
Gender Comparison of Merit and Promotion (M/P) Actions

March 12, 2021

This report examines M/P actions, by Gender, during the combined years AY17-18, AY18-19 and AY19-20. An index to the summary tables is as follows:

Table(s)	Description
1-4	Merits/Decelerated Merits
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9-11	Promotions
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19-21	Career Reviews
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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 is the same for the two gender groups. Large p-values suggest there is no evidence to reject the null hypothesis, and a traditional cutoff value for deciding on statistical significance .05

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	113	11	124	91.1%	0.57
Male	163	21	184	88.6%	

Table 1. Assistant Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	54	7	61	88.5%	0.33
Male	58	13	71	81.7%	

Table 2. Associate Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	31	3	34	91.2%	0.41
Male	102	20	122	83.6%	

Table 3. Full Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	198	21	219	90.4%	0.10
Male	323	54	377	85.7%	

Table 4. Overall Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	7	0	7	100%	1.0
Male	12	1	13	92.9%	

Table 5. Assistant Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	5	1	6	83.3%	1.0
Male	17	3	20	85.0%	

Table 6. Associate Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	20	3	23	87.0%	0.10
Male	17	9	26	65.4%	

Table 7. Full Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	32	4	36	88.9%	0.27
Male	46	13	59	78.0%	

Table 8. Overall Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	33	1	34	97.1%	1.0
Male	52	3	55	94.5%	

Table 9. Promotions to Associate

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	14	0	14	100%	1.0
Male	34	1	35	97.1%	

Table 10. Promotions to Full

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	47	1	48	97.9%	0.66
Male	86	4	90	95.6%	

Table 11. Overall Promotions

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	1	1	2	50.0%	0.46
Male	16	5	21	76.2%	

Table 12. Advancement to Prof VI

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	3	1	4	75.0%	1.0
Male	12	3	15	80.0%	

Table 13. Advancement to A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	6	1	7	85.7%	1.0
Male	25	8	33	75.8%	

Table 14. Advancement within A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	6	4	10	60.0%	0.66
Male	4	5	9	44.4%	

Table 15. Associate Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	6	0	6	100%	1.0
Male	14	1	15	93.3%	

Table 16. Full Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	12	4	16	75.0%	1.0
Male	18	6	24	75.0%	

Table 17. Overall Quinquennials

Gender	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	10	19	1	30	33.3%	0.47
Male	17	19	4	40	42.5%	

Table 18. Assistant Professor Appraisals

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	2	0	2	100%	1.0
Male	3	0	3	100%	

Table 19. Associate Professor Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	4	0	4	100%	1.0
Male	7	2	9	77.8%	

Table 20. Full Professor Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	6	0	6	100%	0.53
Male	10	2	12	83.3%	

Table 21. Overall Career Reviews

Gender	Additional O/S	No Additional O/S	Total	% Additional O/S	Fisher's Exact Test
Female	48	344	392	12.2%	0.77
Male	80	609	689	11.6%	

Table 22. Additional O/S