

## Gender Comparison of M/P Actions

This report examines M/P actions, by Gender, 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
22	New 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 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	147	11	158	93.0%	0.46
Male	208	21	229	90.8%	
Total	355	32	387	91.7%	

Table 1. Assistant Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	72	8	80	90.0%	0.37
Male	79	14	93	84.9%	
Total	151	22	173	87.3%	

Table 2. Associate Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	48	4	52	92.3%	0.34
Male	143	23	166	86.1%	
Total	191	27	218	87.6%	

Table 3. Full Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	267	23	290	92.1%	0.09
Male	430	58	488	88.1%	
Total	697	81	778	89.6%	

Table 4. Overall Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	8	0	8	100.0%	1.0
Male	14	1	15	93.3%	
Total	22	1	23	95.7%	

Table 5. Assistant Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	7	1	8	87.5%	1.0
Male	22	3	25	88.0%	
Total	29	4	33	87.9%	

Table 6. Associate Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	24	3	27	88.9%	0.34
Male	32	9	41	78.0%	
Total	56	12	68	82.4%	

Table 7. Full Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	39	4	43	90.7%	0.41
Male	68	13	81	84.0%	
Total	107	17	124	86.3%	

Table 8. Overall Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	46	1	47	97.9%	1.0
Male	69	2	71	97.2%	
Total	115	3	118	97.5%	

Table 9. Promotions to Associate

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	26	0	26	100.0%	1.0
Male	47	1	48	97.9%	
Total	73	1	74	98.6%	

Table 10. Promotions to Full

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	72	1	73	98.6%	1.0
Male	116	3	119	97.5%	
Total	188	4	192	97.9%	

Table 11. Overall Promotions

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	4	1	5	80.0%	1.0
Male	25	6	31	80.6%	
Total	29	7	36	80.6%	

Table 12. Advancement to Prof VI

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	5	1	6	83.3%	1.0
Male	16	3	19	84.2%	
Total	21	4	25	84.0%	

Table 13. Advancement to A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	8	1	9	88.9%	0.67
Male	31	11	42	73.8%	
Total	39	12	51	76.5%	

Table 14. Advancement within A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	7	4	11	63.6%	0.70
Male	7	6	13	53.8%	
Total	14	10	24	58.3%	

Table 15. Associate Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	9	0	9	100.0%	1.0
Male	20	2	22	90.9%	
Total	29	2	31	93.5%	

Table 16. Full Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	16	4	20	80.0%	1.0
Male	27	8	35	77.1%	
Total	43	12	55	78.2%	

Table 17. Overall Quinquennials

Gender	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	30	11	1	42	71.4%	0.14
Male	31	20	4	55	56.4%	
Total	61	31	5	97	62.9%	

Table 18. Assistant Professor Appraisals

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	2	0	2	100.0%	1.0
Male	4	0	4	100.0%	
Total	6	0	6	100.0%	

Table 19. Associate Professor Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	5	0	5	100.0%	1.0
Male	9	2	11	81.8%	
Total	14	2	16	87.5%	

Table 20. Full Professor Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	7	0	7	100.0%	1.0
Male	13	2	15	86.7%	
Total	20	2	22	90.9%	

Table 21. Overall Career Reviews

Gender	New O/S	No New O/S	Total	% New O/S	Fisher's Exact Test
Female	79	461	540	14.6%	0.48
Male	124	809	933	13.3%	
Total	203	1270	1473	13.8%	
	Undetermined*		28		
Total			1501		

Table 22. New O/S

\*The data analyzed was not conclusive about whether new O/S was awarded or not