

MEMORANDUM

DATE September 23, 2019
TO University Senate Executive Committee
FROM Campus Promotion Committees and
 John Bertot, Associate Provost for Faculty Affairs
SUBJECT 2018-2019 Promotions Annual Report



COMMITTEE MEMBERS

TENURE COMMITTEE	PROMOTION COMMITTEE	PTK PROMOTION COMMITTEE
David Andrews Kinesiology	Feinian Chen Sociology	Allen Davis Professor, Civil Engineering
Robert Chambers Agricultural & Resource Economics	Marino diMarzo Mechanical Engineering	Louis Giglio Research Professor, Geographical Sciences
Caren Chang Cell Biology & Molecular Genetics	John Fourkas Chemistry	Zeinab Karake Clinical Professor, Robert H. Smith School of Business
Reza Ghodssi Electrical & Computer Engineering, ISR	Dushanka Kleinman Epidemiology & Biostatistics	John Merck Principal Lecturer, Geology
Albert (Pete) Kyle Robert H. Smith School of Business	Jeff MacSwann Teaching and Learning, Policy and Leadership	Alene Moyer Professor, School of Languages, Literatures, and Cultures
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Chris Morris Philosophy	Robert Peters Animal & Avian Sciences	Louiqa Raschid Professor, Robert H. Smith School of Business
Linda Steiner Philip Merrill College of Journalism	Roland Rust Robert H. Smith School of Business	William Reed Professor, Government and Politics
Shibley Telhami Government & Politics	Martha Nell Smith English	

CAMPUS LEVEL PROMOTION CASES

During 2018-2019, there were 101 tenure and/or promotion cases, 6 Librarian permanent status and/or promotion cases, and 33 promotions of professional track faculty to the highest ranks reviewed at the campus level through a committee process. In addition to these, the Office of Faculty Affairs reviewed 26 emeritus/emerita cases. The ensuing report details the results from the campus reviewed promotion cases.

CASES HANDLED BY THE CAMPUS APT COMMITTEES 2018-2019

	Promotion w/ Tenure		Promotion to Professor / Principal Agent	New Appointment / Associate	New Appointment / Professor	Total
YES	49		39	9	2	99
NO	2					2
TOTAL	51		39	9	2	101

Table 1. Cases Considered by the Campus APT Committee (2018-2019).

Comments on the APT Results

There were a total of 101 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2018-2019 cycle. **Based on the number of cases considered by the APT Committees, denials in 2018-2019 at the level of promotion with tenure are at 4%**, lower than the 11-13% reported between 2014-2017, but equal to the percentage reported in 2017-2018 (see Figure 1). Denials at the **level of promotion to Professor/Principal-Agent level are at 0% this year**, again equal to last year (see Figure 2).

