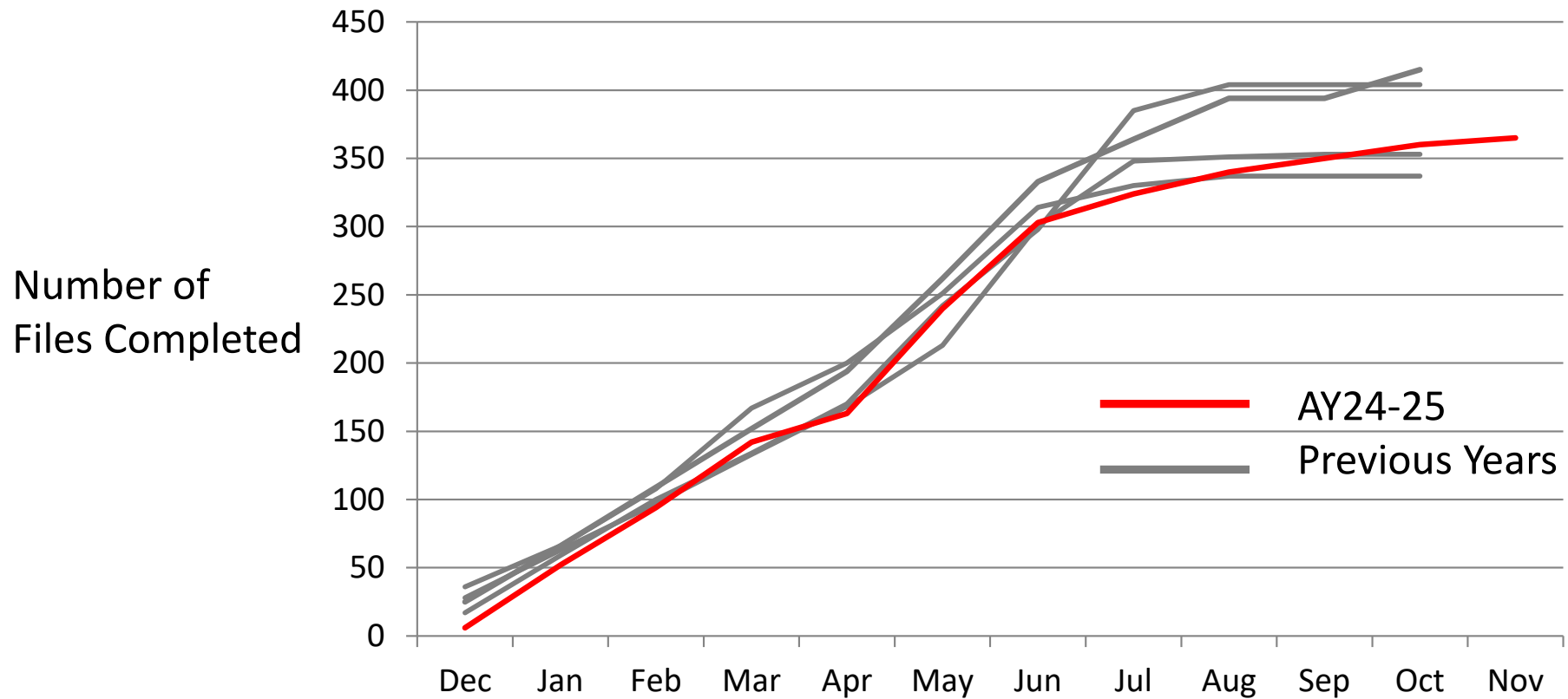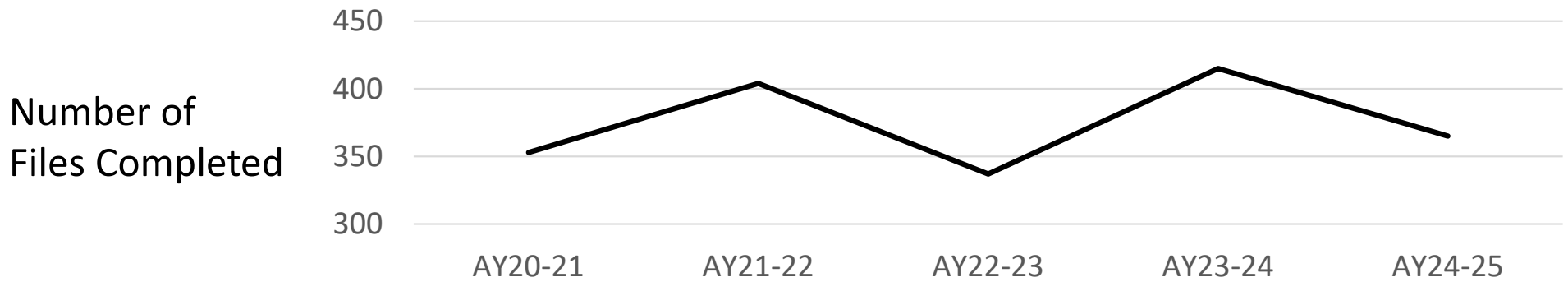AY24-25 Year-End Review of M/P Files

