
Three Group Ethnicity Comparison of Merit and Promotion (M/P) Actions

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This report examines M/P actions, for three groups of Ethnicity, 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
5-8	Accelerated Merits
9-11	Promotions
12	Advancement to Step VI
13	Advancement to A/S
14	Advancement within A/S
15-17	Quinquennials
18	Appraisals
19-21	Career Reviews
22	Additional O/S

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 three 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 .05

Note that in this analysis the "Unknown" ethnicities have been excluded.

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	13	1	14	92.9%	0.16
Not Asian or White	14	0	14	100%	
White	27	7	34	79.4%	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	24	6	30	80%	0.64
Not Asian or White	20	4	24	83.3%	
White	43	6	49	87.8%	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	16	3	19	84.2%	1.0
Not Asian or White	21	3	24	87.5%	
White	73	14	87	83.9%	

Table 3. Full Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	53	10	63	84.1%	0.71
Not Asian or White	55	7	62	88.7%	
White	143	27	170	84.1%	

Table 4. Overall Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	0	0	0	n/a	1.0
Not Asian or White	0	0	0	n/a	
White	3	0	3	100%	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	5	1	6	83.3%	1.0
Not Asian or White	1	0	1	100%	
White	10	1	11	90.9%	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	2	10	80%	0.86
Not Asian or White	3	0	3	100%	
White	24	9	33	72.7%	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	13	3	16	81.3%	0.88
Not Asian or White	4	0	4	100%	
White	37	10	47	78.7%	

Table 8. Overall Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	15	0	15	100%	0.20
Not Asian or White	8	1	9	88.9%	
White	20	0	20	100%	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	1	9	88.9%	0.35
Not Asian or White	4	0	4	100%	
White	24	0	24	100%	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	23	1	24	95.8%	0.21
Not Asian or White	12	1	13	92.3%	
White	44	0	44	100%	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	4	3	7	57.1%	0.28
Not Asian or White	3	1	4	75%	
White	9	1	10	90%	

Table 12. Advancement to Prof VI

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	3	1	4	75%	1.0
Not Asian or White	2	0	2	100%	
White	7	2	9	77.8%	

Table 13. Advancement to A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100%	0.73
Not Asian or White	5	2	7	71.4%	
White	22	6	28	78.6%	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	0	1	1	0%	0.58
Not Asian or White	3	1	4	75%	
White	7	7	14	100%	

Table 15. Associate Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100%	1.0
Not Asian or White	5	0	5	100%	
White	13	1	14	92.9%	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	1	2	50%	0.34
Not Asian or White	8	1	9	88.9%	
White	20	8	28	71.4%	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	%Positive	Fisher's Exact Test
Asian	4	3	1	8	50%	0.88
Not Asian or White	2	2	0	4	50%	
White	9	11	2	22	40.9%	

Table 18. Assistant Professor Appraisals

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100%	1.0
Not Asian or White	1	0	1	100%	
White	0	0	0	n/a	

Table 19. Associate Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	0	0	0	n/a	1.0
Not Asian or White	1	0	1	100%	
White	9	2	11	81.8%	

Table 20. Full Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100%	1.0
Not Asian or White	1	0	1	100%	
White	9	2	11	81.8%	

Table 21. Overall Career Reviews

Ethnicity Group	Additional O/S	No Additional O/S	Total	% Additional O/S	Fisher's Exact Test
Asian	16	115	131	12.2%	0.46
Not Asian or White	9	95	104	8.7%	
White	49	319	368	13.3%	

Table 22. Additional O/S