

Tenure Review Outcomes by Gender and Race (last 3 years – 2005, 2006, and 2007)

	# Reviews				# Approvals				# Denials			
	WOMEN		MEN		WOMEN		MEN		WOMEN		MEN	
	White	POC	White	POC	White	POC	White	POC	White	POC	White	POC
STEM DEPARTMENTS	6	4	17	5	4	4	15	4	2	0	2	1
NONSTEM DEPARTMENTS	7	0	13	2	7	0	13	2	0	0	0	0
OVERALL	13	4	30	7	11	4	28	6	2	0	2	1

	% Approvals			
	% WOMEN	% MEN	% White	% POC
STEM DEPARTMENTS	80.0%	86.4%	82.6%	88.9%
NONSTEM DEPARTMENTS	100.0%	100.0%	100.0%	100.0%
OVERALL	88.2%	91.9%	90.7%	90.9%

Between 2005 and 2007, the percentage of female and male faculty receiving tenure was 88.2% and 91.9%, respectively. In the STEM colleges, the tenure success rate was 80% for women and 86.4% for men. Of the 10 women who applied for tenure, all but two were granted tenure.

During the same time period, the percentage of white and POC faculty receiving tenure was virtually the same (90.7% of all white faculty and 90.9 of all POC faculty applying for tenure). However, in the STEM colleges the success rate was higher for POC faculty than the rate for white faculty (89.9% compared to 82.6%).