Analysis of Faculty Progression by Gender and Ethnicity

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Methods

- Dataset included all current Senate faculty members

- Demographic information, time spent at each step, and number of steps moved at each advancement were recorded for each faculty member

- Time at completed steps and time at current step when that time has already exceeded normative time were included in data analyses

- Error bars when present represent standard error

- Major career steps are promotion to associate, promotion to full, and advance to full VI

- Analyses of 66 Senate faculty who separated from UCR between 2016-2023 show similar characteristics as the analysis of current Senate faculty members
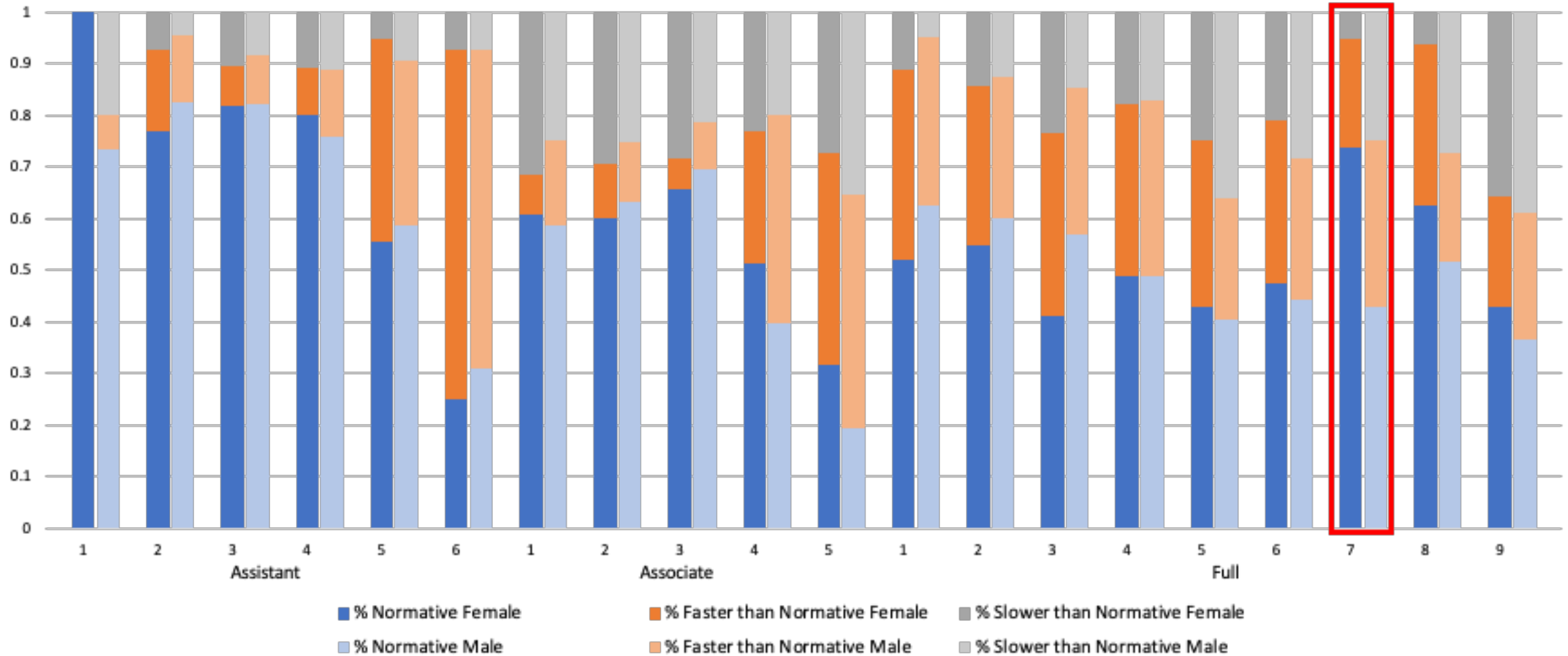
Gender

