

MEMORANDUM

DATE September 21, 2021
 TO University Senate Executive Committee
 FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2020-2021 Promotions Annual Report



COMMITTEE MEMBERS

TENURE COMMITTEE	PROMOTION COMMITTEE	PTK AEP Committee
Amelia Arria Behavioral & Community Health	Anand Anandalingam Robert H. Smith School of Business	Tom Antonsen Electrical & Computer Engineering
Aristos Christou Materials Science & Engineering	James Baeder Aerospace Engineering	Alok Bhargava School of Public Policy
Dale Johnson University of Maryland Extension	Andrew Baldwin Environmental Science & Technology	Andrew Elby Teaching & Learning, Policy & Leadership
Melanie Killen Human Development & Quantitative Methodology	Ernesto Calvo Government & Politics	Melissa Hayes-Gerke Astronomy
Karen Lips Biology	Russell Dickerson Atmospheric & Oceanic Science	Renee Hill Information Studies
Susan Parker School of Public Policy	Howard Lasnik Linguistics	Sarah Penniston-Dorland Geology
Jason Rudy English	Jing Lin Counseling, Higher Education & Special Education	Peter Potapov Geographical Sciences
Laixiang Sun Geography	Madlen Simon School of Architecture, Planning & Preservation	Nan Ratner Hearing & Speech Sciences
Siva Viswanathan Robert H. Smith School of Business	Min Qi Wang Behavioral & Community Health	Peter Wein History

CAMPUS LEVEL PROMOTION CASES

During 2020-2021, there were 51 tenure and/or promotion cases, three Librarian permanent status and/or promotion cases, and 16 promotions of professional track faculty to the highest ranks reviewed at the campus level. In addition to these, the Office of Faculty Affairs reviewed 36 emeritus/a cases, four appointments or renewals of Professors of the Practice and College Park Professors, and certified two changes in title series and nine mid-rank promotions in non-departmentalized colleges for professional track faculty. The ensuing report details the results from the campus reviewed promotion cases.

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2020-2021

	Promotion w/ Tenure		Promotion to Professor / Principal Agent	New Appointment / Associate	New Appointment / Professor	Total
YES	15		25	4	4	48
NO			1			1
Pending/Remanded				1	1	2
TOTAL	15		26	6	2	51

Table 1. Cases Considered by the Campus APT Committee (2020-2021).

Comments on the APT Results

There were a total of 51 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2020-2021 cycle. The Office of Faculty Affairs would note that the number of promotion and tenure cases was lower than normal, likely due to the COVID-19 pandemic tenure delay offered by the University. **Based on the number of cases considered by the APT Committees, there were no denials in 2020-2021 at the level of promotion and tenure**, lower than the past four years, including 2% reported 2016-2017 and 6% reported 2019-2020 (see Figure 1). Denials at the **level of promotion to Professor/Principal-Agent level are at 4% this year**, similar to 3% in 2016-2017, but higher than the last three years, in which there were no denials (see Figure 2).

