

# AY21-22 M/P Reviews – The Year in Review

Prepared by the UCR Academic Personnel Office

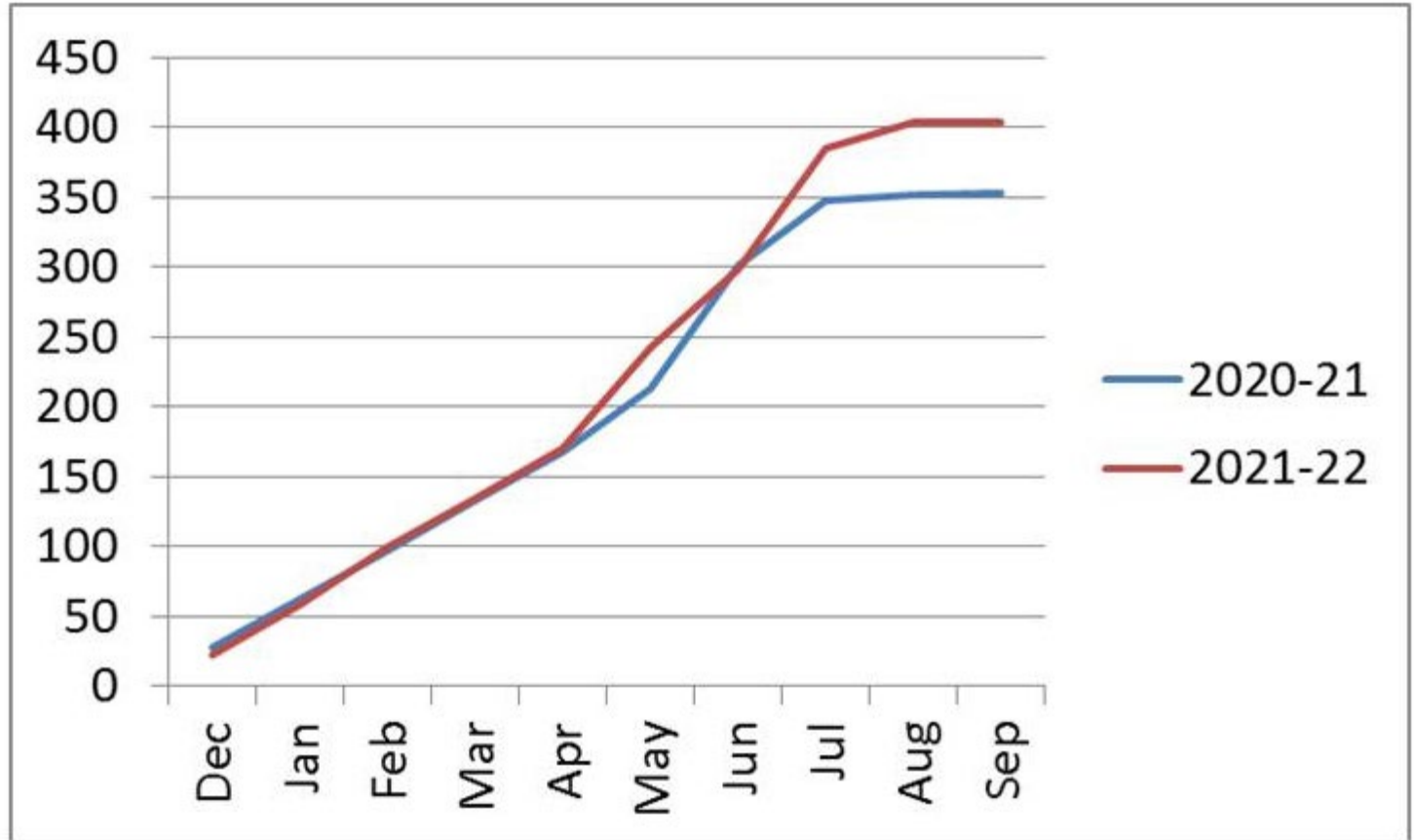
August 2022

## Data Analyses

1. M/P Files – Volume and Throughput
2. Equity Analyses
  - Gender
  - Ethnicity
3. Agreement Rates
  - Overall
  - Comparison of AY21-22 with AY20-21
  - By College
4. Tendencies within colleges/schools for more than normal actions
5. Deferrals

