

## MEMORANDUM

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DATE September 25, 2020  
 TO University Senate Executive Committee  
 FROM Campus Promotion Committees and  
 John Bertot, Associate Provost for Faculty Affairs  
 SUBJECT 2019-2020 Promotions Annual Report



## COMMITTEE MEMBERS

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TENURE COMMITTEE	PROMOTION COMMITTEE	PTK AEP Committee
Anand Anandalingam Robert H. Smith School of Business	James Baeder Aerospace Engineering	Tom Antonsen Electrical & Computer Engineering
Andrew Baldwin Environmental Science & Technology	Matthew Bell Architecture, Planning & Preservation	Alok Bhargava School of Public Policy
Aristos Christou Materials Science & Engineering	Feinian Chen Sociology	Andrew Elby Teaching & Learning, Policy & Leadership
John Fourkas Chemistry	Larry Gordon Robert H. Smith School of Business	Kuishang Feng Geography
Jeff MacSwann Teaching and Learning, Policy and Leadership	Dale Johnson University of Maryland Extension	Melissa Hayes-Gerke Astronomy
Olivia Carter Pokras Epidemiology & Biostatistics	Melanie Killen Human Development & Quantitative Methodology	Zeinab Karake Robert H. Smith School of Business
Martha Nell Smith English	Karen Lips Biology	Rachel Pinker Atmospheric & Oceanic Sciences
Linda Steiner Philip Merrill College of Journalism	Chris Morris Philosophy	Nan Ratner Hearing & Speech Sciences
Laixiang Sun Geography	Mi Qi Wang Behavioral & Community Health	Peter Wein History

## CAMPUS LEVEL PROMOTION CASES

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During 2019-2020, there were 56 tenure and/or promotion cases, five Librarian permanent status and/or promotion cases, and 19 promotions of professional track faculty to the highest ranks reviewed at the campus level. In addition to these, the Office of Faculty Affairs reviewed 38 emeritus/emerita cases, seven appointments or renewals of Professors of the Practice and College Park Professors, and 13 changes of title series for professional track faculty. The ensuing report details the results from the campus reviewed promotion cases.

## CASES HANDLED BY THE CAMPUS APT COMMITTEES 2019-2020

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	Promotion w/ Tenure		Promotion to Professor / Principal Agent	New Appointment / Associate*	New Appointment / Professor	Total
YES	32		21	6	2	61
NO	2					2
Pending/Remanded	1					1
<b>TOTAL</b>	35		21	6	2	64

\*New appointments to Associate Professor reviewed by the Tenure Committee include one approved case which was later withdrawn by the candidate, reflected in total numbers in appendix.

Table 1. Cases Considered by the Campus APT Committee (2019-2020).

## Comments on the APT Results

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There were a total of 64 promotion, tenure, and new tenured appointment cases that the Campus APT Committees considered during the 2019-2020 cycle. **Based on the number of cases considered by the APT Committees, denials in 2019-2020 at the level of promotion with tenure are at 6%**, lower than the 11% reported 2015-2016, but higher than the average of 3% reported 2017-2019 (see Figure 1). Denials at the **level of promotion to Professor/Principal-Agent level are at 0% this year**, equal to last year (see Figure 2).