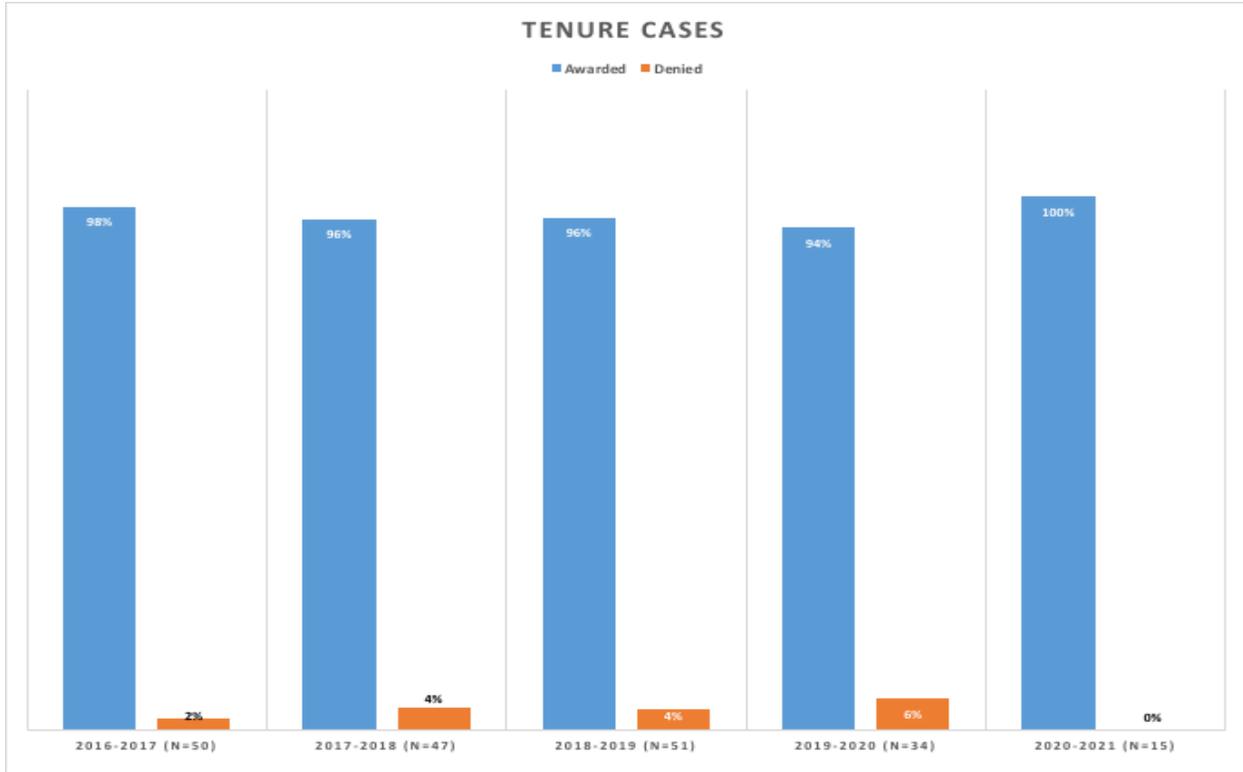


Figure 1. 2017-2021 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

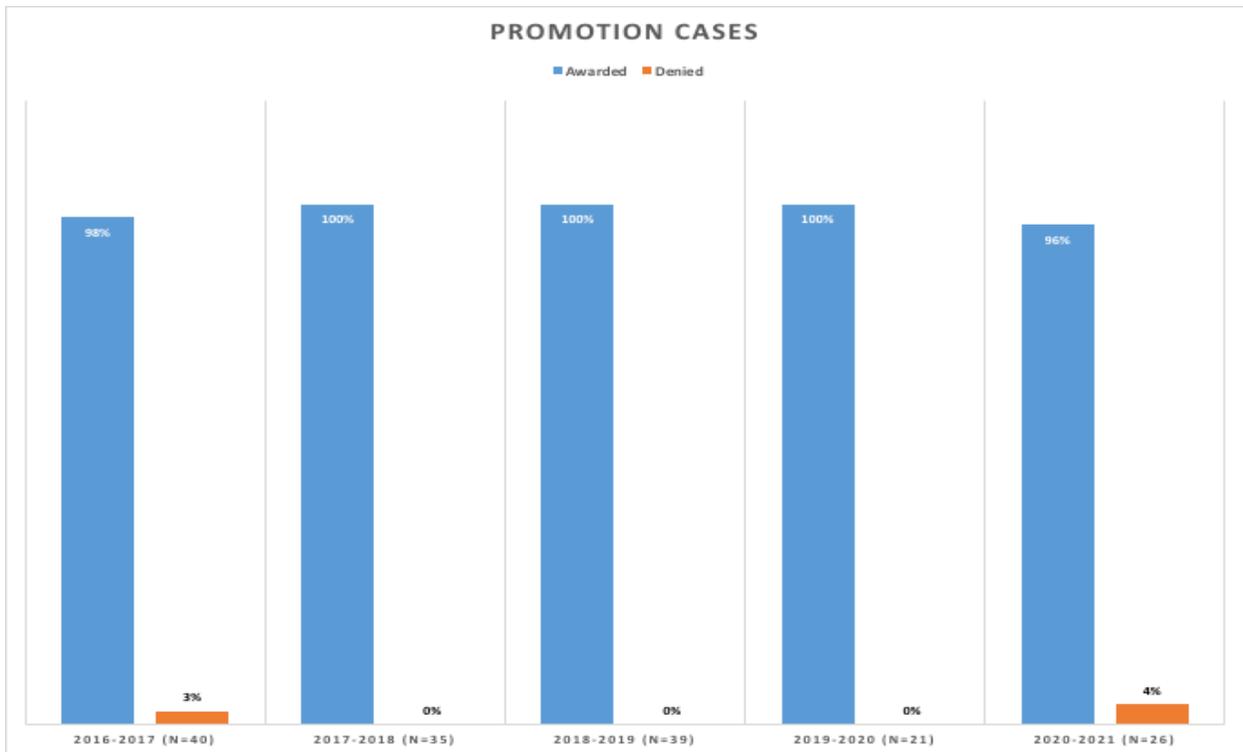


Figure 2. 2017-2021 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

Faculty may elect to withdraw their dossiers from consideration from the APT process. For 2020-2021, there were no reported withdrawals of cases for promotion before consideration by the committee. This compares to 2% of all cases¹ (N=1) originally submitted for promotion to Associate Professor in both 2016-2017 and 2017-2018, and at 11% (N=5) for Professors/Principal Agents in 2016-2017, and 3% (N=1) in 2017-2018.

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 provided guidance for units as they continued parts of the promotion process in a virtual environment. In addition, the Provost and the Office of Faculty Affairs implemented an opt-in one year tenure delay for all pre-tenure faculty.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2020-2021 marked the fifth 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 25 cases managed by the Office of Faculty Affairs, in comparison to 26 cases in 2019-2020. Of those 25 cases, 16 were reviewed by the Campus AEP Committee (19 in 2019-2020), all of which received positive recommendations for promotion and which the Provost ultimately approved. Nine of these cases reviewed by the campus committee were for faculty involved predominantly with instructional duties, and seven for faculty with primarily research responsibilities. The nine additional cases reviewed by the Office of Faculty Affairs were for new appointments and promotions 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), both of which were approved.

In addition, the Office of Faculty Affairs facilitated successful appointments or renewals of four faculty members at the ranks of Professor of the Practice and College Park Professor.

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

¹ Tenure approvals + tenure denials + withdrawals.

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

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

additional outreach opportunities, such as promotion workshops, support of the third annual PTK Symposium in Spring 2021, and coordination of the Provost's Awards for PTK Faculty Excellence.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of three Permanent Status Librarian (one Librarian III and two Librarian IV) cases during the 2020-2021 promotion cycle, all of which were reviewed at the campus level, and all were promoted and/or granted permanent status. In comparison, there were five total cases for permanent status and promotion of librarians reviewed in 2019-2020.

Concluding Remarks