Dataset includes all current Senate faculty
Total dataset size is 856 individuals
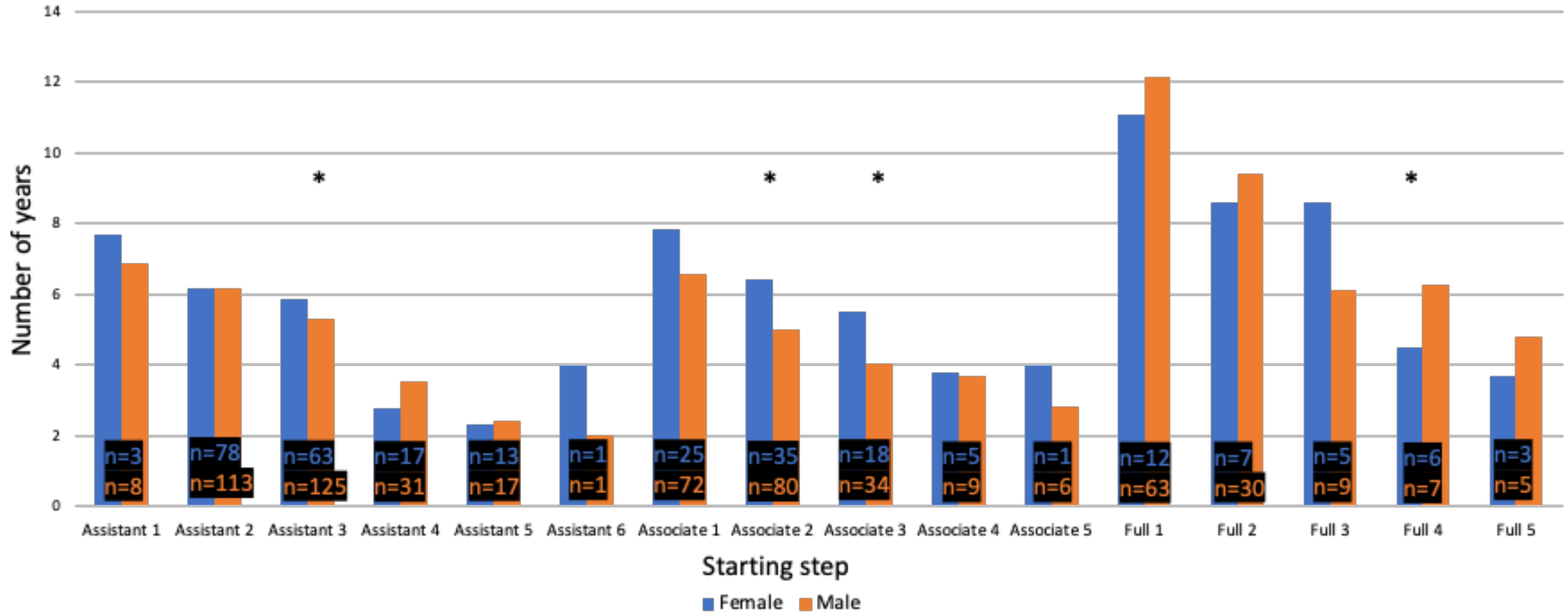
Time Spent at Each Step by Gender
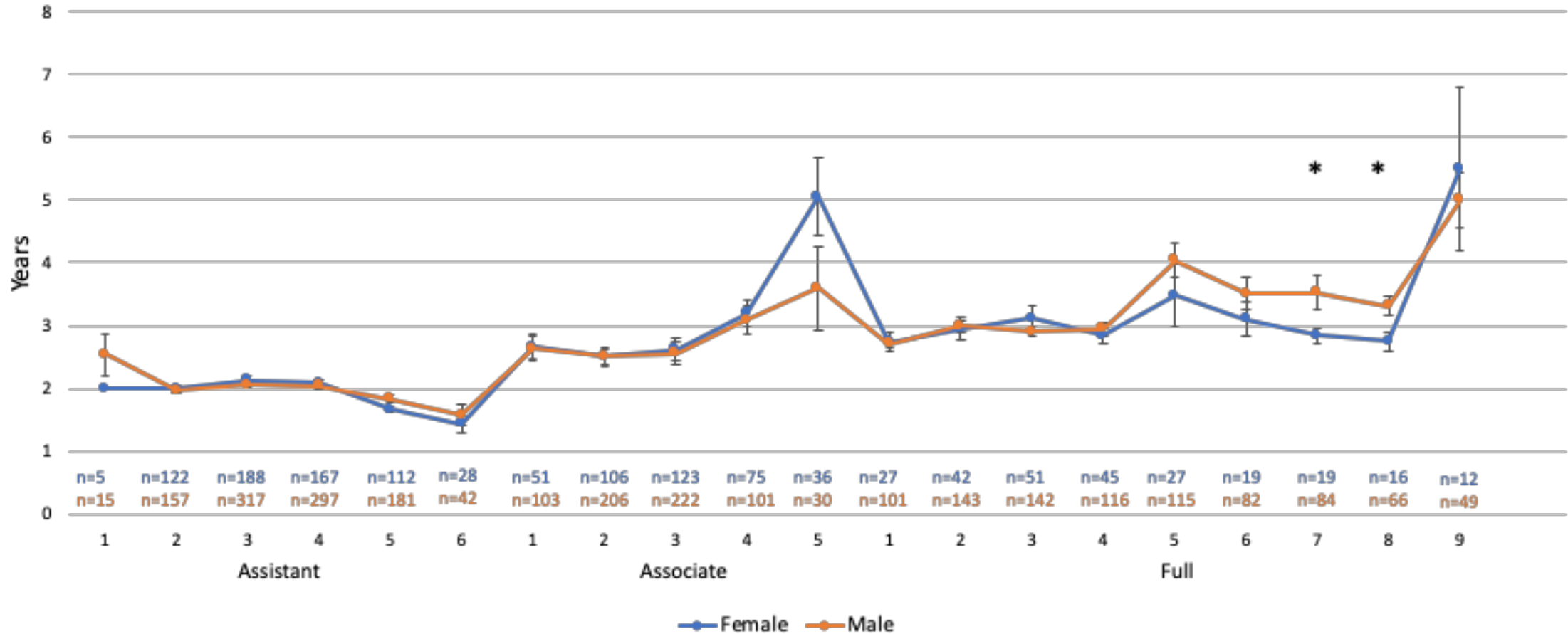
Takeaway: No significance except at steps Full 7 and 8, where males spend more time than females.