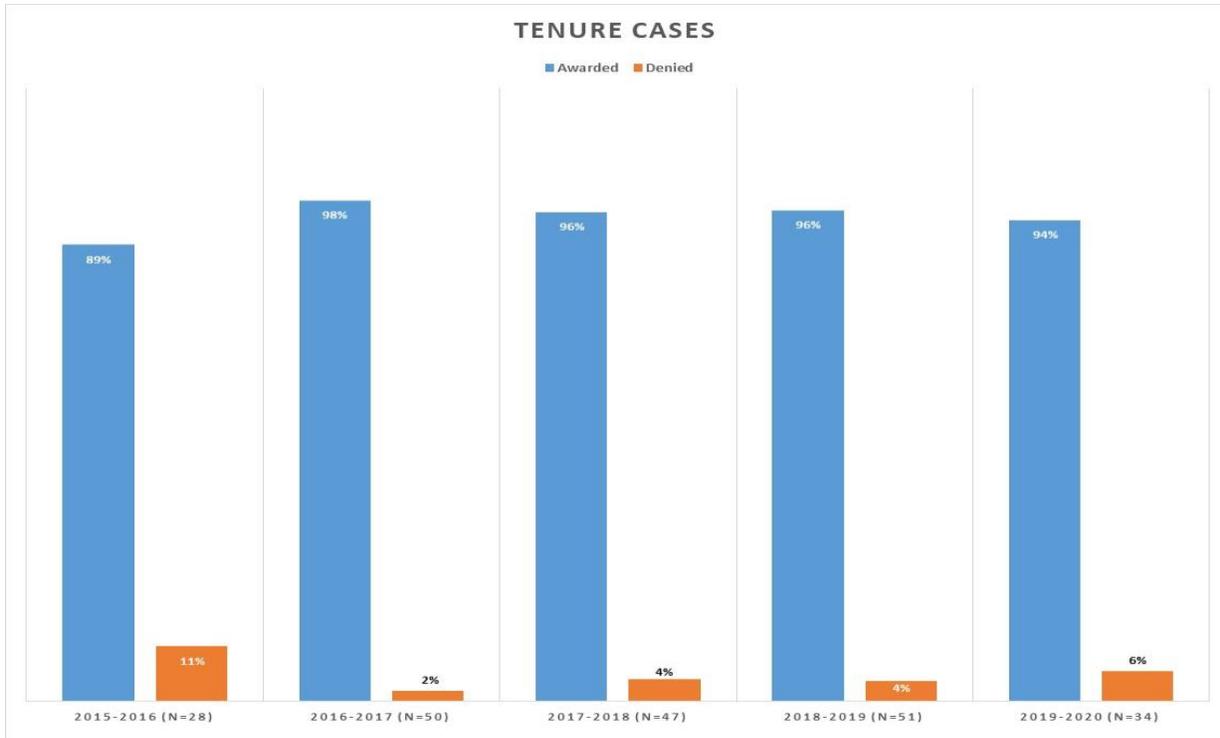


Figure 1. 2016-2020 Promotion with Tenure Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