In all, the Office of Faculty Affairs and its campus committees processed a total of 83 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 36 Emeritus/a reviews. Similar to 2020, all campus-level and many unit-level committees continued in an entirely virtual participation and voting process instituted due to COVID-19. In part, due the COVID-19 pandemic, and in part due to leadership changes, there were some delays in review timeliness. The Office of Faculty Affairs has developed procedures to ensure timely reviews across all promotion types.

To support faculty seeking promotion, the Office of Faculty Affairs has strengthened 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. A new tenure delay was instituted to address needs of tenure-track faculty experiencing setbacks due to COVID-19. 2020-2021 marks the second full year of the University's 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 at the University. The Office of Faculty Affairs also assembled a working group comprised of faculty of all types (TTK, PTK, and Librarian) to inform the development of guidance for promotion reviews in the short-term to mitigate impacts of the COVID-19 pandemic. These efforts all seek to create and promote transparent, rigorous, and equitable 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 show trends in APT over the last five tenure and promotion cycles. Overall, the data show continued improvement regarding women within the professoriate. 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.

Appendix: Demographic Data

The demographics within this Appendix are about 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 (2020-2021)*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES**		CAMPUS APT CASES***		DENIED CASES		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
Total	15		15		0		15	100%
Female	10	67%	10	67%			10	67%
Male	5	33%	5	33%			5	33%
Asian	3	20%	3	20%			3	20%
Black or African American	1	7%	1	7%			1	7%
Hispanic or Latinx	0							
White	10	67%	10	67%			10	67%
Not Reported	1	7%	1	7%			1	7%

* All percentages rounded to the nearest whole number.

** Includes pending or remanded 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, 67% were women (similar to 2019-2020, 45% in 2018-2019 and 51% in 2016-2017; see Figure 3). 67% were White (as compared to 51% in 2019-2020, and 58% in 2016-2017; see Figure 4), 20% were Asian (as compared to 15% in 2019-2020 and 19% in 2016-2017; see Figure 4), 7% were Black or African American (lower than 11% in 2019-2020, but higher than 4% in both 2018-2019 and 2015-2016; see Figure 4), and no faculty reviewed identified as Hispanic/Latinx (lower than 6% in 2019-2020 and 4% in 2016-2017; see Figure 4). Setting aside the percentage of those cases without race reported, non-white faculty (Asian, Black or African American, and Latinx) represent 27% of the 2020-2021 tenure cases considered by the APT Committee, lower than 32% in 2019-2020, and 33% in 2018-2019. 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.