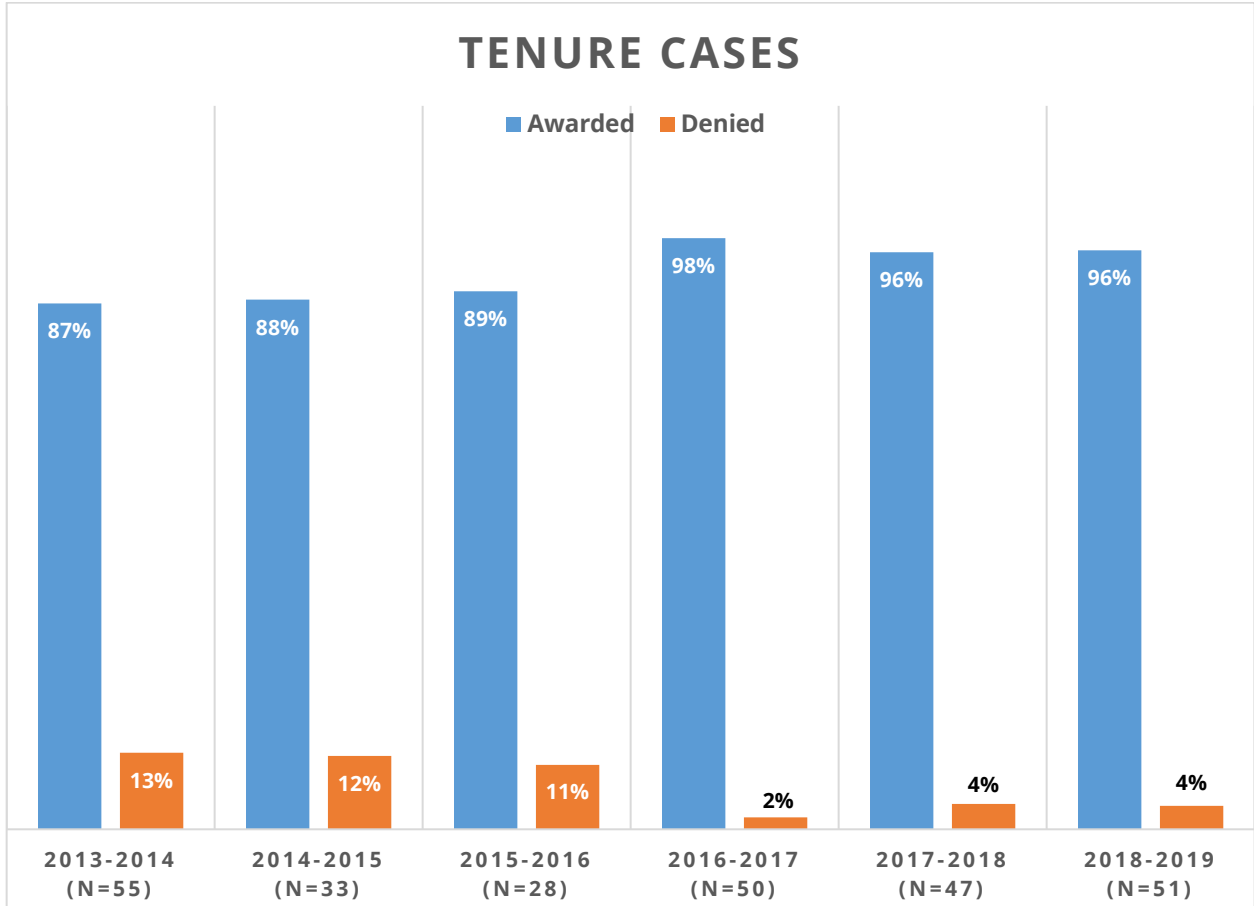


Figure 1. 2014-2019 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

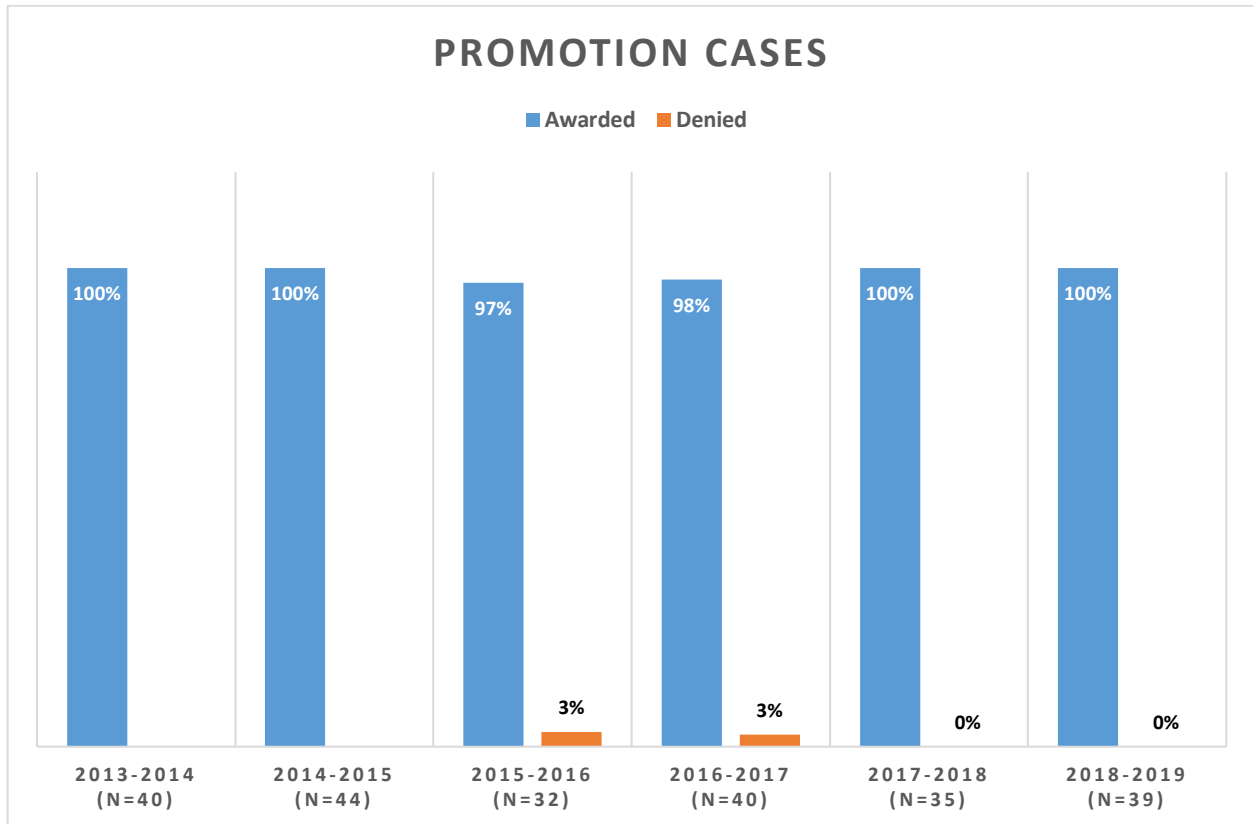


Figure 2. 2014-2019 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

In 2018-2019, no Withdrawals were reported.¹ This compares 2% of all cases² (N=1) originally submitted for promotion to Associate Professor in 2017-2018; 6% (N=3) in 2016-2017; 24% (N=9) in 2015-2016; and 23% (N=10) in 2014-2015—combined average of 14%), and at 3% (N=1) for Professors/Principal Agents (in 2016-2017, 11% (N=5), 11% (N=4) in 2015-2016, 17% (N=9) in 2014-2015—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

¹ 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.

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.

and partnering with the Teaching and Learning Transformation Center (TLTC) regarding guidance on the preparation of teaching portfolios.

PROFESSIONAL TRACK FACULTY PROMOTIONS AND AEP POLICY IMPLEMENTATION

2018-2019 marked the third 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 33 cases managed by the Office of Faculty Affairs, in comparison to 25 cases in 2017-2018. Of those 33 cases, 26 were reviewed by the Campus AEP Committee (compared to 21 in 2017-2018). Of the 26 cases reviewed by the Campus AEP Committee, 25 received positive recommendations for promotion and were approved by the Provost. One case was remanded back for reconsideration at the Department and College levels. The seven additional cases reviewed by the Office of Faculty Affairs were for promotion to mid-level ranks in non-departmentalized colleges; all seven 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 particular working with the Senate and Colleges regarding College AEP plans and instituting additional outreach opportunities, such as promotion workshops, and support of the first annual PTK Symposium in Fall 2018.

PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of four Permanent Status Librarian (Librarian III) cases during the 2018-2019 promotion cycle, all of which were reviewed at the campus level, and granted Permanent Status. In addition, there were two promotion cases (Librarian IV) reviewed at the campus level and promoted and approved by the President. In comparison, there were nine total cases for permanent status and promotion of librarians reviewed at the campus level in 2017-2018 (two promotions to Librarian IV and seven permanent status and/or promotion Librarian III; one case was denied at the Libraries level).