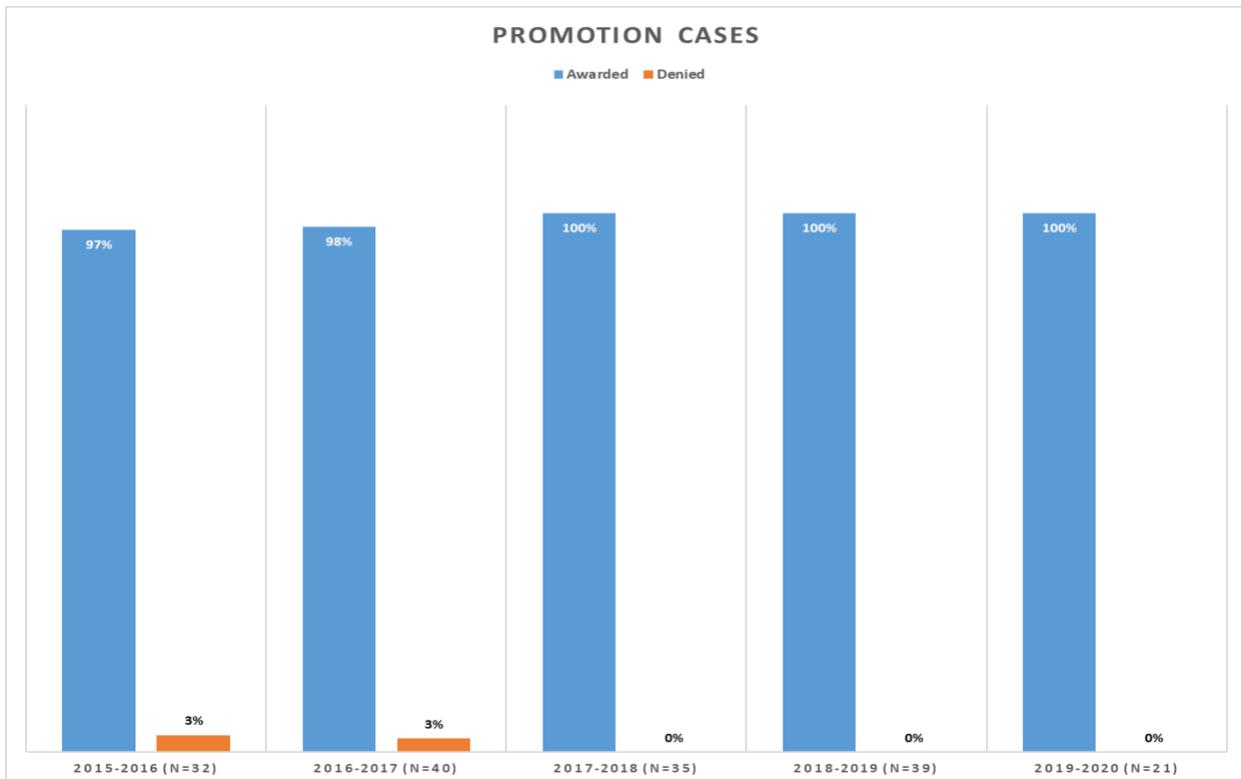


Figure 2. 2016-2020 Promotion Case Results for Cases Considered by the Campus APT Committee (percentages rounded to nearest whole number).

In the past, some faculty have withdrawn 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.<sup>1</sup> For 2019-2020, there was one reported withdrawal of a case for promotion before consideration by the Campus APT Committee, 5% of the total cases at that level. This compares to 2% of all cases<sup>2</sup> (N=1) originally submitted for promotion to Associate Professor in 2017-2018 (6% (N=3) in 2016-2017, and 24% (N=9) in 2015-2016—combined average of 11%), and at 3% (N=1) for Professors/Principal Agents (in 2016-2017, 11% (N=5), and 11% (N=4) in 2015-2016—combined average of 8%).

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,<sup>3</sup> APT workshops,<sup>4</sup> 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

2019-2020 marked the fourth year of implementation (as per University guidelines<sup>5</sup>) 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.<sup>6</sup> In all, there were 26 cases managed by the Office of Faculty Affairs, in comparison to 33 cases in 2018-2019. Of those 26 cases, 19 were reviewed by the Campus AEP Committee (26 in 2018-2019), all of which received positive recommendations for promotion and which the Provost ultimately approved. The seven additional cases reviewed by the Office of Faculty Affairs were for new appointments and promotions to mid-level ranks in non-departmentalized colleges, all seven of which were approved. The Office's Appointment, Promotion and Awards online system also facilitated 13 changes of title series for PTK faculty (e.g., shift from Senior Lecturer to Associate Research

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

<sup>2</sup> Tenure approvals + tenure denials + withdrawals.

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

<sup>4</sup> 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.

<sup>5</sup> [http://faculty.umd.edu/policies/documents/UM\\_Guidelines\\_for\\_PTK\\_Appointments.pdf](http://faculty.umd.edu/policies/documents/UM_Guidelines_for_PTK_Appointments.pdf)

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

Professor, at the equivalent level in their respective series), of which there were 12 approvals, and one denial.

In addition, the Office of Faculty Affairs facilitated the successful appointments or renewals of three Professors of the Practice and four College Park Professors.

The Office of Faculty Affairs continued its support of campus policies (summarized at [https://faculty.umd.edu/policies/ptk\\_changes.html](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 second annual PTK Symposium in Fall 2019, and coordination of the Provost's Awards for PTK Faculty Excellence.