Though variable by year, the past decade 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 carry on progress regarding promotion and tenure, the University introduced the FAMILE 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, over the past year, the ADVANCE Initiative and the Center for Leadership and Organizational Change were brought under the purview of 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

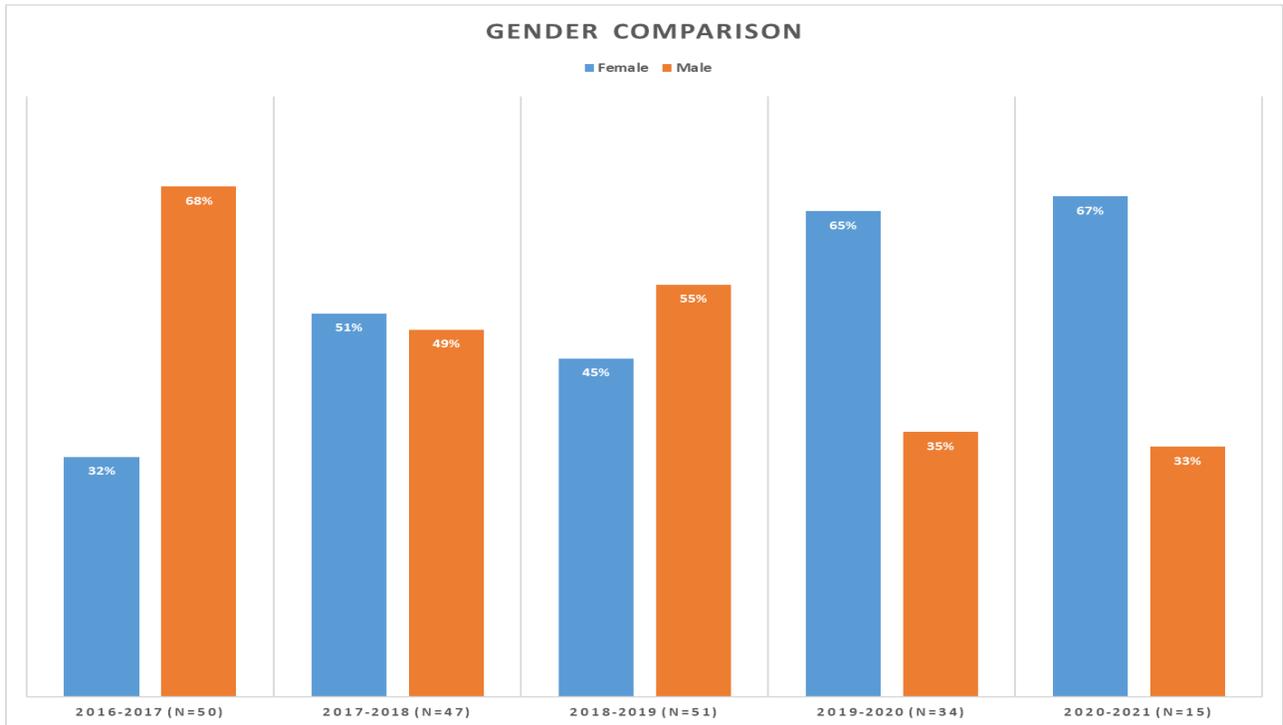


Figure 3. Tenure Cases by Gender Over Five Years.

