

Six Group Ethnicity Comparison of M/P Actions

This report examines M/P actions, for six groups of Ethnicity, during the combined years AY17-18, AY18-19, AY19-20, and AY 20-21. An index to the summary tables is as follows:

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Each table also includes a p-value for Fisher’s Exact Test of the null hypothesis that the proportion of outcomes that are successful (% Positive) is the same for the six ethnicity groups. Large p-values suggest there is no evidence to reject the null hypothesis, and a traditional cutoff value for deciding on statistical significance is .05.

In the case of multiple actions, the Final Review Outcome from the ACAPER (Academic Personnel) system is what is reflected in these tables.

Note that Fisher’s Exact Test does not include the ‘Unknown or Declined to State’ category.

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	7	1	8	87.5	0.19
Asian	130	6	136	95.6	
Black/African American	21	4	25	84.0	
Hispanic/Latino	33	3	36	91.7	
Native Hawaiian/Pacific Islander	2	0	2	100.0	
White	165	19	184	89.7	
Unknown or Declined to State	33	1	34	97.1	
Total	391	34	425	92.0	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	2	1	3	66.7	0.35
Asian	61	10	71	85.9	
Black/African American	4	1	5	80.0	
Hispanic/Latino	17	1	18	94.4	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	77	8	85	90.6	
Unknown or Declined to State	9	0	9	100.0	
Total	170	21	191	89.0	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.61
Asian	42	6	48	87.5	
Black/African American	5	1	6	83.3	
Hispanic/Latino	11	3	14	78.6	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	125	17	142	88.0	
Unknown or Declined to State	8	0	8	100.0	
Total	191	27	218	87.6	

Table 3. Full Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	9	2	11	81.8	0.52
Asian	233	22	255	91.4	
Black/African American	30	6	36	83.3	
Hispanic/Latino	61	7	68	89.7	
Native Hawaiian/Pacific Islander	2	0	2	100.0	
White	367	44	411	89.3	
Unknown or Declined to State	50	1	51	98.0	
Total	752	82	834	90.2	

Table 4. Overall Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	0	1	100.0	1.0
Asian	8	0	8	100.0	
Black/African American	3	0	3	100.0	
Hispanic/Latino	2	0	2	100.0	
Native Hawaiian/Pacific Islander	1	0	1	100.0	
White	16	1	17	94.1	
Unknown or Declined to State	2	0	2	100.0	
Total	33	1	34	97.1	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.53
Asian	8	1	9	88.9	
Black/African American	0	0	0	N/A	
Hispanic/Latino	2	1	3	66.7	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	16	2	18	88.9	
Unknown or Declined to State	2	1	3	66.7	
Total	28	5	33	84.8	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.69
Asian	18	2	20	90.0	
Black/African American	2	0	2	100.0	
Hispanic/Latino	1	0	1	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	39	9	48	81.3	
Unknown or Declined to State	2	1	3	66.7	
Total	62	12	74	83.8	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	0	1	100.0	0.71
Asian	34	3	37	91.9	
Black/African American	5	0	5	100.0	
Hispanic/Latino	5	1	6	83.3	
Native Hawaiian/Pacific Islander	1	0	1	100.0	
White	71	12	83	85.5	
Unknown or Declined to State	6	2	8	75.0	
Total	123	18	141	87.2	

Table 8. Overall Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	3	0	3	100.0	0.75
Asian	48	2	50	96.0	
Black/African American	5	0	5	100.0	
Hispanic/Latino	10	0	10	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	54	1	55	98.2	
Unknown or Declined to State	7	0	7	100.0	
Total	127	3	130	97.7	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.42
Asian	23	1	24	95.8	
Black/African American	1	0	1	100.0	
Hispanic/Latino	6	0	6	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	42	0	42	100.0	
Unknown or Declined to State	3	0	3	100.0	
Total	75	1	76	98.7	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	3	0	3	100.0	0.61
Asian	71	3	74	95.9	
Black/African American	6	0	6	100.0	
Hispanic/Latino	16	0	16	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	96	1	97	99.0	
Unknown or Declined to State	10	0	10	100.0	
Total	202	4	206	98.1	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.21
Asian	7	4	11	63.6	
Black/African American	3	0	3	100.0	
Hispanic/Latino	1	1	2	50.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	14	2	16	87.5	
Unknown or Declined to State	0	0	0	N/A	
Total	25	7	32	78.1	