# Progress of M/P File Completion

Number of Files Completed By VPAP



# AY21-22 Merit and Promotion Outcomes by Gender

Campus Profile	Overall	Female		Male	
		36.2%		73.8%	
		Observed	Expected	Observed	Expected
Positive Merits	226	99	82	127	144
Accelerated	50	23	18	27	32
Normative Time	163	75	59	88	104
Decelerated	13	1	5	12	8
New O/S with Positive Merits	112	56	41	56	71
Promotions	95	36	34	59	61
Advance to VI	9	5	3	4	6
Advance to A/S	10	5	4	5	6
Advance within A/S	12	0	4	12	8
Promotion to Associate	45	19	16	26	29
Promotion to Full	19	7	7	12	12
Merit instead of Promotion to Full	2	0		2	
No Positive Outcome	6	0		6	
Denied Merit	4	0		4	
Denied Advance within A/S	1	0		1	
Denied Promotion to Associate	1	0		1	

GREEN: More advancement cases than expected according to hypergeometric p-value

RED: Less advancement cases than expected according to hypergeometric p-value

Not shown in the tables are reviews around quinquennials, appraisals, and appointments.

# AY21-22 Merit and Promotion Outcomes by Ethnicity Group

	Total	Asian	Black/African American	Hispanic/Latino	American Indian/Alaskan Native	Native Hawaiian/Pacific Islander	White
Campus Profile	100%	29.62%	4.25%	8.73%	1.72%	0.34%	55.34%
Positive Merits	226	68 (67)	16 (10)	25 (20)	4 (4)	2 (1)	111 (125)
Accelerated	50	16 (15)	5 (2)	4 (4)	1 (1)	1 (0)	23 (28)
Normative Time	163	52 (48)	11 (7)	21 (14)	3 (3)	1 (1)	77 (90)
Decelerated	13	2 (4)	0 (1)	0 (1)	0 (0)	0 (0)	11 (7)
New O/S with Positive Merits	112	38 (33)	9 (5)	10 (10)	3 (2)	1 (0)	51 (62)
Promotions	95	32 (28)	2 (4)	3 (8)	2 (2)	1 (0)	55 (53)
Advance to VI	9	2 (3)	0 (0)	0 (1)	0 (0)	0 (0)	7 (5)
Advance to A/S	10	3 (3)	0 (0)	1 (1)	0 (0)	0 (0)	6 (6)
Advance within A/S	12	3 (4)	0 (1)	1 (1)	0 (0)	0 (0)	8 (7)
Promotion to Associate	45	17 (13)	2 (2)	1 (4)	2 (1)	1 (0)	22 (25)
Promotion to Full	19	7 (6)	0 (1)	0 (2)	0 (0)	0 (0)	12 (11)
Merit instead of Promotion to Full	2	1	0	0	0	0	1
No Positive Outcome	6	1	0	0	0	0	5
Denied Merit	4	0	0	0	0	0	4
Denied Advance within A/S	1	0	0	0	0	0	1
Denied Promotion to Associate	1	1	0	0	0	0	0

GREEN: More progression than expected.

RED: Less progression than expected.

Not shown in the table are reviews around quinquennials, appraisals, and appointments.

# M/P Decisions – Overall Agreement Rate Analysis

1. An M/P file can have multiple decisions. For example, a merit advance is one decision but a second decision might be about new O/S. Another example is that multiple placement levels might be considered at promotion.
2. Excluding reappointments, quinquennials, and appraisals, there were 676 AY21-22 decisions made during reviews at the Department, at the Dean’s Office, at CAP, by the VPAP, and by the Provost.
3. The table shows the percentage of the decisions that the row entity and the column entity agreed upon.
4. Arrows point toward the decision entity that was supportive more often as determined by a 5% McNemar test. Absence of an arrow implies there was no tendency for one or the other entities to be more supportive.