#### PERMANENT STATUS LIBRARIAN PROMOTIONS

There were a total of five Permanent Status Librarian (four Librarian III and one Librarian IV) cases during the 2019-2020 promotion cycle, all of which were reviewed at the campus level, and all were promoted and/or granted permanent status. In comparison, there were four total cases for permanent status and promotion of librarians reviewed in 2018-2019.

## Concluding Remarks

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In all, the Office of Faculty Affairs and its campus committees processed a total of 102 promotion reviews across the faculty ranks. In addition, the Office of Faculty Affairs reviewed and processed 38 Emeritus/a reviews. All committees transitioned smoothly to an entirely virtual participation and voting process in March 2020, when the University closed all in-person activities due to COVID-19. The schedules for all processes still met end-of-semester deadlines. However, the Office of Faculty Affairs continues efforts to review its processes to ensure timely and efficient reviews.

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 due to COVID-19. Supported in partnership with academic units, 2019-2020 marks the first 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. These efforts all seek to create and promote a transparent, rigorous, uniform, 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 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 (2019-2020)\*

	CASES CONSIDERED BY APT COMMITTEE							
	ALL CASES**		CAMPUS APT CASES***		DENIED CASES <sup>7</sup>		APPROVED CASES	
	Total	%	Total	%	Total	%	Total	%
<b>Total</b>	35		34		2	6%	32	94%
<b>Female</b>	23	66%	22	65%	2	9%	20	91%
<b>Male</b>	12	34%	12	35%			12	100%
<b>Asian</b>	5	15%	5	15%			13	100%
<b>Black or African American</b>	4	11%	4	12%	1	25%	3	75%
<b>Hispanic or Latinx</b>	2	6%	2	6%			2	100%
<b>Two or More</b>	2	6%	1	3%			1	100%
<b>White</b>	18	51%	18	53%	1	6%	17	94%
<b>Not Reported</b>	4	11%	4	12%			4	100%

\* 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 all tenure cases considered by the APT Committee, 66% were women (up significantly from 45% in 2018-2019, 51% in 2017-2018 and 46% in 2015-2016; see Figure 3). 51% were white (as compared to 41% in 2018-2019, and 43% in 2015-2016; see Figure 4), 15% were Asian (as compared to 25% in 2018-2019 and 36% in 2015-2016; see Figure 4), 11% were Black or African American (as compared to 4% in both 2018-2019 and 2015-2016; see Figure 4), 6% were Hispanic/Latinx (as compared to 2% in 2018-2019 and 4% in 2015-2016; see Figure 4), 6% reported two or more races/ethnicities, and 11% did not report their race (as compared to 24% in 2018-2019 and 14% in 2015-2016; see Figure 4). Setting aside the percentage of those cases without race reported, non-white faculty (Asian, Black or African American, and Latinx) represent 32% of the 2019-2020 tenure cases considered by the APT Committee, compared to 33% in 2018-2019 and 44% in 2015-2016. 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.

<sup>7</sup> 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.

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

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 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; and the Assistant Professor Diversity Initiative (information on both at <https://faculty.umd.edu/main/appointments/faculty-hiring-process>) designed to increase the diversity of tenured and tenure-track faculty; and instituted membership for all faculty and graduate students in the National Center for Faculty Development and Diversity.

