

Three Group Ethnicity Comparison of M/P Actions

This report examines M/P actions, for three groups of Ethnicity, during the combined years AY17-18, AY18-19, AY19-20, and AY20-21. 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
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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 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 Fisher's Exact Test does not include the Unknown category.

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	21	1	22	95.5%	0.26
Not Asian or White	7	0	7	100.0%	
White	33	7	40	82.5%	
Unknown	294	24	318	92.5%	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	46	9	55	83.6%	0.35
Not Asian or White	11	3	14	78.6%	
White	57	6	63	90.5%	
Unknown	37	4	41	90.2%	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	33	6	39	84.6%	0.60
Not Asian or White	13	3	16	81.3%	
White	107	15	122	87.7%	
Unknown	38	3	41	92.7%	

Table 3. Full Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	100	16	116	86.2%	0.74
Not Asian or White	31	6	37	83.8%	
White	197	28	225	87.6%	
Unknown	369	31	400	92.3%	

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	100.0%	
Unknown	19	1	20	95.0%	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	6	1	7	85.7%	1.0
Not Asian or White	1	0	1	100.0%	
White	13	1	14	92.9%	
Unknown	9	2	11	81.8%	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	19	2	21	90.5%	0.31
Not Asian or White	0	0	0	n/a	
White	33	9	42	78.6%	
Unknown	4	1	5	80.0%	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	25	3	28	89.3%	0.60
Not Asian or White	1	0	1	100.0%	
White	49	10	59	83.1%	
Unknown	32	4	36	88.9%	

Table 8. Overall Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	25	1	26	96.2%	1.0
Not Asian or White	4	0	4	100.0%	
White	25	0	25	100.0%	
Unknown	58	2	60	96.7%	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	18	1	19	94.7%	0.41
Not Asian or White	4	0	4	100.0%	
White	33	0	33	100.0%	
Unknown	18	0	18	100.0%	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	43	2	45	95.6%	0.30
Not Asian or White	8	0	8	100.0%	
White	58	0	58	100.0%	
Unknown	79	2	81	97.5%	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	9	4	13	69.2%	0.28
Not Asian or White	4	1	5	80.0%	
White	13	1	14	92.9%	
Unknown	3	1	4	75.0%	

Table 12. Advancement to Prof VI

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	1	9	88.9%	1.0
Not Asian or White	0	0	0	n/a	
White	10	2	12	83.3%	
Unknown	3	1	4	75.0%	

Table 13. Advancement to A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	7	0	7	100.0%	0.12
Not Asian or White	2	2	4	50.0%	
White	26	8	34	76.5%	
Unknown	4	2	6	66.7%	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	2	2	4	50.0%	0.44
Not Asian or White	3	0	3	100.0%	
White	9	7	16	56.3%	
Unknown	0	1	1	0.0%	

Table 15. Associate Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	4	0	4	100.0%	1.0
Not Asian or White	3	0	3	100.0%	
White	21	2	23	91.3%	
Unknown	1	0	1	100.0%	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	6	2	8	75.0%	0.55
Not Asian or White	6	0	6	100.0%	
White	30	9	39	76.9%	
Unknown	1	1	2	50.0%	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	%Positive	Fisher's Exact Test
Asian	5	4	1	10	50.0%	0.86
Not Asian or White	1	1	0	2	50.0%	
White	10	12	2	24	41.7%	
Unknown	45	14	2	61	73.8%	

Table 18. Assistant Professor Appraisals

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100.0%	1.0
Not Asian or White	0	0	0	n/a	
White	1	0	1	100.0%	
Unknown	4	0	4	100.0%	

Table 19. Associate Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	1	0	1	100.0%	1.0
Not Asian or White	0	0	0	n/a	
White	11	2	13	84.6%	
Unknown	2	0	2	100.0%	

Table 20. Full Professor Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	2	0	2	100.0%	1.0
Not Asian or White	0	0	0	n/a	
White	12	2	14	85.7%	
Unknown	6	0	6	100.0%	

Table 21. Overall Career Reviews

Ethnicity Group	Additional O/S	No Additional O/S	Total	% Additional O/S	Fisher's Exact Test
Asian	27	226	253	10.7%	0.65
Not Asian or White	10	60	70	14.3%	
White	75	563	638	11.8%	
Unknown	91	421	512	17.8%	

Table 22. Additional O/S