

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
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14	Advancement within A/S
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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.

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

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	130	6	136	95.6	0.09
Not Asian or White	63	8	71	88.7	
White	165	19	184	89.7	
Unknown or Declined to State	33	1	34	97.1	
Total	391	34	425	92.0	

Table 1. Assistant Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	61	10	71	85.9	0.66
Not Asian or White	23	3	26	88.5	
White	77	8	85	90.6	
Unknown or Declined to State	9	0	9	100.0	
Total	170	21	191	89.0	

Table 2. Associate Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	42	6	48	87.5	0.55
Not Asian or White	16	4	20	80.0	
White	125	17	142	88.0	
Unknown or Declined to State	8	0	8	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	233	22	255	91.4	0.45
Not Asian or White	102	15	117	87.2	
White	367	44	411	89.3	
Unknown or Declined to State	50	1	51	98.0	
Total	752	82	834	90.2	

Table 4. Overall Professor Normal/Decelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	0	8	100.0	1.0
Not Asian or White	7	0	7	100.0	
White	16	1	17	94.1	
Unknown or Declined to State	2	0	2	100.0	
Total	33	1	34	97.1	

Table 5. Assistant Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	8	1	9	88.9	0.53
Not Asian or White	2	1	3	66.7	
White	16	2	18	88.9	
Unknown or Declined to State	2	1	3	66.7	
Total	28	5	33	84.8	

Table 6. Associate Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	18	2	20	90.0	0.69
Not Asian or White	3	0	3	100.0	
White	39	9	48	81.3	
Unknown or Declined to State	2	1	3	66.7	
Total	62	12	74	83.8	

Table 7. Full Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	34	3	37	91.9	0.66
Not Asian or White	12	1	13	92.3	
White	71	12	83	85.5	
Unknown or Declined to State	6	2	8	75.0	
Total	123	18	141	87.2	

Table 8. Overall Professor Accelerated Merits

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	48	2	50	96.0	0.75
Not Asian or White	18	0	18	100.0	
White	54	1	55	98.2	
Unknown or Declined to State	7	0	7	100.0	
Total	127	3	130	97.7	

Table 9. Promotions to Associate

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	23	1	24	95.8	0.42
Not Asian or White	7	0	7	100.0	
White	42	0	42	100.0	
Unknown or Declined to State	3	0	3	100.0	
Total	75	1	76	98.7	

Table 10. Promotions to Full

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	71	3	74	95.9	0.35
Not Asian or White	25	0	25	100.0	
White	96	1	97	99.0	
Unknown or Declined to State	10	0	10	100.0	
Total	202	4	206	98.1	

Table 11. Overall Promotions

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	7	4	11	63.6	0.33
Not Asian or White	4	1	5	80.0	
White	14	2	16	87.5	
Unknown or Declined to State	0	0	0	N/A	
Total	25	7	32	78.1	

Table 12. Advancement to Prof VI

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	7	1	8	87.5	1.0
Not Asian or White	1	0	1	100.0	
White	13	2	15	86.7	
Unknown or Declined to State	0	0	0	N/A	
Total	21	3	24	87.5	

Table 13. Advancement to A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	7	0	7	100.0	0.13
Not Asian or White	3	3	6	50.0	
White	26	9	35	74.3	
Unknown or Declined to State	1	0	1	100.0	
Total	37	12	49	75.5	

Table 14. Advancement within A/S

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	2	2	4	50.0	1.0
Not Asian or White	3	1	4	75.0	
White	10	7	17	58.8	
Unknown or Declined to State	0	0	0	N/A	
Total	15	10	25	60.0	

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	23	1	24	95.8	
Unknown or Declined to State	0	0	0	N/A	
Total	30	1	31	96.8	

Table 16. Full Professor Quinquennials

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	6	2	8	75.0	0.87
Not Asian or White	6	1	7	85.7	
White	33	8	41	80.5	
Unknown or Declined to State	0	0	0	N/A	
Total	45	11	56	80.4	

Table 17. Overall Quinquennials

Ethnicity Group	Positive	Qualified Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	20	8	4	32	62.5	0.87
Not Asian or White	8	4	0	12	66.7	
White	32	19	3	54	59.3	
Unknown or Declined to State	3	2	0	5	60.0	
Total	63	33	7	103	61.2	

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	10	2	12	83.3	
Unknown or Declined to State	1	0	1	100.0	
Total	12	2	14	85.7	

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	14	2	16	87.5	
Unknown or Declined to State	1	0	1	100.0	
Total	18	2	20	90.0	

Table 21. Overall Career Reviews

Ethnicity Group	Positive	Negative	Total	% Positive	Fisher's Exact Test
Asian	48	378	426	11.3	0.11
Not Asian or White	30	149	179	16.8	
White	110	630	740	14.9	
Unknown or Declined to State	14	52	66	21.2	
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.