N = 676	Department	Dean	CAP	VPAP	Provost
Department		←87	←81	84	86
Dean			83↑	85↑	86↑
CAP				91↑	94↑
VPAP					95

Table 1a. Agreement Percentages all Colleges/Schools Combined

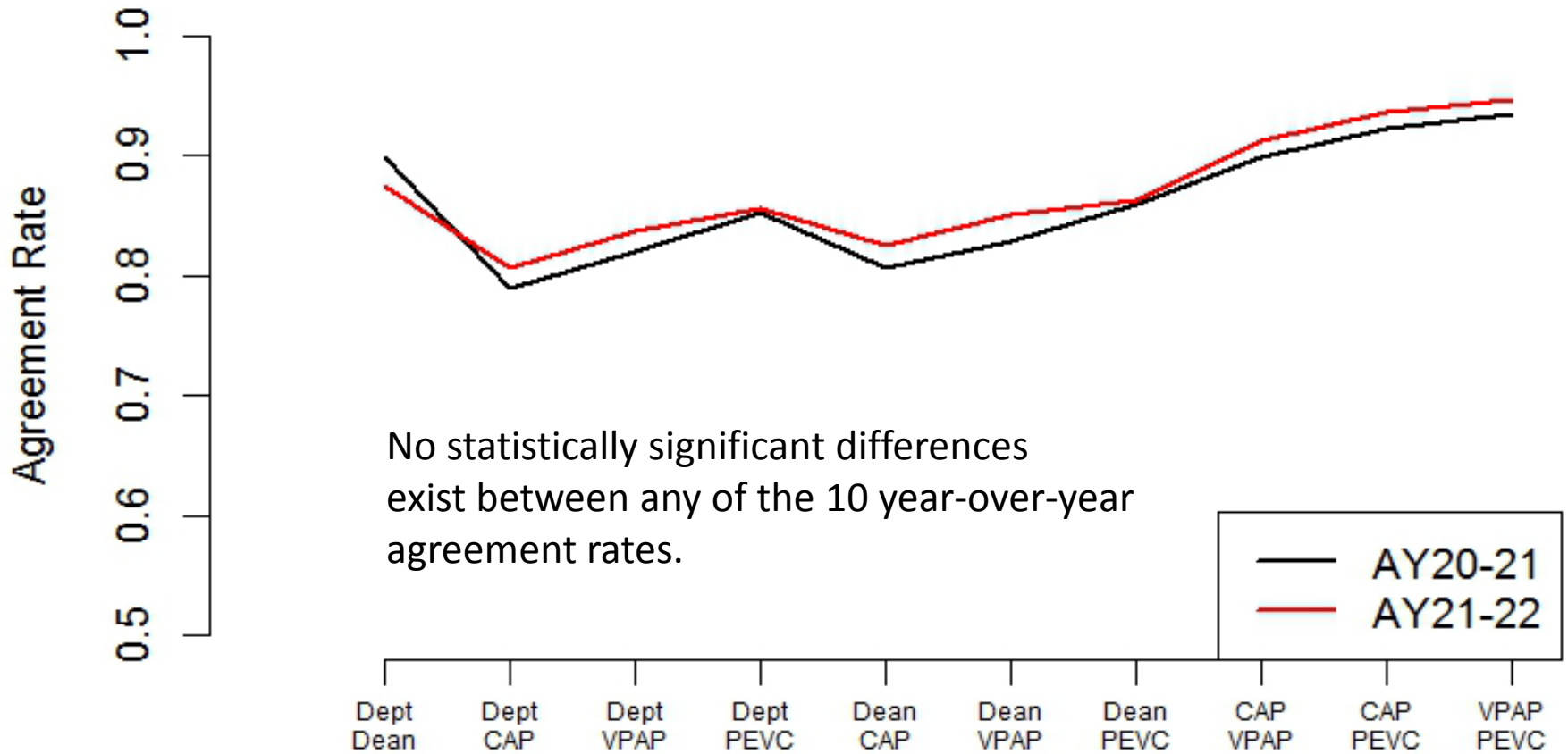
## M/P Decisions – Agreement Rate Analysis