Progression Relative to Normative Time by Gender

Takeaway: there is no significant difference in percent of faculty progressing in normative time, except at Full 7.

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Time from Starting Step to Next Major Career Step by Gender

Takeaway: Females take longer to progress to next career milestone if starting at Assistant 3 or Associate 2 or 3. Males take longer to progress to next career milestone if starting at Full 4

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Ethnicity

Dataset includes current Senate faculty, excluding individuals whose ethnicity was unknown
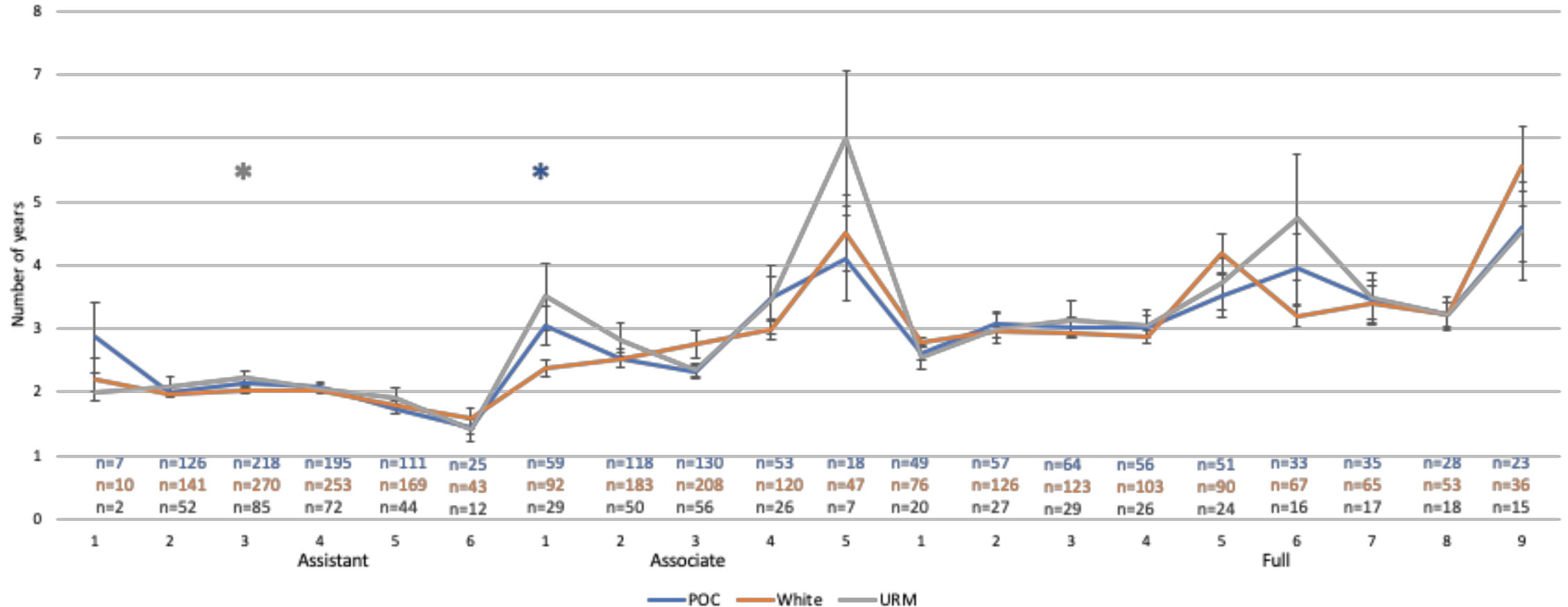Total dataset size is 818 individuals