Academic Personnel Office

December 3, 2025

1. Volume and Throughput
2. Agreement Rates
3. Gender Equity Review
4. Ethnicity Equity Review
5. Scoring Metric Analysis
6. Denied Actions
7. Year-to-Year Trends

M/P File Throughput

Number of
Files Completed

Number of
Files Completed

Agreement Rate Analysis

1. An M/P file can have multiple decisions. For example, a merit advance is one decision but a second decision might be about new O/S. Another example is that multiple placement levels might be considered at promotion.

2. Excluding reappointments, quinquennials, and appraisals, there were 714 AY24-25 decisions made during reviews at the Department, at the Dean's Office, at CAP, by the VPAP, and by the Provost.

3. The agreement rates shown in the tables are the percentage of the decision that the row entity and the column entity agreed upon.

4. Arrows point toward the decision entity that was supportive more often as determined by a 5% McNemar test. Absence of an arrow implies there was no tendency for one or the other entities to be more supportive.

5. All data from APO Dashboard (https://ucriverside.cloud.looker.com/login) as of 10/31/2025

N=714	Department	Dean	CAP	VPAP	Provost	Chancellor
Department		←88	←85	←84	86	83
Dean			86	87	87↑	84↑
CAP				91	94↑	93↑
VPAP					96↑	96↑
Provost						100
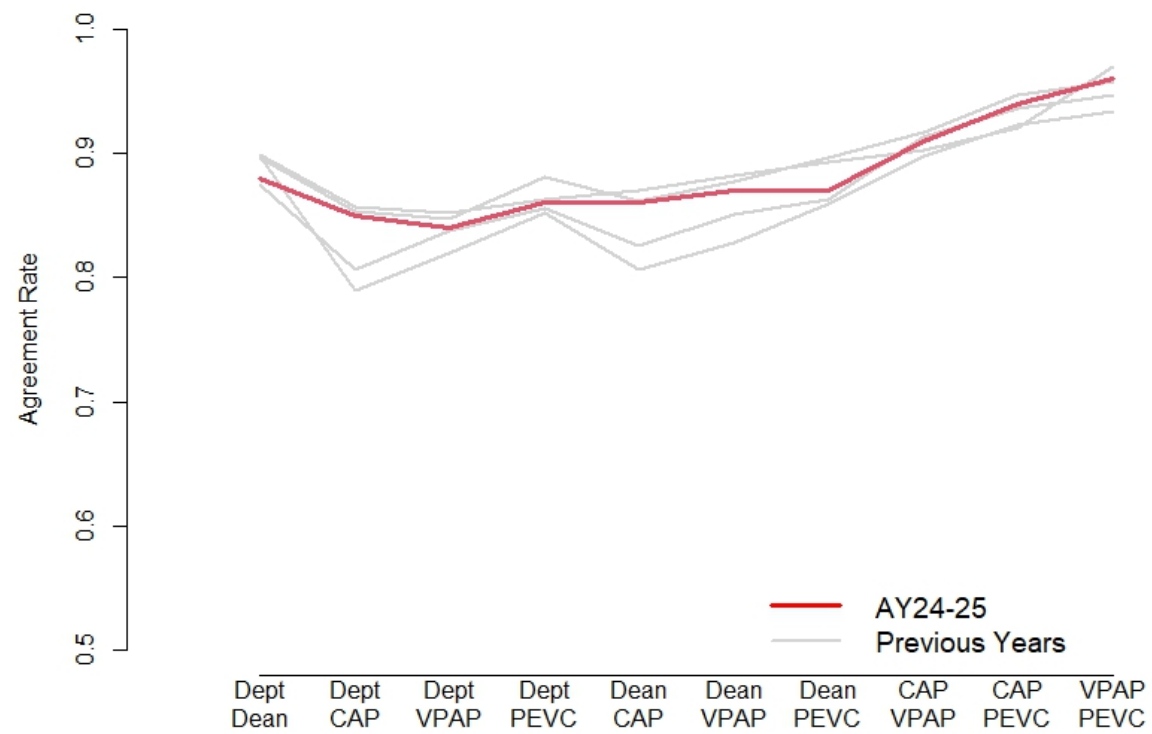
Figure 1. Pairwise Agreement Rates AY20-21 thru AY24-25

