

Promotion Review Outcomes by Gender: Assistant to Associate Professor (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	5	2	11	4	3	2	10	3	2	0	1	1
NONSTEM DEPARTMENTS	9	0	13	2	9	0	12	2	0	0	0	0
OVERALL	14	2	24	6	12	2	22	5	2	0	1	1

	Approvals			
	%WOMEN	%MEN	%White	%POC
STEM DEPARTMENTS	71.4%	86.7%	81.3%	83.3%
NONSTEM DEPARTMENTS	100.0%	93.3%	95.5%	100.0%
OVERALL	87.5%	90.0%	89.5%	87.5%

Between 2005 and 2007, the percentage of female and male faculty receiving promotion to associate professor was 87.5% and 90.0%, respectively. In the STEM colleges, the promotion to associate rank success rate was 71.4% for women and 86.7% for men. Of the seven women who applied for promotion to associate, five were promoted.

In the STEM colleges, the promotion to associate success rate was higher for POC faculty (83.3% compared to 81.3%).