Concluding Remarks

Campus committees and the Office of Faculty Affairs reviewed a large number of cases during the 2018-19 Promotion cycle. The number of cases increased due to ongoing implementation of campus review for Professional Track Faculty promotions to the highest ranks, as well as implementation of new procedures for promotion and permanent status for Librarians. In all, the Office of Faculty Affairs, through its campus committees, processed a total of 140 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 26 Emeritus/a reviews. Given the increased volume of reviews, the Office of Faculty Affairs is renewing efforts to improve its processes

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.

to ensure timely and efficient reviews. This process relies on the timeliness, efficiency, and accuracy of departmental and college reviews.

To support faculty seeking promotion, the Office of Faculty Affairs has formed or strengthened partnerships designed to support faculty advancement through workshops, development, and productivity activities. In 2019, the Office spearheaded fundraising for an 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 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 show trends in APT over the last six 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 signaling the need for continued campus efforts to recruit a 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 (2018-2019)*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES**		CAMPUS APT CASES***		DENIED CASES ⁷		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
Total	51		51		2	4%	49	96%
Female	23	45%	23	45%	1	4%	22	96%
Male	28	55%	28	55%	1	4%	27	96%
American Indian or Alaskan Native	1	2%	1	2%			1	100%
Asian	13	25%	13	25%			13	100%
Black	2	4%	2	4%	1	50%	1	50%
Latino	1	2%	1	2%			1	100%
Two or More	1	2%	1	2%			1	100%
White	21	41%	21	41%	1	5%	20	95%
Not Reported	12	24%	12	24%			12	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, 45% were women (down slightly from 51% in 2017-2018, but up from 32% in 2016-2017 and 42% in 2013-2014; see Figure 3). 41% were white (as compared to 47% in 2017-2018, and 44% in 2013-2014; see Figure 4), 25% were Asian (as compared to 17% in 2017-2018 18% and 27% in 2013-2014; see Figure 4), 4% were Black or African American (as compared to 4% in 2017-2018 and 9% in 2013-2014; see Figure 4), 2% were Latino (as compared to 17% in 2017-2018 and 7% in 2013-2014; see Figure 4), 2% were American Indian or Alaskan Native, 2% reported two or more races/ethnicities, and 24% did not report their race (as compared to 15% in 2017-2018 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 33% of the 2018-2019 tenure cases considered by the APT

⁷ Denied cases may also include faculty who seek tenure before their mandatory tenure review year. These faculty are eligible to be reconsidered for tenure in their mandatory review year.

Committee, compared to 38% in 2017-2018 and 43% in 2013-2014. Asian faculty (25%) account for most of this, while Black or African American faculty remain in the single digits (4%) (see Figure 4). The trend of the increased number of faculty who do not report race or ethnicity continues (we have seen it rise more steeply with new hires in recent years). So too has the number of faculty who report Two or More. These trends will affect the overall reporting of faculty race and ethnicity demographics in general, and in the promotion and tenure process in particular.

This year only presented two tenure denials (one female, one male). In terms of race, one denial was Black or African American and the other White.

Though variable by year, the six-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/presidentspostdoc/>) 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 Assistant Professor Hire program, designed to increase the diversity of tenure-track faculty. In addition, the Office of Faculty Affairs with support and in partnership with many Colleges⁸ (and the Graduate School), instituted membership for all faculty and graduate students in the National Center for Faculty Development and Diversity.

⁸ The School of Architecture, Planning, and Preservation; the College of Arts & Humanities; the College of Behavioral and Social Sciences; The College of Computing, Mathematics, and Natural Sciences; the College of Information Studies; The School of Public Health; The A. James Clark School of Engineering.

