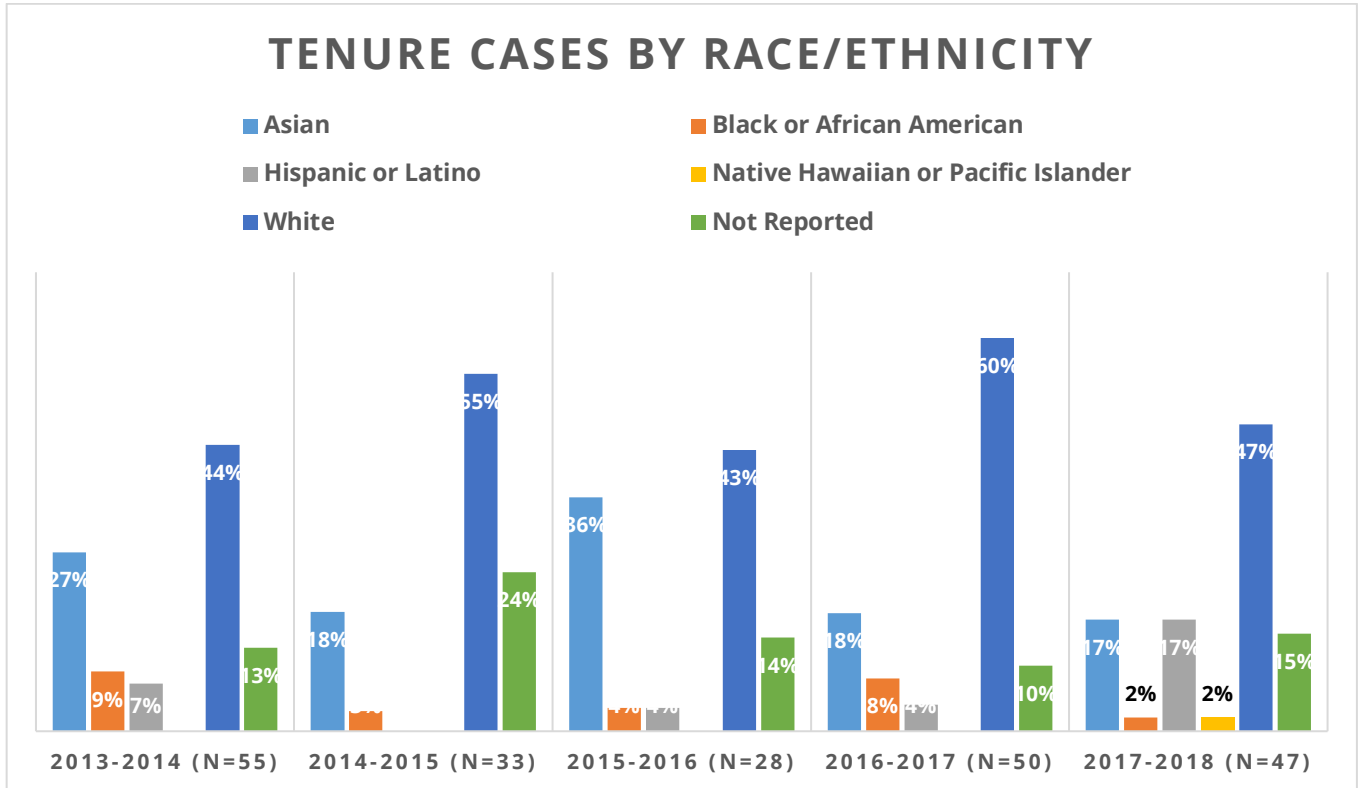


Figure 4. Tenure Cases by Race / Ethnicity Over Five Years.

