

MEMORANDUM

DATE August 18, 2022
 TO University Senate Executive Committee
 FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
 SUBJECT 2021-2022 Promotions Annual Report



COMMITTEE MEMBERS

TENURE COMMITTEE	PROMOTION COMMITTEE	PTK AEP Committee
Amelia Arria Behavioral & Community Health	Mohamad Al-Sheikhly Materials Science & Engineering	Deborah Archer UMD Extension
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Sung Lee Aerospace Engineering	David Mosser Cell Biology & Molecular Genetics	Shunlin Liang Geographical Studies
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Angus Murphy Plant Science & Landscape Architecture	Utpal Pal Veterinary Medicine	Peter Potapov Geographical Sciences
Jason Rudy English	Debra Shapiro Smith School of Business	Andre Tits Electrical & Computer Engineering
Siva Viswanathan Smith School of Business	Edmond Shenassa Family Science	Kerry Tripp Family Science

CAMPUS LEVEL PROMOTION CASES

During 2021-2022, there were 79 tenure and/or promotion cases, two Librarian permanent status and/or promotion cases, and 25 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 36 emeritus/a cases, one reinstatement of tenure for a returning Distinguished University Professor, one renewal of a Professor of the Practice, and certified nine changes in title series and two mid-rank promotions in non-departmentalized colleges for professional track faculty. The ensuing report details the results from the cases reviewed by campus committees.

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2021-2022

	Promotion w/ Tenure		Promotion to Professor / Principal Agent	New Appointment / Associate	New Appointment / Professor	Total
YES	30		30	8	6	74
NO	1		1			2
Pending/Remanded				2	1	3
TOTAL	31		31	10	7	79

Table 1. Cases Considered by the Campus APT Committee (2021-2022).

Comments on the APT Results

There were a total of 79 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2021-2022 cycle. **Based on the number of cases considered by the APT Committees, there was one denial in 2021-2022 at the level of promotion and tenure, or 3% of cases**, similar to 2017-2020, but higher than 2020-2021 (see Figure 1). Denials at the **level of promotion to Professor/Principal-Agent level are at 3% this year**, similar to last year's 4%, but higher than 2017-2020, when there were no denials (see Figure 2).