1. Considering just the first decision to be made on files, the lowest level advance being reviewed, there are 333 decisions.
2. The table shows the percentage of the decisions that the row entity and the column entity agreed upon.
3. Arrows point toward the decision entity that was supportive more often as determined by a 5% McNemar test. Absence of an arrow implies there was no tendency for one or the other entities to be more supportive.

N = 333	Department	Dean	CAP	VPAP	Provost
Department		98	←94	97	97
Dean			←94	97	98
CAP				95↑	96↑
VPAP					99

Table 1b. Agreement Percentages all Colleges/Schools Combined

# Overall Agreement Rates - Comparison of Last Two Years



# M/P Decisions – Agreement Rate Analysis by College/School

N = 231	Department	Dean	CAP	VPAP	Provost
Department		←86	←77	←84	←85
Dean			84	87	88↑
CAP				90↑	92↑
VPAP					95

Table 2. Agreement Percentages Within CHASS

N = 240	Department	Dean	CAP	VPAP	Provost
Department		←83	82	84	86↑
Dean			83↑	83↑	82↑
CAP				93	95↑
VPAP					97

Table 3. Agreement Percentages Within CNAS



# M/P Decisions – Agreement Rate Analysis by College/School

N = 114	Department	Dean	CAP	VPAP	Provost
Department		94	86	87↑	87↑
Dean			89	89↑	89↑
CAP				94	97
VPAP					96

Table 4. Agreement Percentages Within BCOE

N = 11	Department	Dean	CAP	VPAP	Provost
Department		82	91	64	73
Dean			73	82	91
CAP				73	82
VPAP					91

Table 5. Agreement Percentages Within SPP

# M/P Decisions – Agreement Rate Analysis by College/School

N = 33	Department	Dean	CAP	VPAP	Provost
Department		97	79	85	85
Dean			82	88	88
CAP				94	94
VPAP					100

Table 6. Agreement Percentages Within SOE

N = 25	Department	Dean	CAP	VPAP	Provost
Department		92	64	60↑	72
Dean			72	68↑	80
CAP				80	84
VPAP					80

Table 7. Agreement Percentages Within Business

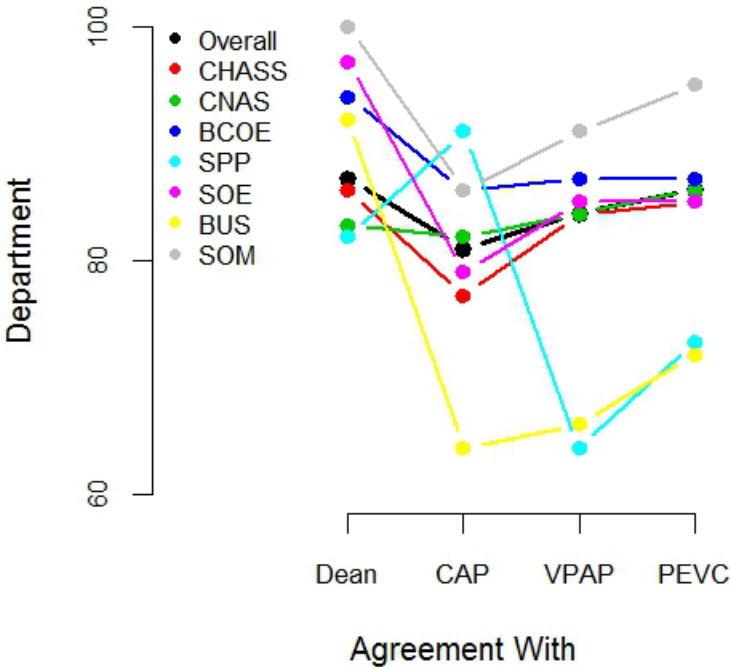
## M/P Decisions – Agreement Rate Analysis by College/School