Ethnicity categories are:
White
POC – Any ethnicity other than White
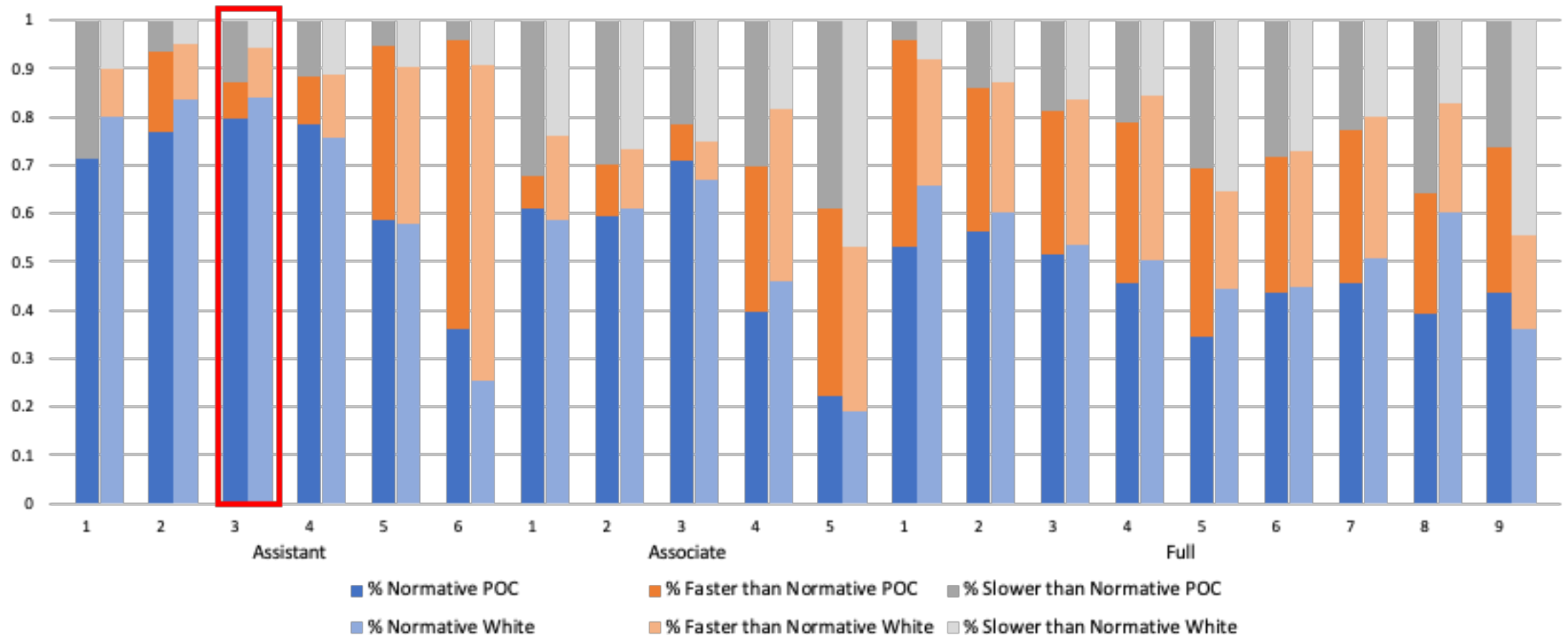URM- Any POC ethnicity other than East Asian