## SELECTED DEMOGRAPHIC DATA: FIGURES

*Percentages rounded to the nearest whole number*

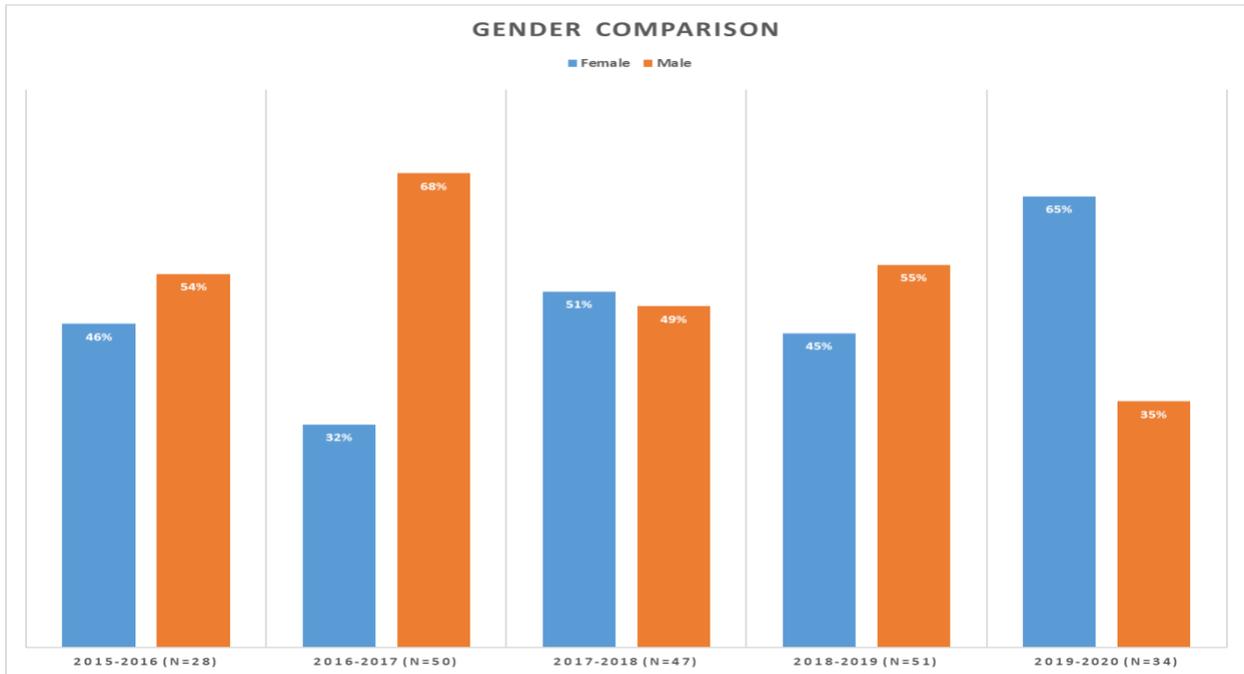


Figure 3. Tenure Cases by Gender Over Five Years.

