

## 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 (% Positive) 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 is .05.

Note that Fisher's Exact Test does not include the 'Unknown or Declined to State' category.

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	118	6	124	95.2%	0.22
Not Asian or White	60	7	67	89.6%	
White	155	17	172	90.1%	
Unknown or Declined to State	22	2	24	91.7%	
Total	355	32	387	91.7%	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	58	10	68	85.3%	0.67
Not Asian or White	21	4	25	84.0%	
White	68	8	76	89.5%	
Unknown or Declined to State	4	0	4	100.0%	
Total	151	22	173	87.3%	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	39	6	45	86.7%	0.74
Not Asian or White	20	4	24	83.3%	
White	123	17	140	87.9%	
Unknown or Declined to State	9	0	9	100.0%	
Total	191	27	218	87.6%	

Table 3. Full Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	215	22	237	90.7%	0.57
Not Asian or White	101	15	116	87.1%	
White	346	42	388	89.2%	
Unknown or Declined to State	35	2	37	94.6%	
Total	697	81	778	89.6%	

Table 4. Overall Professor Normal/Decelerated Merits

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	11	1	12	91.7%	
Unknown or Declined to State	4	0	4	100.0%	
Total	22	1	23	95.7%	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	1	9	88.9%	1.0
Not Asian or White	4	0	4	100.0%	
White	14	2	16	87.5%	
Unknown or Declined to State	3	1	4	75.0%	
Total	29	4	33	87.9%	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	19	2	21	90.5%	0.48
Not Asian or White	0	0	0	N/A	
White	35	9	44	79.5%	
Unknown or Declined to State	2	1	3	66.7%	
Total	56	12	68	82.4%	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	31	3	34	91.2%	0.46
Not Asian or White	7	0	7	100.0%	
White	60	12	72	83.3%	
Unknown or Declined to State	9	2	11	81.8%	
Total	107	17	124	86.3%	

Table 8. Overall Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	43	2	45	95.6%	0.77
Not Asian or White	17	0	17	100.0%	
White	46	1	47	97.9%	
Unknown or Declined to State	9	0	9	100.0%	
Total	115	3	118	97.5%	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	22	1	23	95.7%	0.44
Not Asian or White	7	0	7	100.0%	
White	38	0	38	100.0%	
Unknown or Declined to State	6	0	6	100.0%	
Total	73	1	74	98.6%	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	65	3	68	95.6%	0.36
Not Asian or White	24	0	24	100.0%	
White	84	1	85	98.8%	
Unknown or Declined to State	15	0	15	100.0%	
Total	188	4	192	97.9%	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	9	4	13	69.2%	0.56
Not Asian or White	5	1	6	83.3%	
White	14	2	16	87.5%	
Unknown or Declined to State	1	0	1	100.0%	
Total	29	7	36	80.6%	

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	1	0	1	100.0%	
White	11	2	13	84.6%	
Unknown or Declined to State	1	1	2	50.0%	
Total	21	4	25	84.0%	

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	3	3	6	50.0%	
White	28	9	37	75.7%	
Unknown or Declined to State	1	0	1	100.0%	
Total	39	12	51	76.5%	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	2	2	4	50.0%	0.85
Not Asian or White	3	1	4	75.0%	
White	9	7	16	56.3%	
Unknown or Declined to State	0	0	0	N/A	
Total	14	10	24	58.3%	

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	2	0	2	100.0%	
White	23	2	25	92.0%	
Unknown or Declined to State	0	0	0	N/A	
Total	29	2	31	93.5%	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	6	2	8	75.0%	1.0
Not Asian or White	5	1	6	83.3%	
White	32	9	41	78.0%	
Unknown or Declined to State	0	0	0	N/A	
Total	43	12	55	78.2%	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	18	7	3	28	64.3%	0.95
Not Asian or White	7	4	0	11	63.6%	
White	31	19	2	52	59.6%	
Unknown or Declined to State	5	1	0	6	83.3%	
Total	61	31	5	97	62.9%	

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	1	0	1	100.0%	
White	4	0	4	100.0%	
Unknown or Declined to State	0	0	0	N/A	
Total	6	0	6	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 or Declined to State	2	0	2	100.0%	
Total	14	2	16	87.5%	

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	1	0	1	100.0%	
White	15	2	17	88.2%	
Unknown or Declined to State	2	0	2	100.0%	
Total	20	2	22	90.9%	

Table 21. Overall Career Reviews

Ethnicity Group	New O/S	No New O/S	Total	% New O/S	Fisher's Exact Test
Asian	47	392	439	10.7%	0.10
Not Asian or White	31	161	192	16.1%	
White	109	653	762	14.3%	
Unknown or Declined to State	16	64	80	20.0%	
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