Time Spent at Each Step by Ethnicity

Takeaway: White faculty progress significantly faster than URM faculty at Assistant 3 and faster than POC faculty at Associate 1.
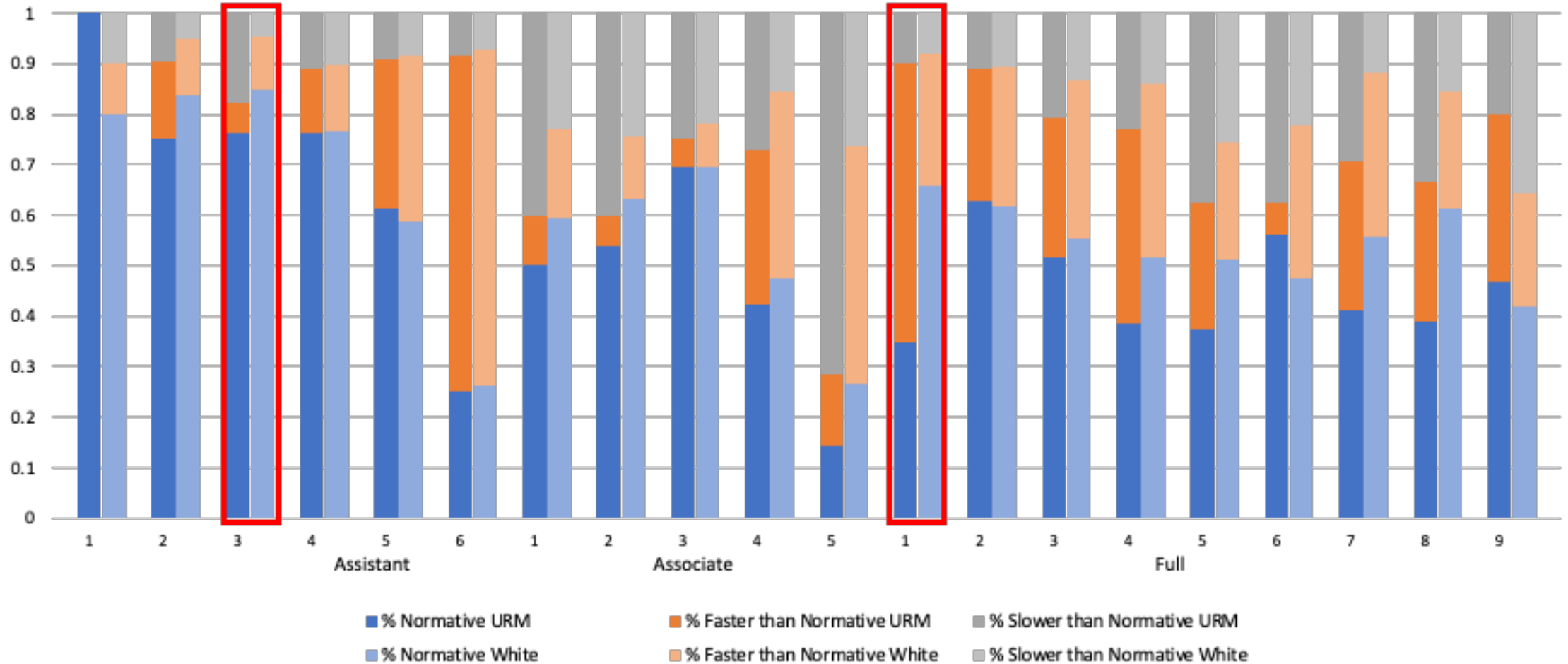
Progression Relative to Normative Time
# (POC compared to White)

Takeaway: No significance except at Assistant 3, where there is a significantly higher number of white faculty progressing faster than normative compared to POC faculty

Progression Relative to Normative Time
(URM compared to White)

Takeaway: At Assistant 3 there is a significantly higher number of URM faculty progressing slower than normative compared to white faculty, and at Full 1 there is a significantly higher number of URM faculty are progressing faster than normative compared to white faculty.