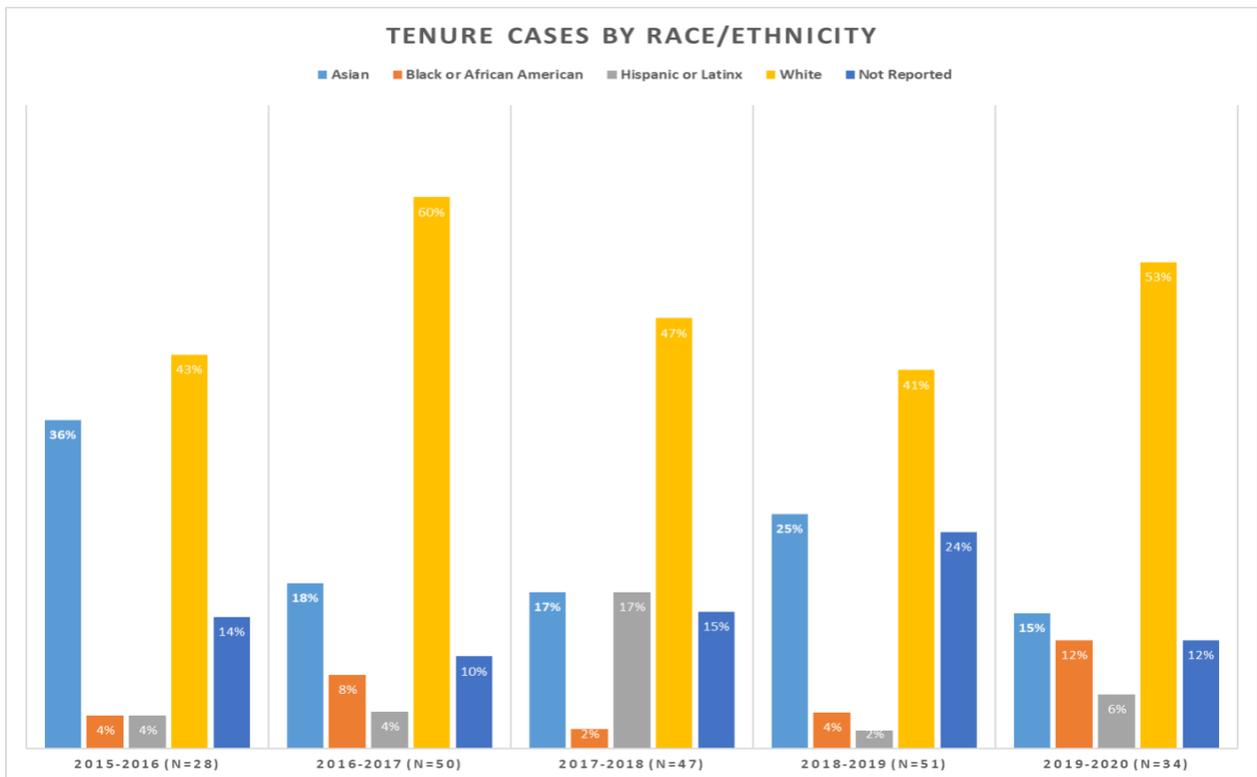


Figure 4. Tenure Cases by Race/Ethnicity Over Five Years.

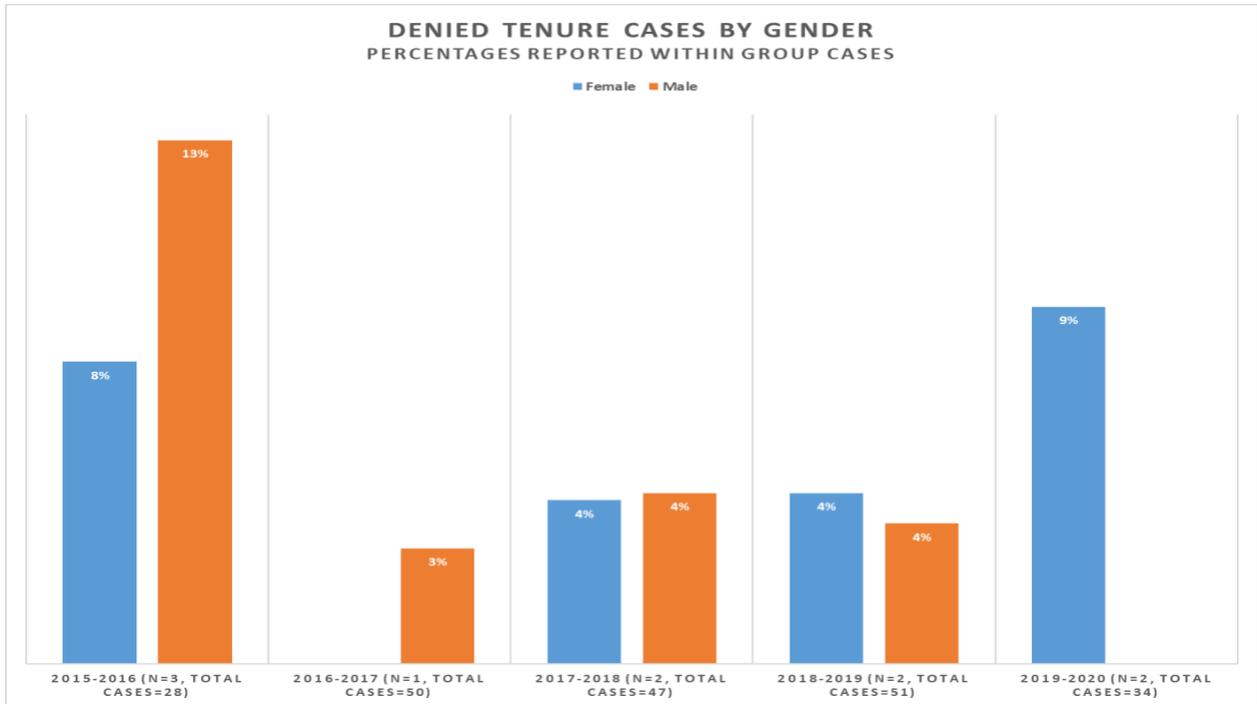


Figure 5. Tenure Denials Over Five Years by Gender. Percentages are reported out of cases by gender.