Table 12. Advancement to Prof VI

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	7	1	8	87.5	
Black/African American	0	0	0	N/A	
Hispanic/Latino	1	0	1	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	13	2	15	86.7	
Unknown or Declined to State	0	0	0	N/A	
Total	21	3	24	87.5	

Table 13. Advancement to A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	2	3	33.3	0.11
Asian	7	0	7	100.0	
Black/African American	0	0	0	N/A	
Hispanic/Latino	2	1	3	66.7	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	26	9	35	74.3	
Unknown or Declined to State	1	0	1	100.0	
Total	37	12	49	75.5	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	2	2	4	50.0	
Black/African American	1	0	1	100.0	
Hispanic/Latino	2	1	3	66.7	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	10	7	17	58.8	
Unknown or Declined to State	0	0	0	N/A	
Total	15	10	25	60.0	

Table 15. Associate Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	4	0	4	100.0	
Black/African American	2	0	2	100.0	
Hispanic/Latino	1	0	1	100.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	23	1	24	95.8	
Unknown or Declined to State	0	0	0	N/A	
Total	30	1	31	96.8	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	0.92
Asian	6	2	8	75.0	
Black/African American	3	0	3	100.0	
Hispanic/Latino	3	1	4	75.0	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	33	8	41	80.5	
Unknown or Declined to State	0	0	0	N/A	
Total	45	11	56	80.4	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	0	0	1	100.0	0.95
Asian	20	9	4	33	60.6	
Black/African American	4	1	0	5	80.0	
Hispanic/Latino	2	2	0	4	50.0	
Native Hawaiian/Pacific Islander	1	0	0	1	100.0	
White	32	19	3	54	59.3	
Unknown or Declined to State	3	2	0	5	60.0	
Total	63	33	7	103	61.2	

Table 18. Assistant Professor Appraisals

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	1	0	1	100.0	
Black/African American	1	0	1	100.0	
Hispanic/Latino	0	0	0	N/A	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	4	0	4	100.0	
Unknown or Declined to State	0	0	0	N/A	
Total	6	0	6	100.0	

Table 19. Associate Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	1	0	1	100.0	
Black/African American	0	0	0	N/A	
Hispanic/Latino	0	0	0	N/A	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	10	2	12	83.3	
Unknown or Declined to State	1	0	1	100.0	
Total	12	2	14	85.7	

Table 20. Full Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	N/A	1.0
Asian	2	0	2	100.0	
Black/African American	1	0	1	100.0	
Hispanic/Latino	0	0	0	N/A	
Native Hawaiian/Pacific Islander	0	0	0	N/A	
White	14	2	16	87.5	
Unknown or Declined to State	1	0	1	100.0	
Total	18	2	20	90.0	

Table 21. Overall Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	17	18	5.6	0.15
Asian	48	379	427	11.2	
Black/African American	12	42	54	22.2	
Hispanic/Latino	17	85	102	16.7	
Native Hawaiian/Pacific Islander	0	4	4	0.0	
White	110	630	740	14.9	
Unknown or Declined to State	14	52	66	21.2	
Total	202	1209	1411	14.3	
	Undetermined*		64		
Total			1475		

Table 22. New O/S as Part of M/P Outcome

Note: New O/S awarded is categorized as positive outcome and No O/S or Continuing O/S awarded is categorized as negative outcome.

*The field indicating the status of Final O/S Type was blank.