Time from Starting Step to Next Major Career Step by Ethnicity
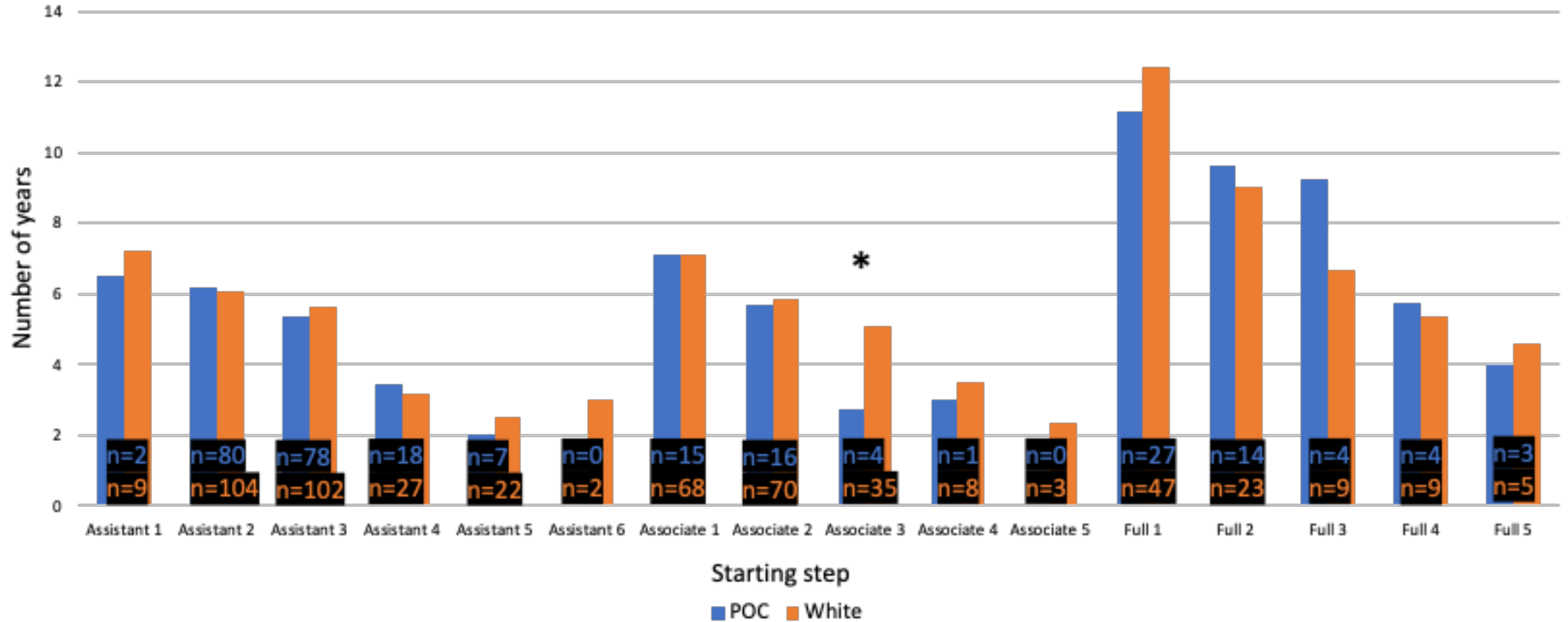
Takeaway: No significance except at Associate 3, where POC faculty progress to next career milestone significantly faster than white faculty. Sample size for URM faculty was too small to report this analysis

Statistical Methods

- Comparisons of time spent at each step were made using a two-way T-test assuming unequal variance with a significance threshold of 0.05.

- Comparisons of number of faculty who progressed in normative time were made using a two-sided Fisher's test with a significance threshold of 0.05.

- Comparisons of time spent to advance to the next major career step were completed using a Wilcoxon's rank sum exact test to account for small sample size.