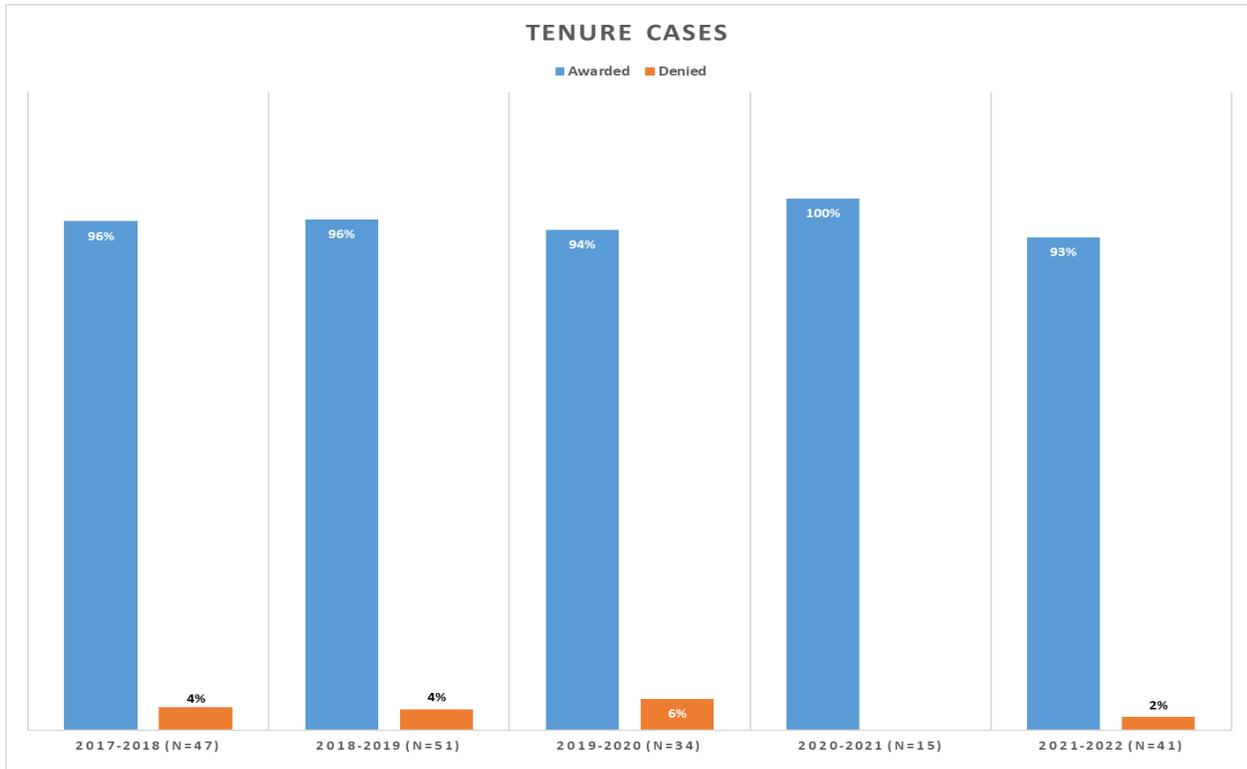


Figure 1. 2018-2022 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number). *2022 includes pending cases.

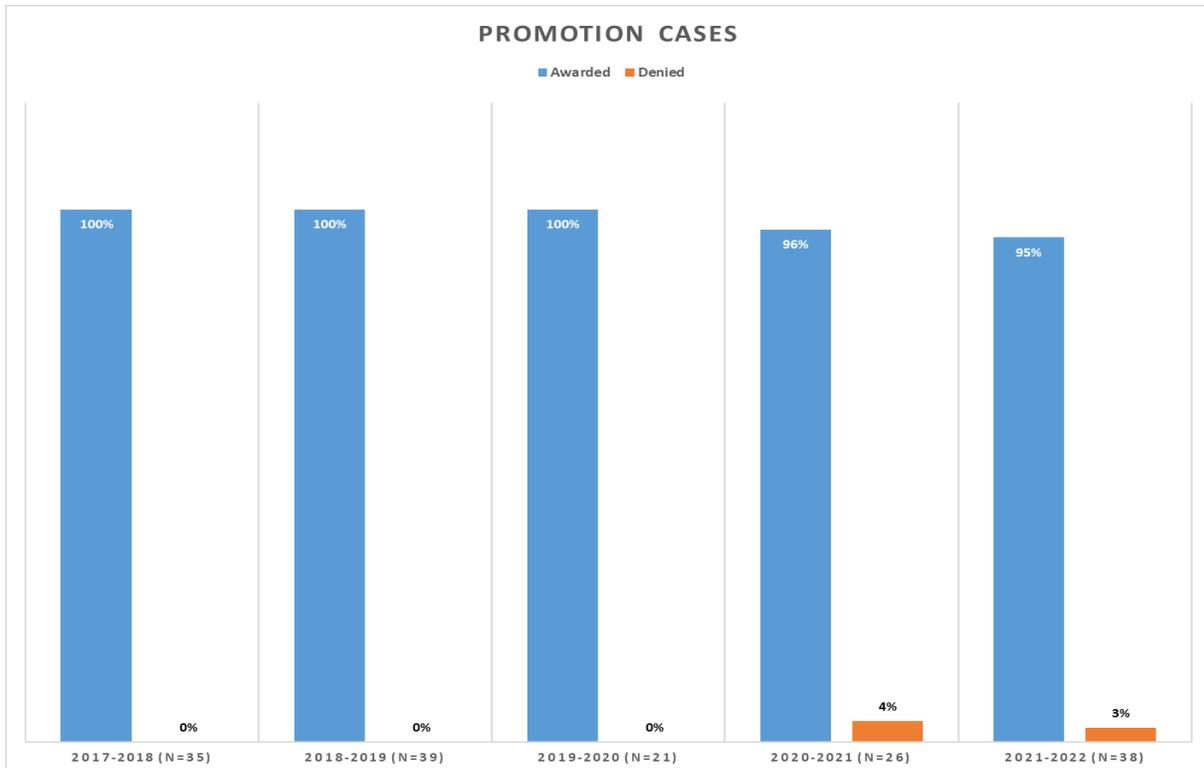


Figure 2. 2018-2022 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number). *2022 includes pending cases.

