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

March 12, 2021

This report examines M/P actions, for two 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 two 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

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	249	25	274	90.9%	0.065
White	27	7	34	79.4%	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	69	14	83	83.1%	0.62
White	43	6	49	87.8%	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	60	9	69	87.0%	0.65
White	73	14	87	83.0%	

Table 3. Full Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	378	48	426	88.7%	0.13
White	143	27	170	84.1%	

Table 4. Overall Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	16	1	17	94.1%	1.0
White	3	0	3	100%	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	12	3	15	80.0%	0.61
White	10	1	11	90.9%	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	13	3	16	81.3%	0.73
White	24	9	33	72.7%	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	41	7	48	85.4%	0.43
White	37	10	47	78.7%	

Table 8. Overall Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	65	4	69	94.2%	0.57
White	20	0	20	100%	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	24	1	25	96.0%	1.0
White	24	0	24	100%	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	89	5	94	94.7%	0.18
White	44	0	44	100%	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	8	5	13	61.5%	0.18
White	9	1	10	90.0%	

Table 12. Advancement to Prof VI

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	8	2	10	80.0%	1.0
White	7	2	9	77.8%	

Table 13. Advancement to A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	9	3	12	75.0%	1.0
White	22	6	28	78.6%	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	3	2	5	60.0%	1.0
White	7	7	14	50.0%	

Table 15. Associate Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	7	0	7	100%	1.0
White	13	1	14	92.9%	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	10	2	12	83.3%	0.63
White	20	8	28	71.4%	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	29	16	3	48	60.4%	0.20
White	9	11	2	22	40.9%	

Table 18. Assistant Professor Appraisals

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	4	0	4	100%	1.0
White	1	0	1	100%	

Table 19. Associate Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	3	0	3	100%	1.0
White	8	2	10	80%	

Table 20. Full Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Non-White	7	0	7	100%	0.50
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
Non-White	79	625	704	11.2%	0.43
White	49	328	377	14.9%	

Table 22. Additional O/S