

Five Group Ethnicity Comparison of M/P Actions

This report examines M/P actions, for five groups of Ethnicity, during the combined years AY17-18, AY18-19, AY19-20, and AY 20-21. An index to the summary tables is as follows:

Table(s)	Description
1-4	Merits/Decelerated Merits
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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 the category "Native Hawaiian or Other Pacific Islander" is not included in this analysis due to this category not being listed in the UCR personnel management system (ACAPER).

Note that Fisher's Exact Test does not include the Unknown category.

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	1	0	1	100.0	0.47
Asian	21	1	22	95.5	
Black/African American	1	0	1	100.0	
Hispanic/Latino	5	0	5	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
American Indian/Alaska Native	2	1	3	66.7	0.20
Asian	46	9	55	83.6	
Black/African American	1	1	2	50.0	
Hispanic/Latino	8	1	9	88.9	
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
American Indian/Alaska Native	0	0	0	n/a	0.47
Asian	33	6	39	84.6	
Black/African American	2	1	3	66.7	
Hispanic/Latino	11	2	13	84.6	
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
American Indian/Alaska Native	3	1	4	75.0	0.40
Asian	100	16	116	86.2	
Black/African American	4	2	6	66.7	
Hispanic/Latino	24	3	27	88.9	
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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	0	0	0	n/a	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	6	1	7	85.7	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	0	0	n/a	0.31
Asian	19	2	21	90.5	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	0	0	n/a	0.60
Asian	25	3	28	89.3	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	1	0	1	100.0	1.0
Asian	25	1	26	96.2	
Black/African American	0	0	0	n/a	
Hispanic/Latino	3	0	3	100.0	
White	25	0	25	100.0	
Unknown	61	2	63	96.8	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	n/a	0.41
Asian	18	1	19	94.7	
Black/African American	1	0	1	100.0	
Hispanic/Latino	3	0	3	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
American Indian/Alaska Native	1	0	1	100.0	0.30
Asian	43	2	45	95.6	
Black/African American	1	0	1	100.0	
Hispanic/Latino	6	0	6	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
American Indian/Alaska Native	0	0	0	n/a	0.16
Asian	9	4	13	69.2	
Black/African American	3	0	3	100.0	
Hispanic/Latino	1	1	2	50.0	
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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	8	1	9	88.9	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	1	1	2	50.0	0.16
Asian	7	0	7	100.0	
Black/African American	0	0	0	n/a	
Hispanic/Latino	1	1	2	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
American Indian/Alaska Native	0	0	0	n/a	0.62
Asian	2	2	4	50.0	
Black/African American	1	0	1	100.0	
Hispanic/Latino	2	0	2	100.0	
White	7	7	14	50.0	
Unknown	0	1	1	0.0	

Table 15. Associate Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	4	0	4	100.0	
Black/African American	2	0	2	100.0	
Hispanic/Latino	1	0	1	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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	6	2	8	75.0	
Black/African American	3	0	3	100.0	
Hispanic/Latino	3	0	3	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
American Indian/Alaska Native	0	0	0	0	n/a	0.52
Asian	1	4	1	2	50.0	
Black/African American	0	0	0	0	n/a	
Hispanic/Latino	1	1	0	1	100.0	
White	10	12	2	12	83.3	
Unknown	45	14	2	47	95.7	

Table 18. Assistant Professor Appraisals

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	1	0	1	100.0	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	1	0	1	100.0	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	0	0	n/a	1.0
Asian	2	0	2	100.0	
Black/African American	0	0	0	n/a	
Hispanic/Latino	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
American Indian/Alaska Native	0	10	10	0.0	0.29
Asian	27	226	253	10.7	
Black/African American	2	13	15	13.3	
Hispanic/Latino	8	37	45	17.8	
White	75	421	496	15.1	
Unknown	91	563	654	13.9	

Table 22. Additional O/S