

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.

In the case of multiple actions, the Final Review Outcome from the ACAPER (Academic Personnel) system is what is reflected in these tables.

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	159	11	170	93.5	0.37
Male	232	23	255	91.0	
Total	391	34	425	92.0	

Table 1. Assistant Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	74	7	81	91.4	0.48
Male	96	14	110	87.3	
Total	170	21	191	89.0	

Table 2. Associate Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	50	4	54	92.6	0.24
Male	141	23	164	86.0	
Total	191	27	218	87.6	

Table 3. Full Professor Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	283	22	305	92.8	0.054
Male	469	60	529	88.7	
Total	752	82	834	90.2	

Table 4. Overall Normal/Decelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	15	0	15	100.0	1.0
Male	18	1	19	94.7	
Total	33	1	34	97.1	

Table 5. Assistant Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	8	2	10	80	0.63
Male	20	3	23	87.0	
Total	28	5	33	84.8	

Table 6. Associate Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	21	3	24	87.5	0.74
Male	41	9	50	82.0	
Total	62	12	74	83.8	

Table 7. Full Professor Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	44	5	49	89.8	0.60
Male	79	13	92	85.9	
Total	123	18	141	87.2	

Table 8. Overall Accelerated Merits

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	51	1	52	98.1	1.0
Male	76	2	78	97.4	
Total	127	3	130	97.7	

Table 9. Promotions to Associate

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	27	0	27	100.0	1.0
Male	48	1	49	98.0	
Total	75	1	76	98.7	

Table 10. Promotions to Full

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	78	1	79	98.7	1.0
Male	124	3	127	97.6	
Total	202	4	206	98.1	

Table 11. Overall Promotions

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	4	1	5	80.0	1.0
Male	21	6	27	77.8	
Total	25	7	32	78.1	

Table 12. Advancement to Prof VI

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	5	0	5	100.0	1.0
Male	16	3	19	84.2	
Total	21	3	24	87.5	

Table 13. Advancement to A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	8	1	9	88.9	0.42
Male	29	11	40	72.5	
Total	37	12	49	75.5	

Table 14. Advancement within A/S

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	8	4	12	66.7	0.69
Male	7	6	13	53.8	
Total	15	10	25	60.0	

Table 15. Associate Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	9	0	9	100.0	1.0
Male	21	1	22	95.5	
Total	30	1	31	96.8	

Table 16. Full Professor Quinquennials

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	17	4	21	81.0	1.0
Male	28	7	35	80.0	
Total	45	11	56	80.4	

Table 17. Overall Quinquennials

Gender	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	31	12	2	45	68.9	0.22
Male	32	21	5	58	55.2	
Total	63	33	7	103	61.2	

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	4	0	4	100.0	1.0
Male	8	2	10	80.0	
Total	12	2	14	85.7	

Table 20. Full Professor Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	6	0	6	100.0	1.0
Male	12	2	14	85.7	
Total	18	2	20	90.0	

Table 21. Overall Career Reviews

Gender	Positive	Negative	Total	% Positive	Fisher's Exact Test
Female	78	425	503	15.5	0.34
Male	124	784	908	13.7	
Total	202	1209	1411	14.3	
	Undetermined*		64		
Total			1475		

Table 22. New O/S as Part of M/P Outcome

Note: New O/S awarded is categorized as positive outcome and No O/S or Continuing O/S awarded is categorized as negative outcome.

*The field indicating the status of Final O/S Type was blank.