N = 22	Department	Dean	CAP	VPAP	Provost
Department		100	86	91	95
Dean			86	91	95
CAP				95	91
VPAP					95

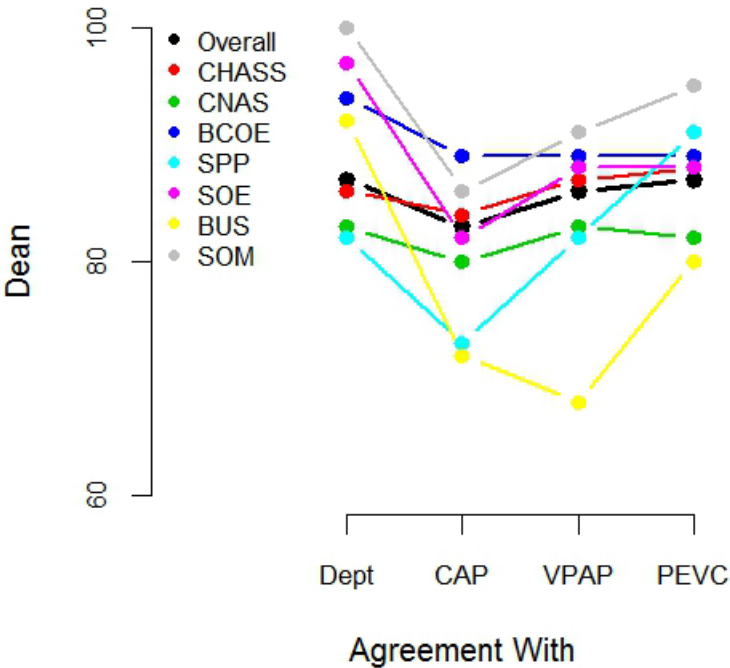
Table 8. Agreement Percentages Within SOM