SELECTED DEMOGRAPHIC DATA: FIGURES

Percentages rounded to the nearest whole number

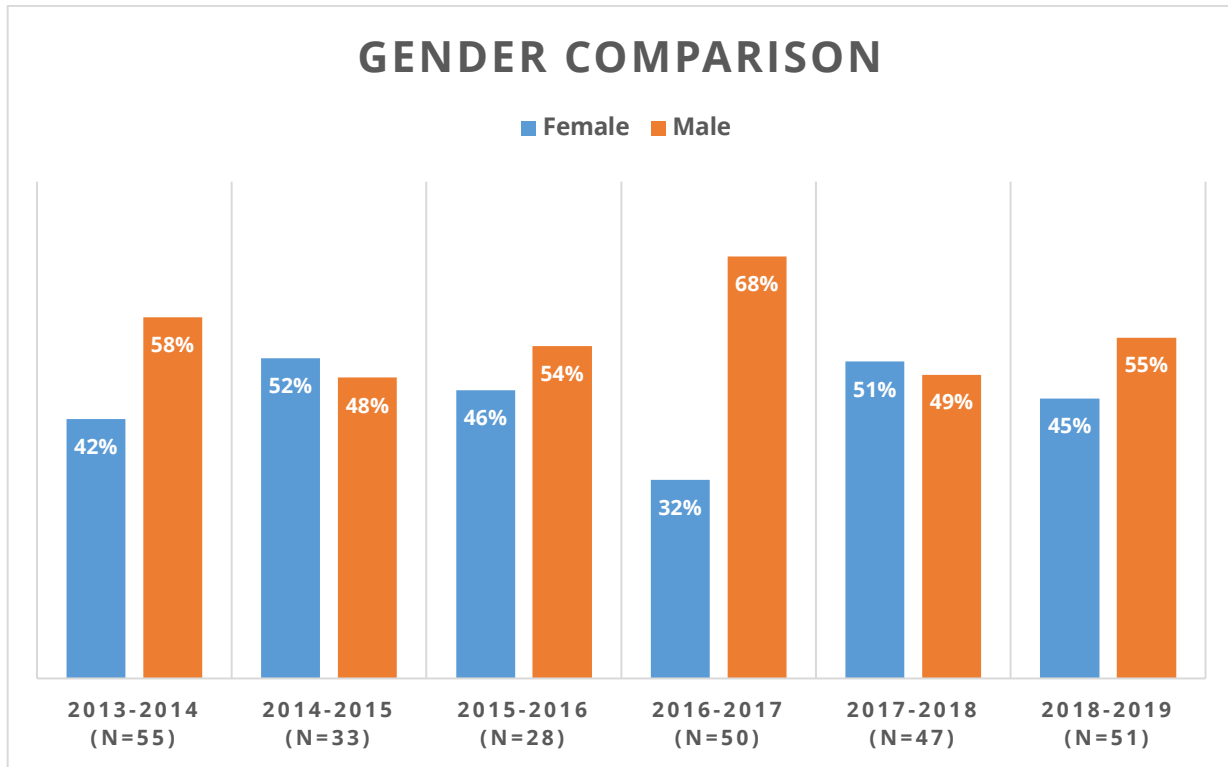


Figure 3. Tenure Cases by Gender Over Six Years.