Faculty may elect to withdraw their dossiers from consideration from the APT process. For 2021-2022, 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 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 continued to provide guidance for units as some performed parts of the promotion process in a virtual environment. In addition, the Provost and the Office of Faculty Affairs implemented an additional opt-in one year tenure delay for all pre-tenure faculty.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2021-2022 marked the sixth 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, in comparison to 25 cases in 2020-2021. Of those 27 cases, 25 were reviewed by the Campus AEP Committee (16 in 2020-2021), all of which received positive recommendations for promotion and which the Provost ultimately approved. 11 of these cases reviewed by the campus committee were for faculty involved predominantly with instructional duties, eight for faculty with primarily research responsibilities, and six for faculty with extension or administrative specialist duties. The two additional cases reviewed by the Office of Faculty Affairs were for new appointment or promotion to mid-level ranks in non-departmentalized colleges, both of which were approved. The Office of Faculty Affairs Appointment, Promotion and Awards online system also facilitated 29 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 successful renewal of one 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

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 five tenured full professors and four professional track faculty members in the highest ranks.

working with the Senate and Colleges regarding College and Unit AEP plans, and instituting additional outreach opportunities, such as promotion workshops, support of the fourth annual PTK Symposium in Spring 2022, and coordination of the Provost's Awards for PTK Faculty Excellence. In 2022-2023, the Office of Faculty Affairs is convening a working group to review existing policies and recommend further improvements for PTK faculty members' work and life at the University.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of two Permanent Status Librarian (both at the Librarian III level) cases during the 2021-2022 promotion cycle, both of which were reviewed at the campus level, and were promoted with permanent status. In comparison, there were three total cases for permanent status and promotion of librarians reviewed in 2020-2021.

Concluding Remarks

In all, the Office of Faculty Affairs and its campus committees processed a total of 109 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 36 Emeritus/a reviews. As in 2020 and 2021, all campus-level review committees continued in an entirely virtual participation and voting process instituted due to COVID-19.

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. An additional tenure delay was instituted to address needs of tenure-track faculty continuing to experience professional setbacks due to COVID-19. 2021-2022 marks the third 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. 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.

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 (2021-2022)*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES**		CAMPUS APT CASES***		DENIED CASES		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
Total	41		39		1	3%	38	97%
Female	14	34%	14	36%	1	100%	13	34%
Male	27	66%	25	63%			25	66%
Asian	7	17%	7	18%			7	18%
Black or African American	8	20%	8	21%			8	21%
Hispanic or Latinx	0							
Two or More	1	2%	1	3%			1	3%
White	14	34%	13	33%	1	100%	12	32%
Not Reported	11	27%	10	26%			10	26%

* 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, 36% were women (lower than the past two years at 65% and 67%, respectively, but similar to 45% in 2018-2019; see Figure 3). 33% were White (as compared to 67% in 2020-2021, and 51% in 2019-2020; see Figure 4), 18% were Asian (similar to recent years; see Figure 4), 21% were Black or African American (significantly higher than the past four years, which recorded 2-12%; see Figure 4), and no faculty reviewed identified as Hispanic/Latinx (similar to last year, but lower than 6% in 2019-2020, and 17% in 2017-2018; 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 42% of the 2021-2022 tenure cases considered by the APT Committee, higher than in recent years. 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 not as visible this 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 has successfully continued the FAMILLE 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 now fall 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