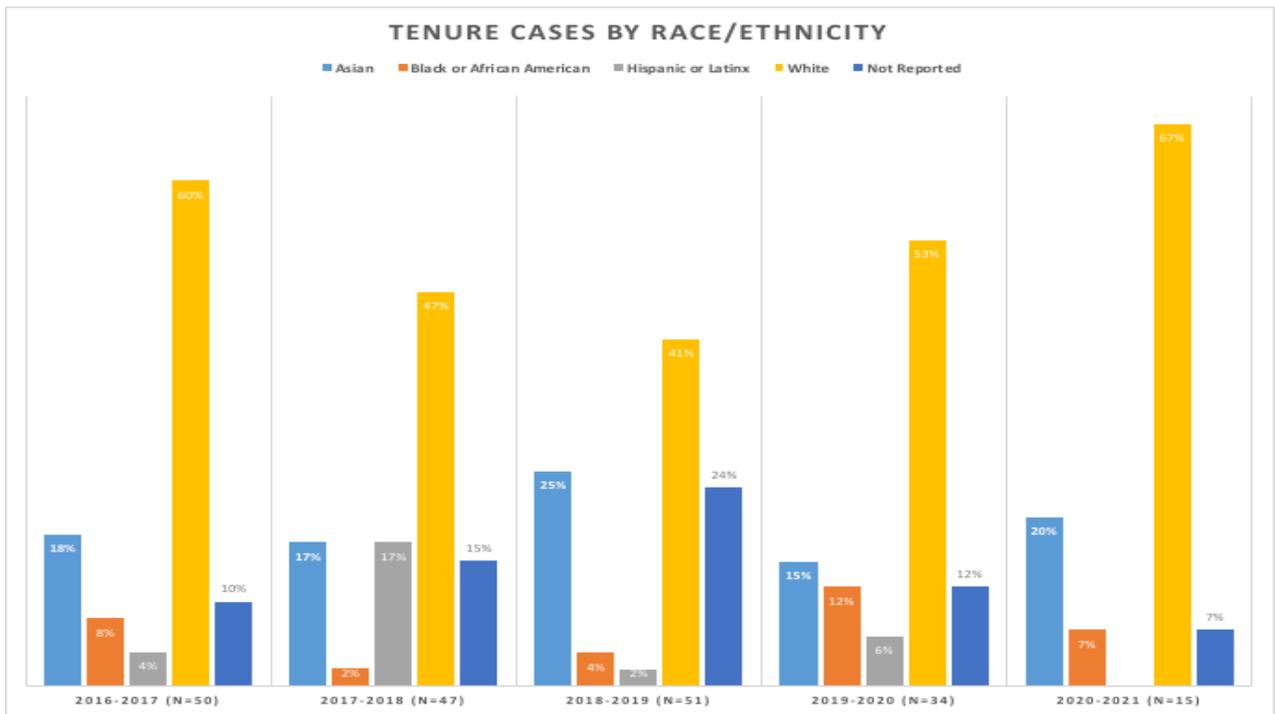


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

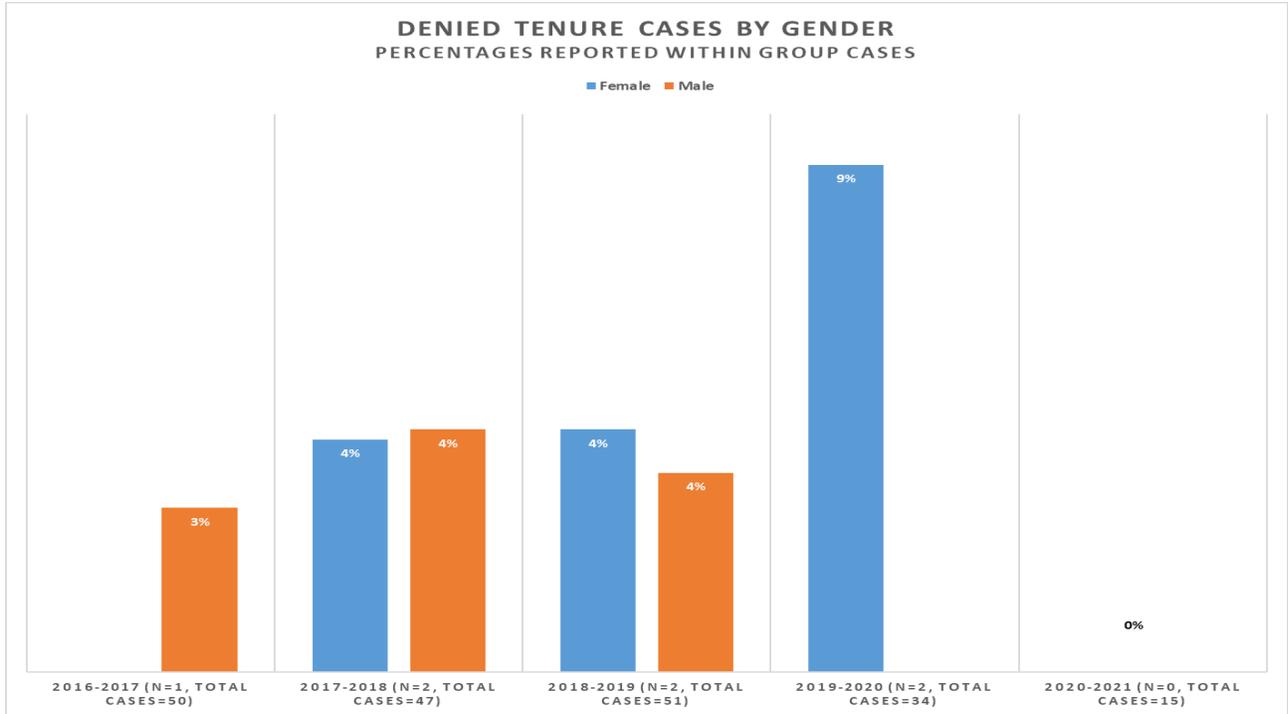


Figure 5. Tenure Denials Over Five Years by Gender. Percentages