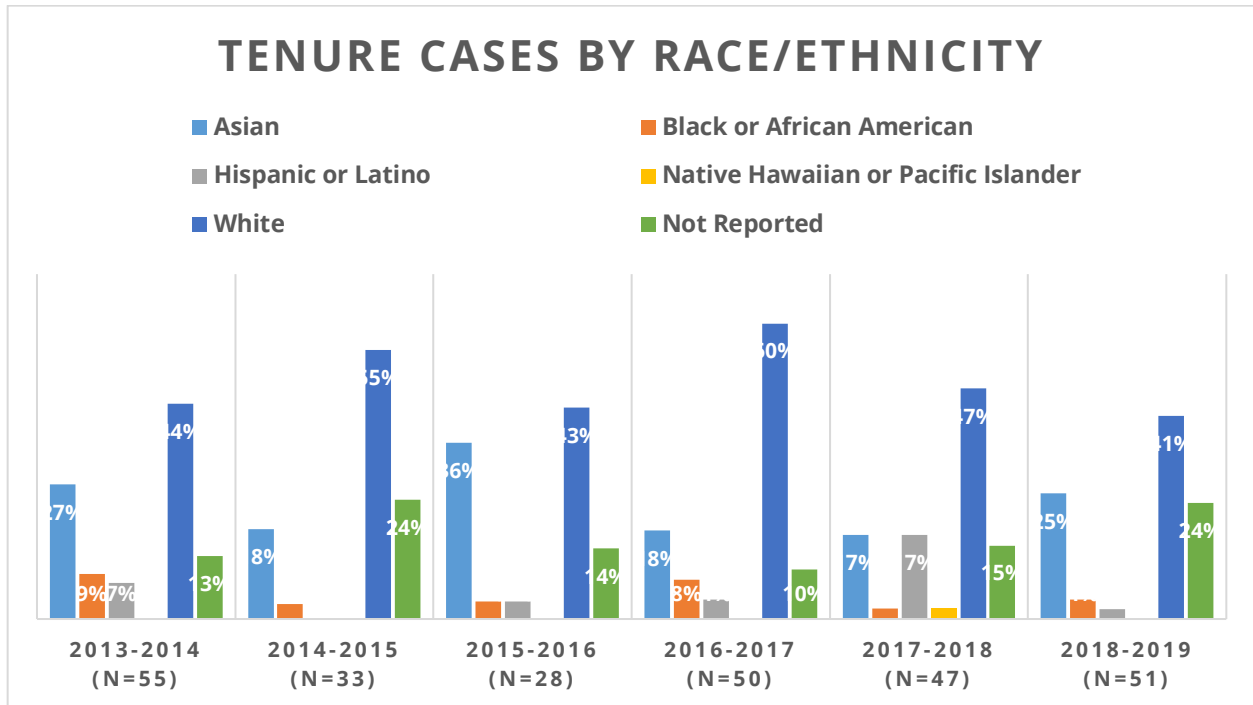


Figure 4. Tenure Cases by Race / Ethnicity Over Six Years.