N = 297	Department	Dean	CAP	VPAP	Provost
Department		← 86	← 84	←83	←85
Dean			86	85	86 ↑
CAP				91	94 ↑
VPAP					97
Provost					

Table 2 Agreement Rates within CHASS

N = 209	Department	Dean	CAP	VPAP	Provost
Department		← 87	←86	←87	90
Dean			86	91	89↑
CAP				89	93
VPAP					95
Provost					

Table 3 Agreement Rates within CNAS

N = 119	Department	Dean	CAP	VPAP	Provost
Department		97	96	89	94
Dean			96	91	94
CAP				92	97
VPAP					95↑
Provost					

Table 4 Agreement Rates within BCOE

N = 17	Department	Dean	CAP	VPAP	Provost
Department		88	65	65	65
Dean			76	76	76
CAP				88	88
VPAP					100
Provost					

Table 5 Agreement Rates within Business

N = 22	Department	Dean	CAP	VPAP	Provost
Department		86	←73	91	86
Dean			77	95	91
CAP				82	86
VPAP					95
Provost					

Table 6 Agreement Rates within SOE

N = 24	Department	Dean	CAP	VPAP	Provost
Department		100	←62	67	71
Dean			←62	67	71
CAP				88	83
VPAP					96
Provost					

Table 7 Agreement Rates within SOM

N = 26	Department	Dean	CAP	VPAP	Provost
Department		65	65↑	65↑	65↑
Dean			69↑	69↑	69↑
CAP				100	100
VPAP					100
Provost					

Table 8 Agreement Rates within SPP

AY24-25 Merit and Promotion Outcomes by Gender

Action	Overall	Female		Male	
	100%	38.3%		61.7%	
		Observed	Expected	Observed	Expected
Positive Merits	191	69	72	122	115
Accelerated	36	12	13	24	21
Normative	134	50	51	84	81
Decelerated	21	7	8	14	13
New Off-Scale with Positive Merits	107	38	41	69	65
Number of Years with Accelerated Merits					
1	17	7		10	
2	11	2		9	
3	8	3		5	
4					
5					
6					
Average number of years	1.75	1.67		1.79	
Advances to A/S	6	1	2	5	4
Advances within A/S	10	1	4	9	6
6% increase	3	0		3	
8.5% increase	3	0		3	
11% increase	4	1		3	
Average increase	8.75	11		8.5	

Notes:

1. There were no observed outcomes where gender was showing as unknown.
2. The fall 2024 population gender breakdown is 33.6% female, 55.8% male, and 10.6% unknown. To obtain the expected counts the 10.6% category of unknown was allocated proportionally to the female and male categories to result in the percentages of 38.3% and 61.7%.
3. Green (Red) shading means more (less) than expected in a statistical sense ($\alpha = .05$). No shading means observed is within random variation of expected.

Action	Overall	Female		Male	
	100%	38.3%		61.7%	
		Observed	Expected	Observed	Expected
Promotions	82	35	31	47	50
Associate Professor	41	17	16	24	25
Full Professor	25	11	10	14	15
Advance to Full VI	16	7	6	9	9
Placements at Promotions					
Normative	29	9	11	20	18
Higher than Normative	53	26	20	27	32
Plus one step	40	19		21	
Plus two steps	10	4		6	
Plus three steps	3	3			
Plus four steps					
Average number of steps above normative	0.84	1.03		0.70	
Normative Promotions	29	9		20	
With new o/s	11	3		8	
Without new o/s	18	6		12	
COVID-IMPACTED Outcome in lieu of merit[1]	0	0		0	
LEO Outcome in lieu of merit[2]	0	0		0	
Retroactive Promotion Pay	8	3		5	
Denied Retroactive Promotion Pay	4	2		2	
Book Chapter Accommodation	4	1		3	

[1] One faculty was reviewed for COVID-IMPACTED outcome but received a merit advance instead.
[2] One faculty was reviewed for LEO outcome but received a merit advance instead.