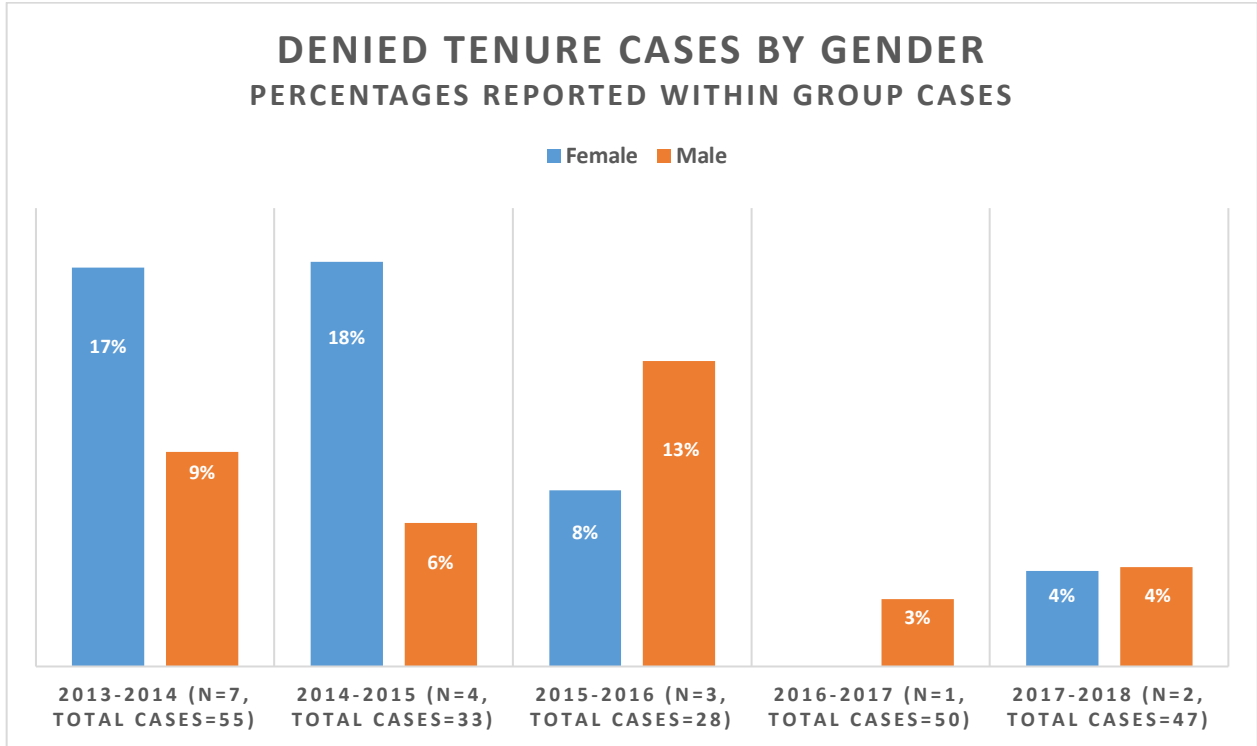


Figure 5. Tenure Denials Over Five Years by Gender. Percentages are reported out of cases by gender.

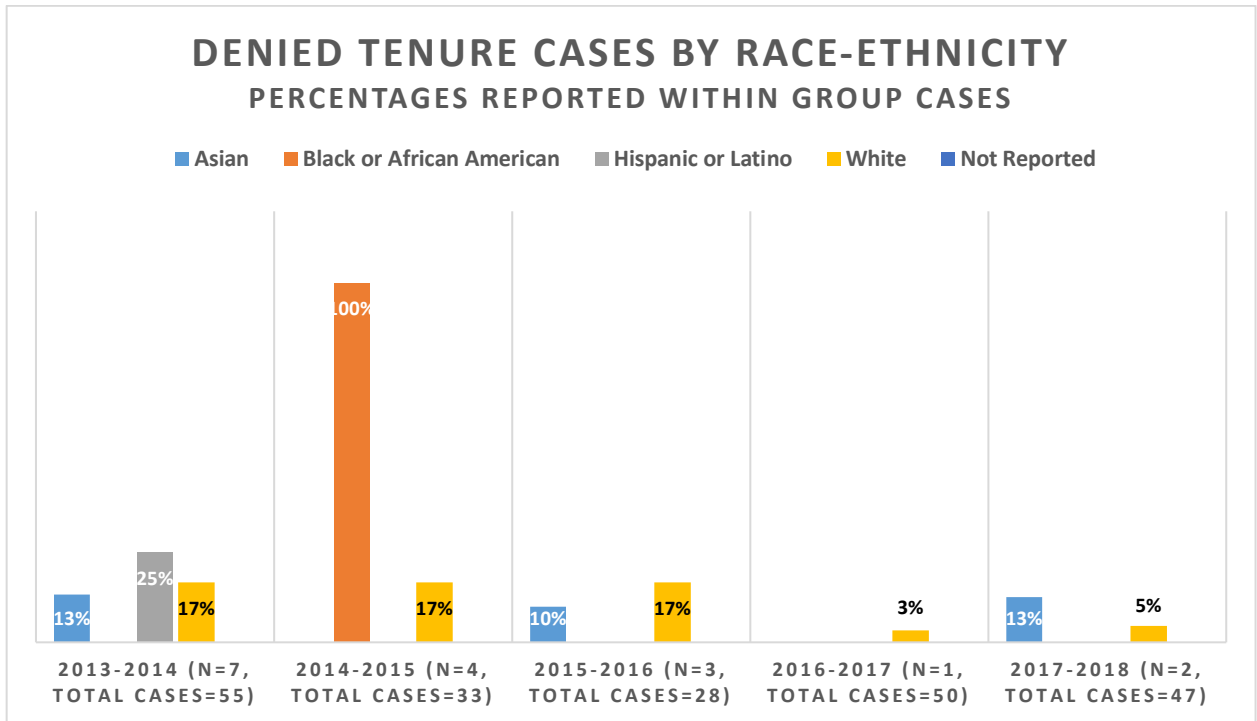


Figure 6. Tenure Denials Over Five Years by Race / Ethnicity. Percentages are reported out of race/ethnicity cases.