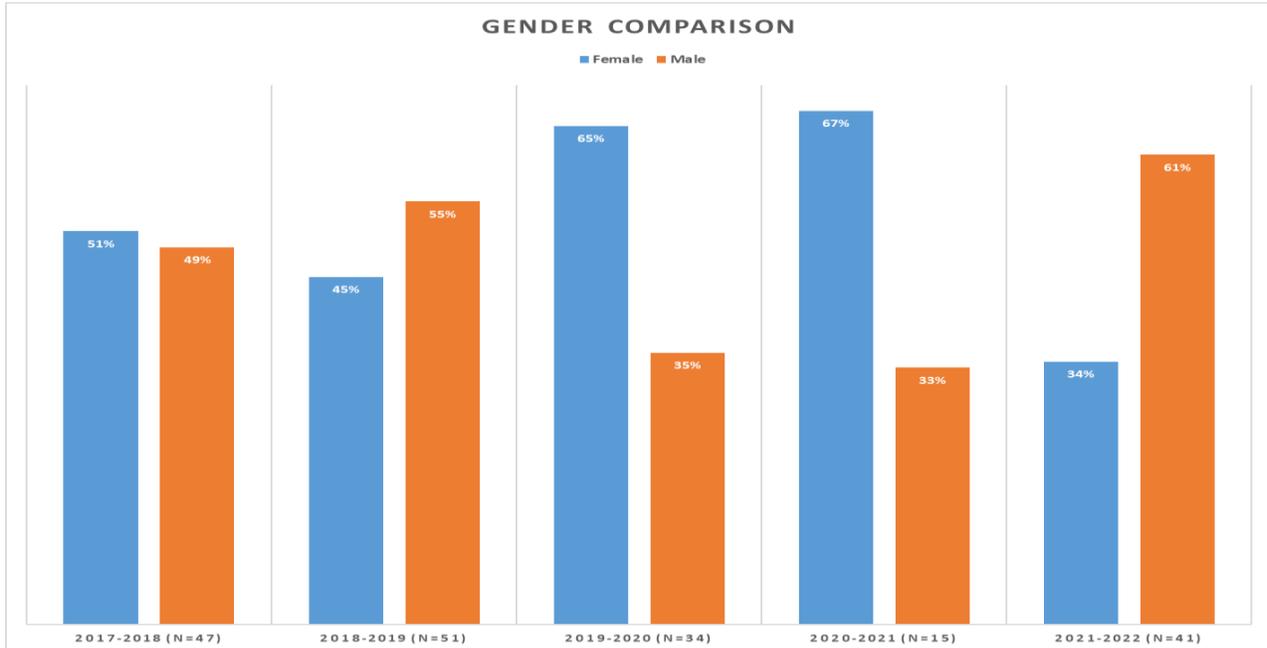


Figure 3. Tenure Cases by Gender Over Five Years.