are reported out of cases by gender.

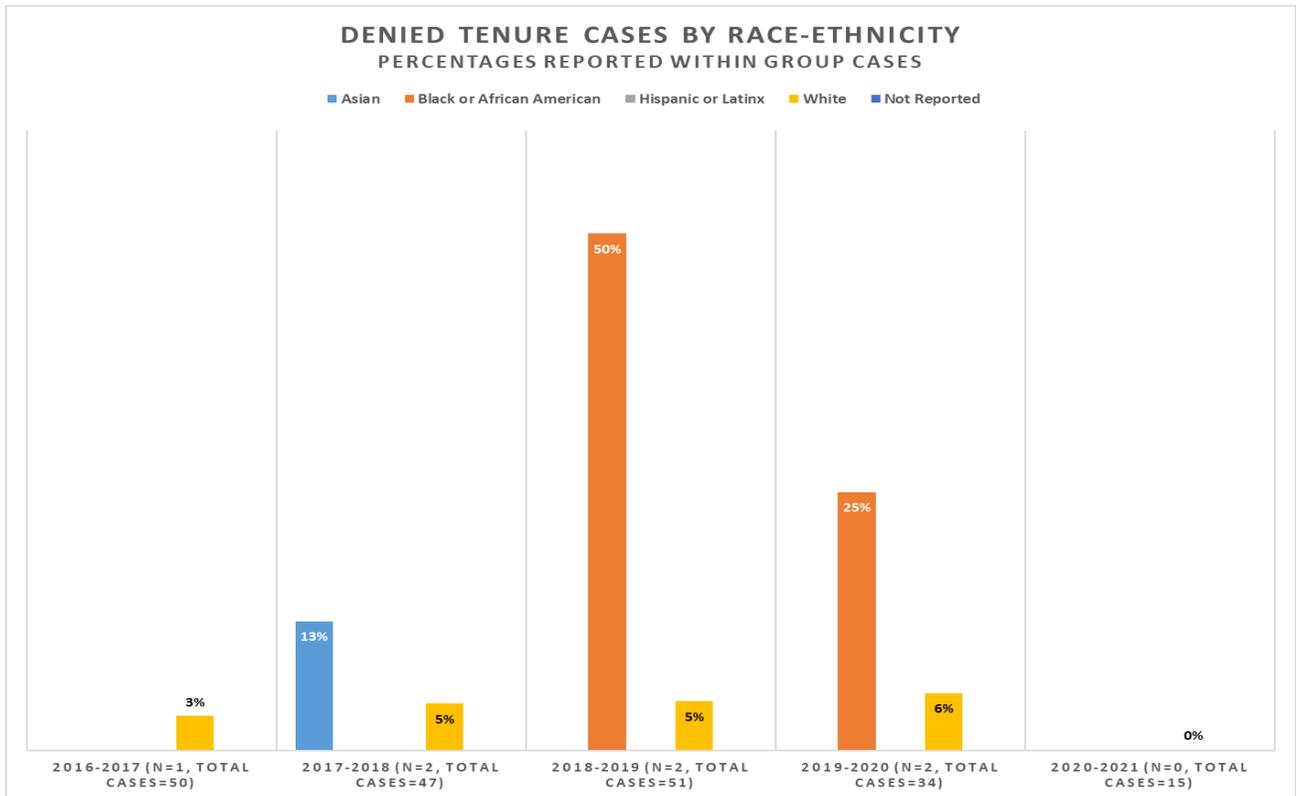


Figure 6. Tenure Denials Over Five Years by Race/Ethnicity. Percentages are reported out of race/ethnicity cases.