# Review Entity Profiles of Agreement Rates

Department

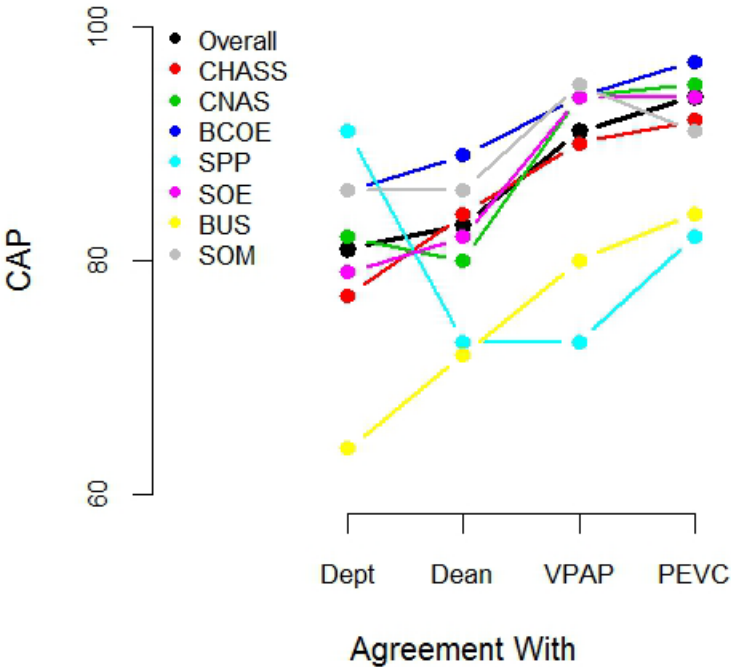


Dean

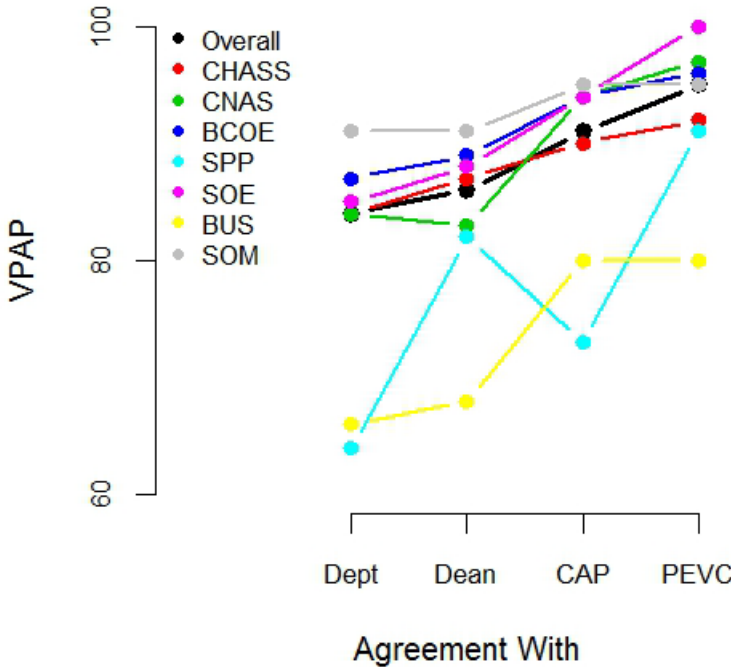


# Review Entity Profiles of Agreement Rates

CAP

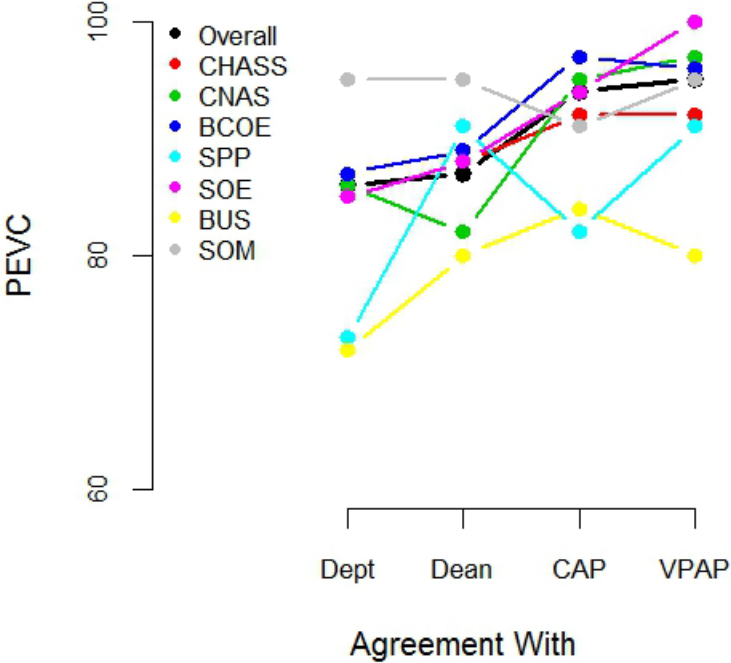


VPAP

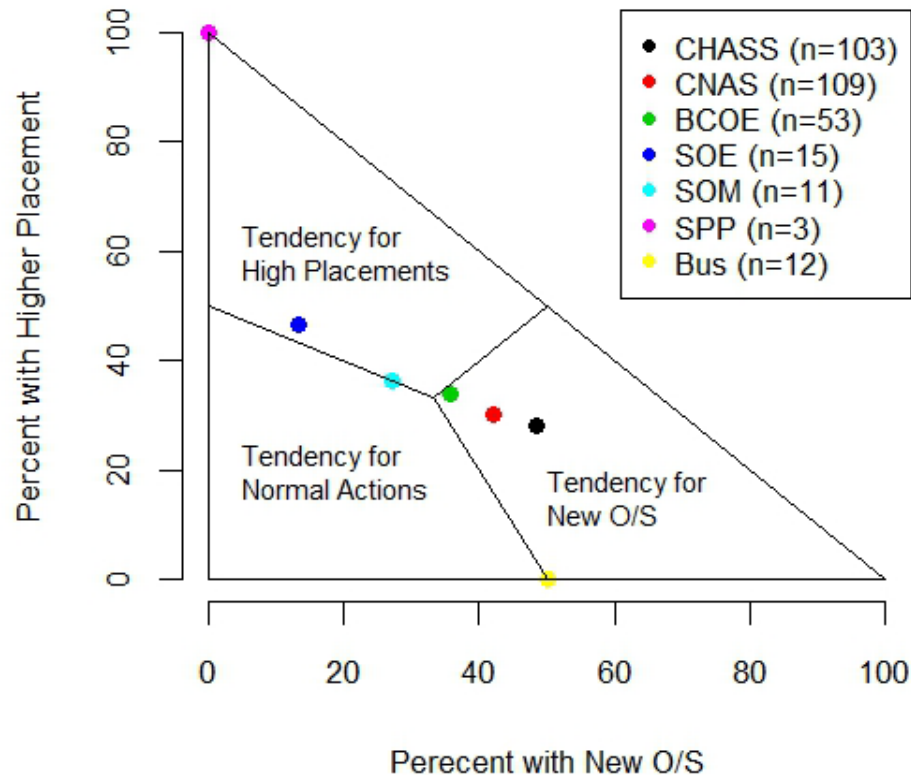


# Review Entity Profiles of Agreement Rates

PEVC

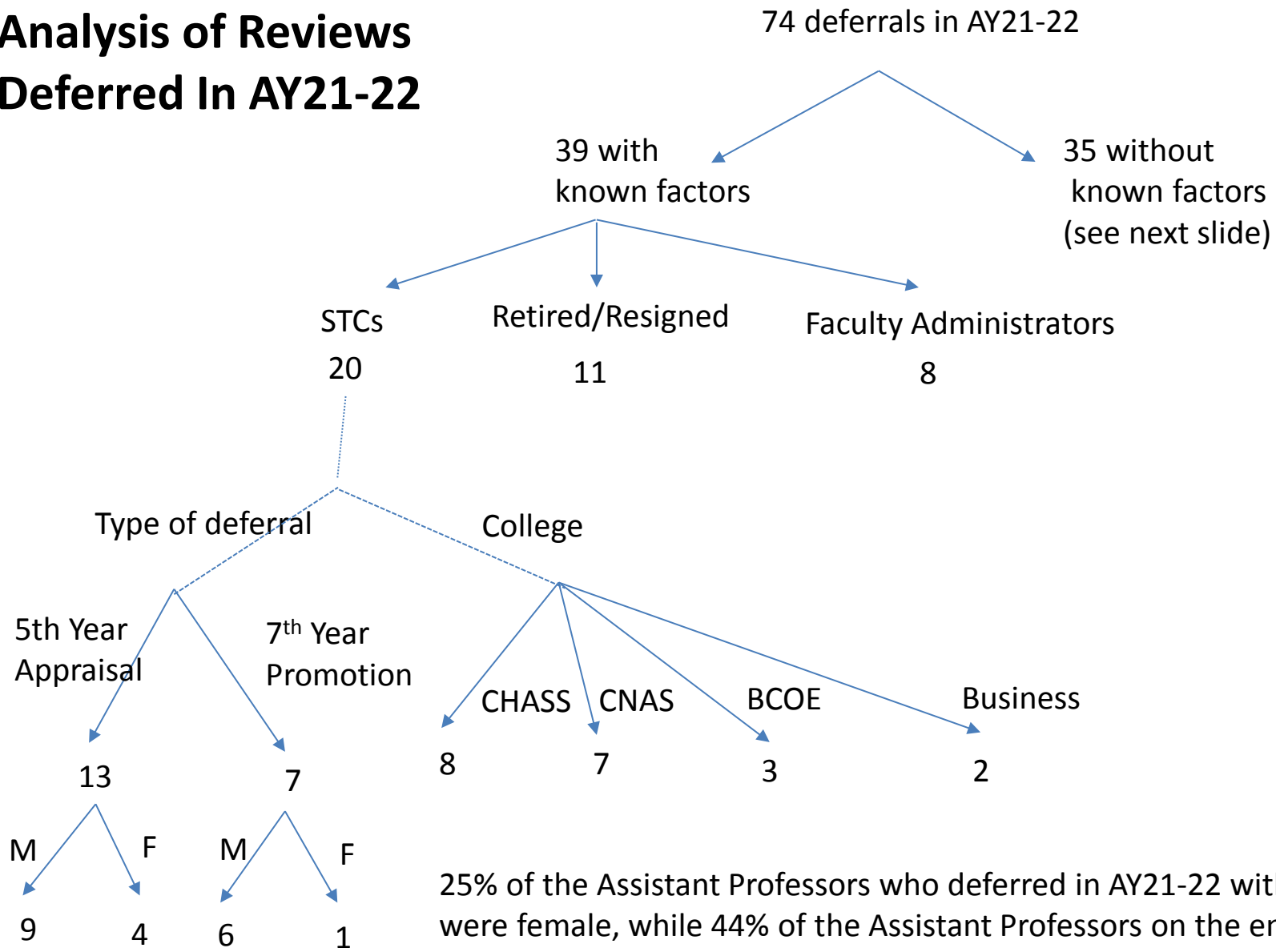


# Types of Considerations for AY21-22 Merit and Promotion Files



Type of Consideration: Each merit