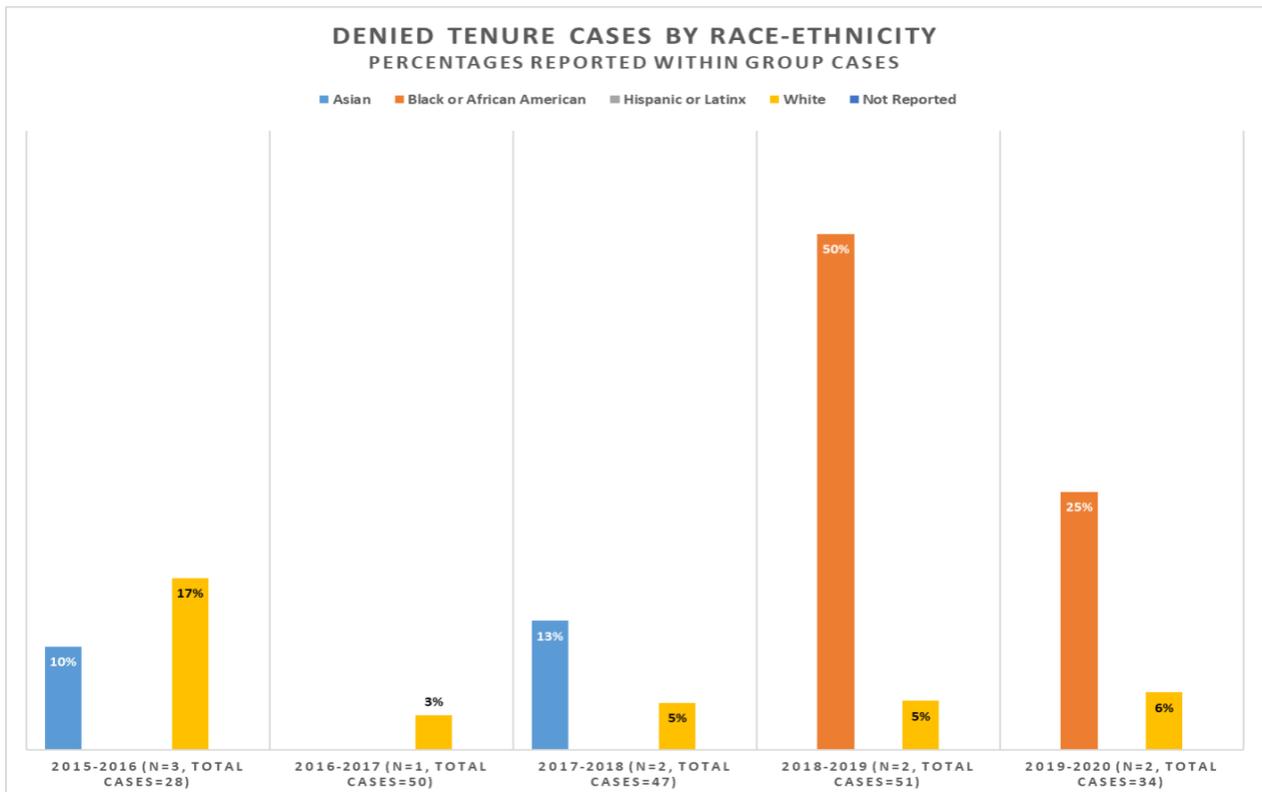


Figure 6. Tenure Denials Over Five Years by Race/Ethnicity. Percentages are reported out of race/ethnicity cases.