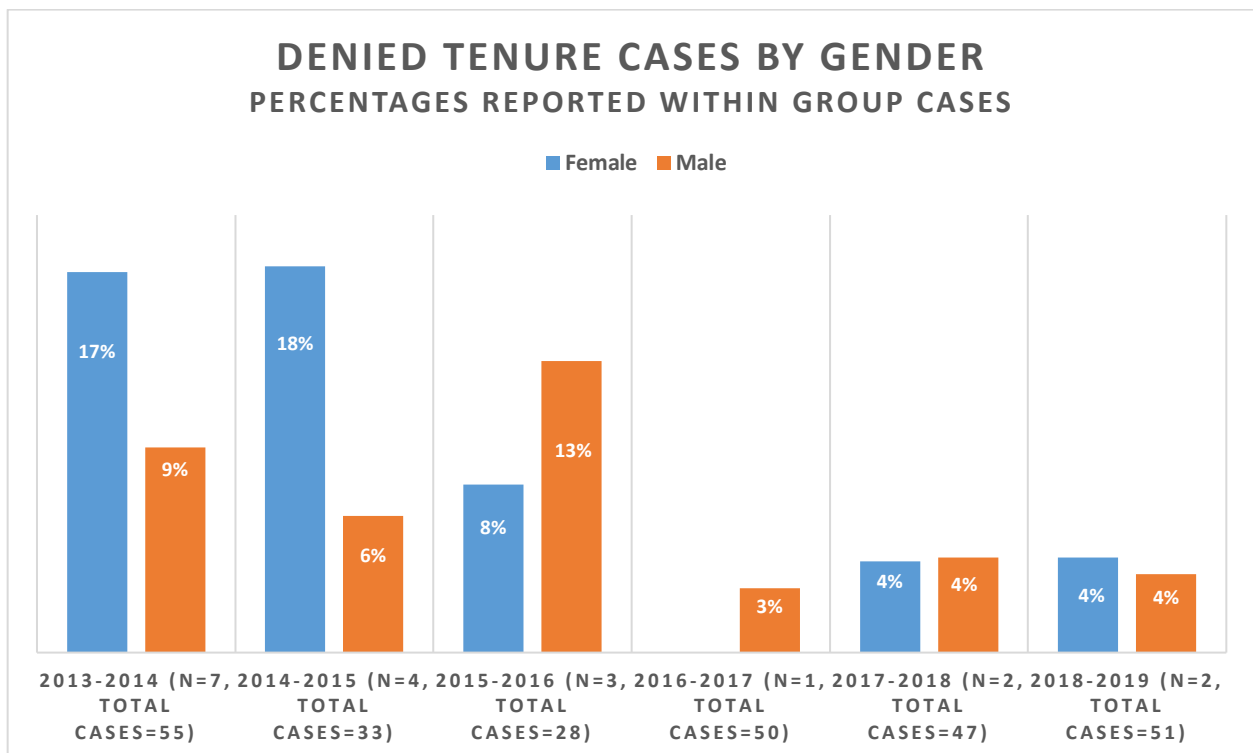


Figure 5. Tenure Denials Over Six Years by Gender. Percentages are reported out of cases by gender.

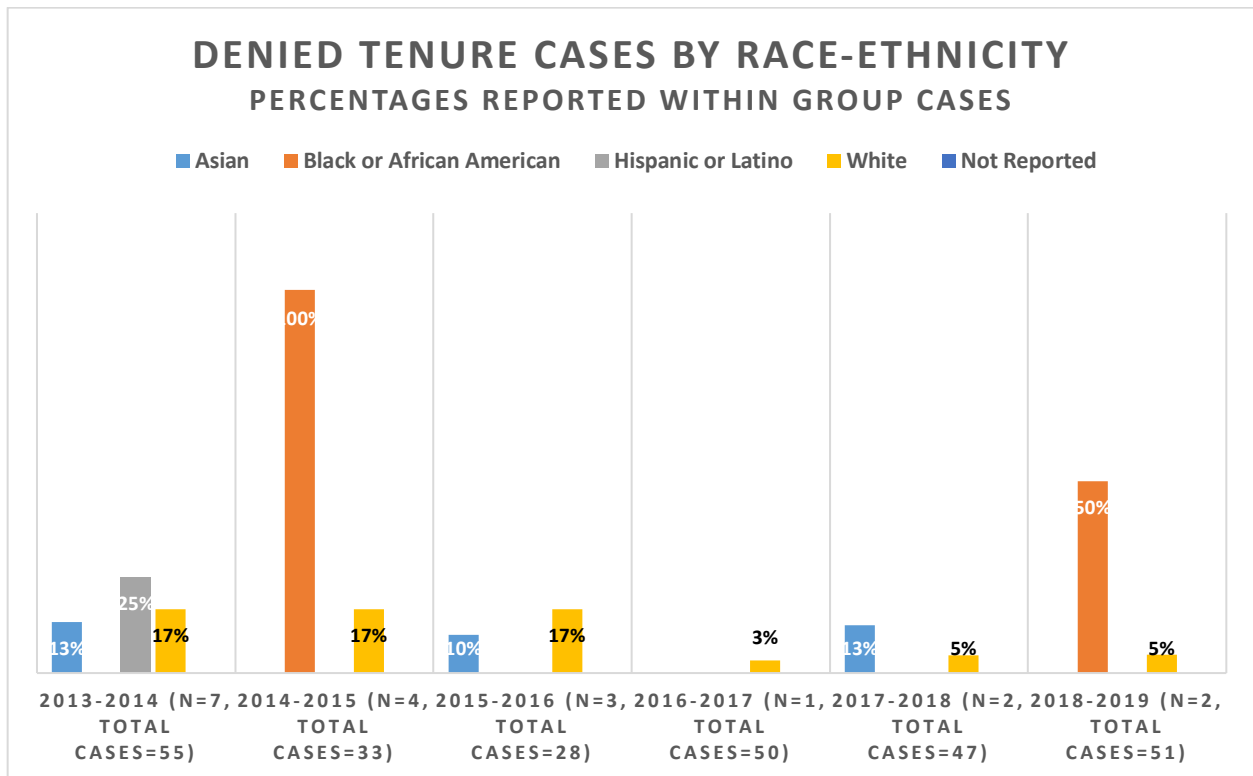


Figure 6. Tenure Denials Over Six Years by Race / Ethnicity. Percentages are reported out of race/ethnicity cases.