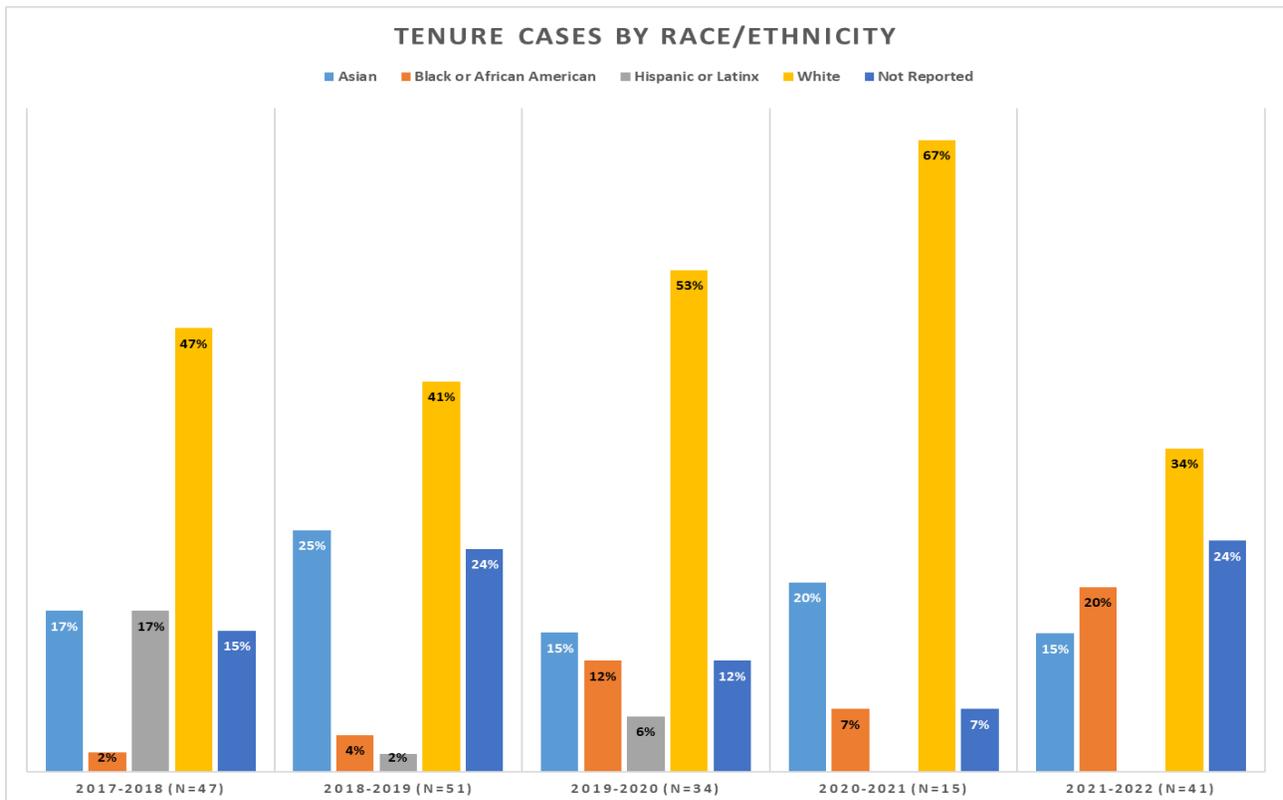


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

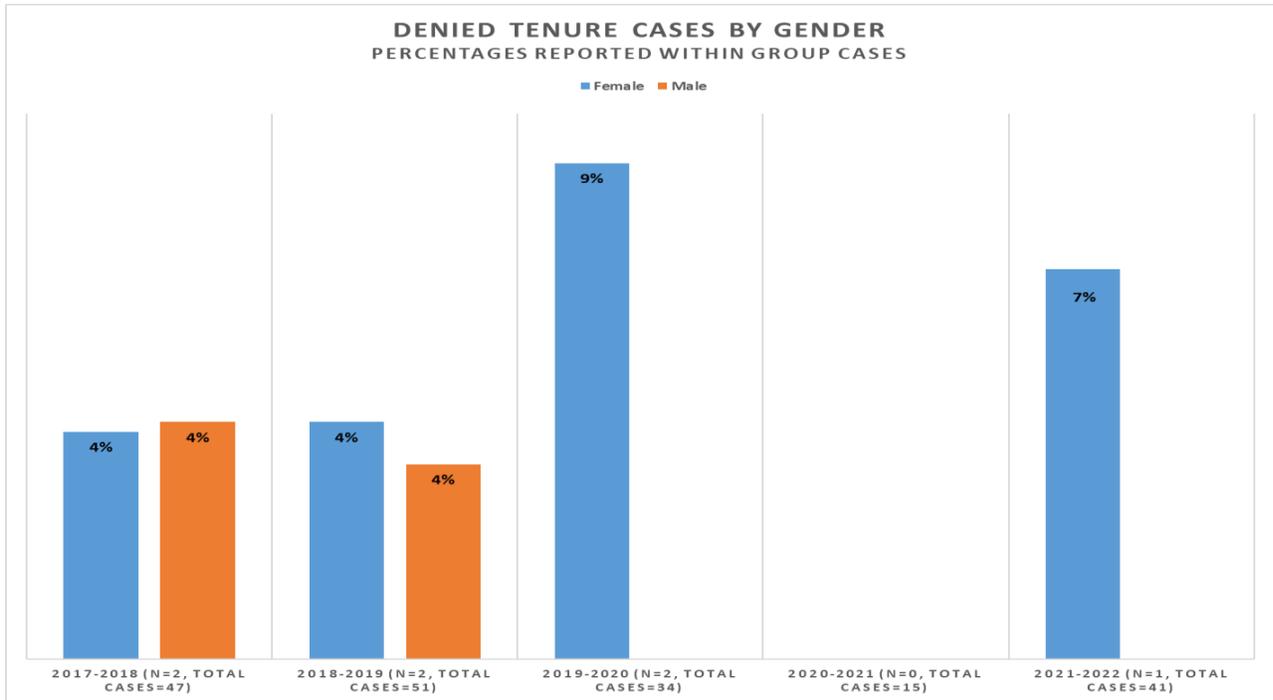


Figure 5. Tenure Denials Over Five Years by Gender. Percentages