and promotion file, irrespective of the outcome, is viewed either as a normal advance, a normal advance with new O/S, or a multiple step advance, based on what type of action was reviewed.

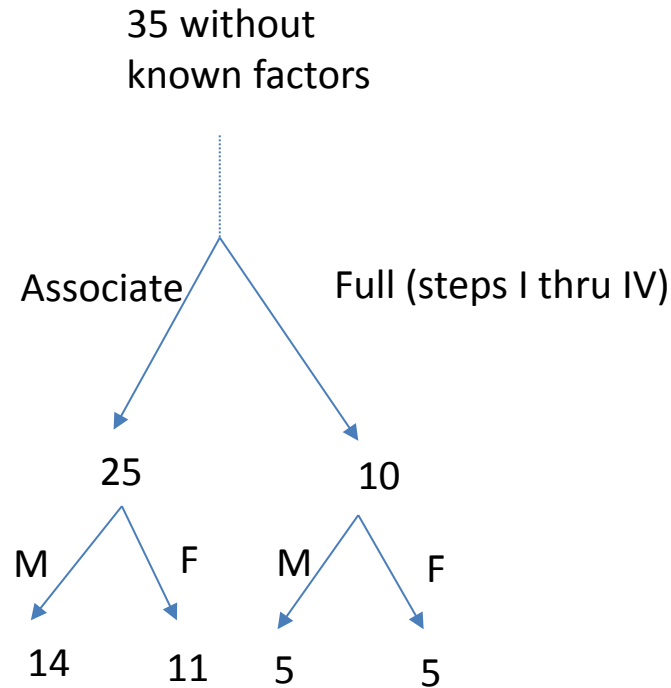
# Analysis of Reviews Deferred In AY21-22



25% of the Assistant Professors who deferred in AY21-22 with an STC were female, while 44% of the Assistant Professors on the entire campus are female (102 female and 131 male).

Difference between 25% and 44% is not statistically significant (P=.06)





44% of the Associate Professors who deferred in AY21-22 were female which matches the 44% of the Associate Professors on the entire campus that are female (107 female and 137 male).  
(No statistical significance,  $P=0.57$ )

50% of the Full Professors I-IV who deferred in AY21-22 were female while 36% of the Full Professors I-IV on the entire campus are female (55 female and 97 male)  
(No statistical significance,  $P=0.26$ )