are reported out of cases by gender.

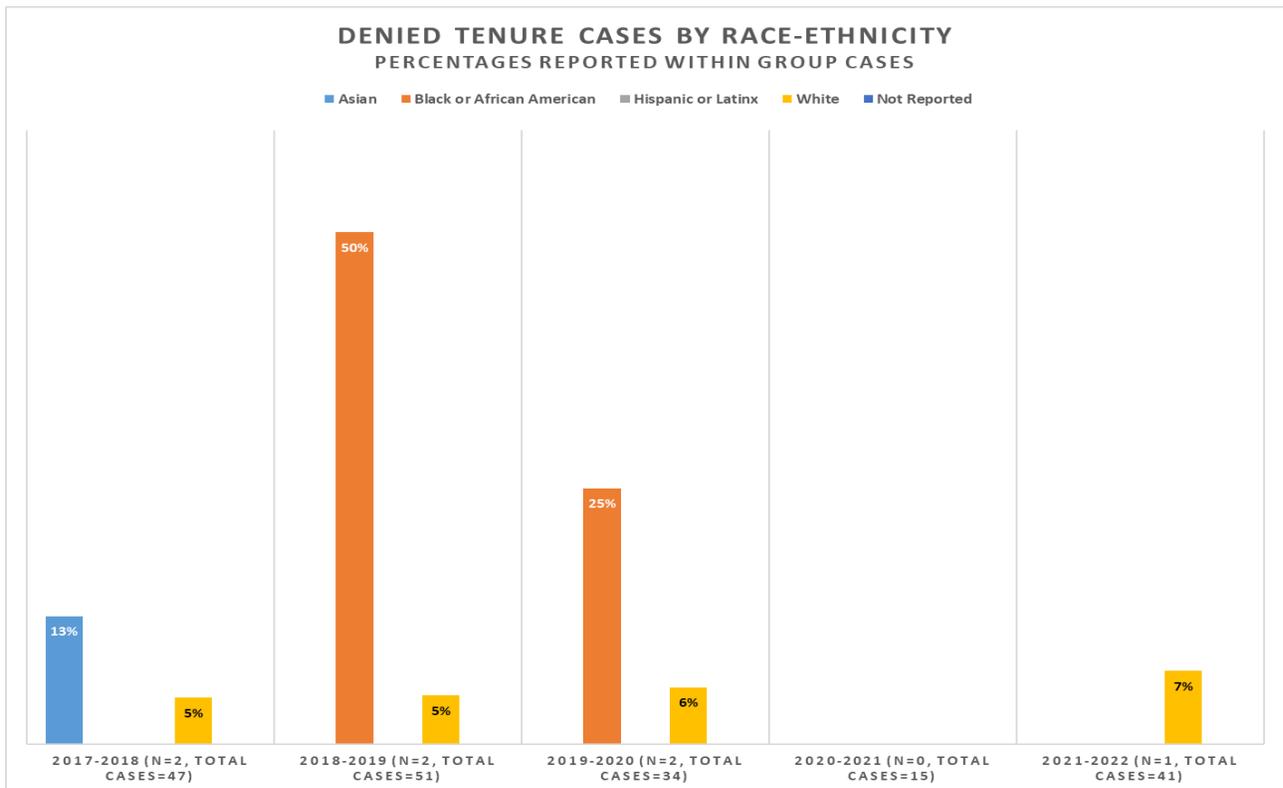


Figure 6. Tenure Denials Over Five Years by Race/Ethnicity. Percentages are reported out of race/ethnicity cases.