Action	Overall 100%	Female 38.3%		Male 61.7%	
		Observed	Expected	Observed	Expected
Satisfactory Quinquennials	8	2		6	
New Off-Scale with Quinquennials	5	2		3	
Positive Appraisals	19	7		12	
Qualified Positive	5	2		3	
Positive	14	5		9	
Reappointments	3	1		2	
Normal	3	1		2	
Plus new Off-Scale					
No Positive Outcome	9	4		5	
Denied normative merit	3	2		1	
Denied advance to A/S	1	0		1	
Denied advance within A/S	1	0		1	
Denied promotion to tenure	1	1		0	
Unsatisfactory Quinquennial	2	1		1	
Negative Appraisal	1	0		1	
Appointments @ Assistant IV or Higher	42				

AY24-25 Merit and Promotion Outcomes by Ethnicity

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown or Hawaiian or Pacific Islander
	100%	28.26%	4.30%	9.27%	1.32%	2.76%	47.46%	6.63%
Positive Merits	191	55	8	24	1	4	81	18
Accelerated	36	13	1	2	0	1	18	1
Normative	134	40	7	19	0	3	50	15
Decelerated	21	2	0	3	1	0	13	2
New Off-Scale with Positive Merits	107	29	6	12	1	3	47	9
Number of Years with Accelerations								
1	17	5	0	1	0	0	11	0
2	11	7	1	0	0	1	2	0
3	8	1	0	1	0	0	5	1
4			0	0	0	0	0	0
5								
6								
Average number of years	1.75	1.69	2	2	n/a	2	1.67	3
Advances to A/S	6	0	0	0	0	0	6	0
Advances within A/S	10	4	0	2	0	1	3	0
6% increase	3	1	0	1	0	1	0	0
8.5% increase	3	2	0	0	0	0	1	0
11% increase	4	1	0	1	0	0	2	0
Average increase	8.19							

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown or Hawaiian or Pacific Islander
	100%	28.26%	4.30%	9.27%	1.32%	2.76%	47.46%	6.63%
Promotions	82	25	4	7	0	2	33	11
Associate Professor	41	14	2	3	0	2	15	5
Full Professor	25	6	1	2	0	0	14	2
Advance to Full VI	16	5	1	2	0	0	4	4
Placements at Promotions								
Normative	29	6	2	1	0	1	17	2
Higher than Normative	53	19	2	6	0	1	16	9
Plus one step	40	17	0	5	0	0	13	5
Plus two steps	10	2	1	1	0	1	2	3
Plus three steps	3		1				1	1
Plus four steps								
Avg steps above normative	0.84	0.84	1.05	1	n/a	1	0.67	1.27
Normative promotions	29	6	2	1	0	1	17	2
With new o/s	11	1	2	1	0	0	6	1
Without new o/s	18	5	0	0	0	1	11	1
COVID-IMPACTED Outcome[1]								
LEO Outcome[2]								
Retroactive Promotion Pay	8	4	1	0	0	0	2	1
Denied Retroactive Promotion Pay	4	0	0	1	0	1	2	0
Book Chapter Accommodation	4	0	0	2	0	0	2	0

[1] One faculty was reviewed for COVID-IMPACTED outcome but received a merit advance instead.
[2] One faculty was reviewed for LEO Outcome but received a merit advance instead.

| Action	Overall 100%	Asian 28.26%	Black African American 4.30%	Hispanic Latino 9.27%	Amer Indian Alaskan Native 1.32%	Two or More 2.76%	White 47.46%	Unknown or Hawaiian or Pacific Islander 6.63%
Satisfactory Quinquennials	8	2	0	3	0	0	3	0
New Off-Scale with Quinquennials	5	1	0	3	0	0	1	0
Positive Appraisals	19	5	0	6	0	1	5	1
Qualified Positive	5	0	1	3	0	0	1	0
Positive	14	5	0	3	0	1	4	1
Reappointments	3	0	0	0	0	1	1	1
Normal	3	0	0	0	0	1	1	1
Plus new Off-Scale	0	0	0	0	0	0	0	0
No Positive Outcome	9	2	1	0	0	1	5	0
Denied normative merit	3	1	1	0	0	0	1	0
Denied advance to A/S	1	0	0	0	0	0	1	0
Denied advance within A/S	1	0	0	0	0	0	1	0
Denied promotion to tenure	1	0	0	0	0	0	1	0
Unsatisfactory Quinquennial	2	0	0	0	0	1	1	0
Negative Appraisal	1	1	0	0	0	0	0	0
Appointments @ Assistant IV or higher	42							

M/P Reviews - Scoring Metric

All Review Types Except

- Appointments, Reappointments
- Advance to A/S, Advance within A/S
- Appraisal
- Quinquennials

Scoring Algorithm

- One point for normative merit or normative placement at promotion
- Additional points for each acceleration step or higher placement step
- Half point for accelerated merit in time or additional off-scale
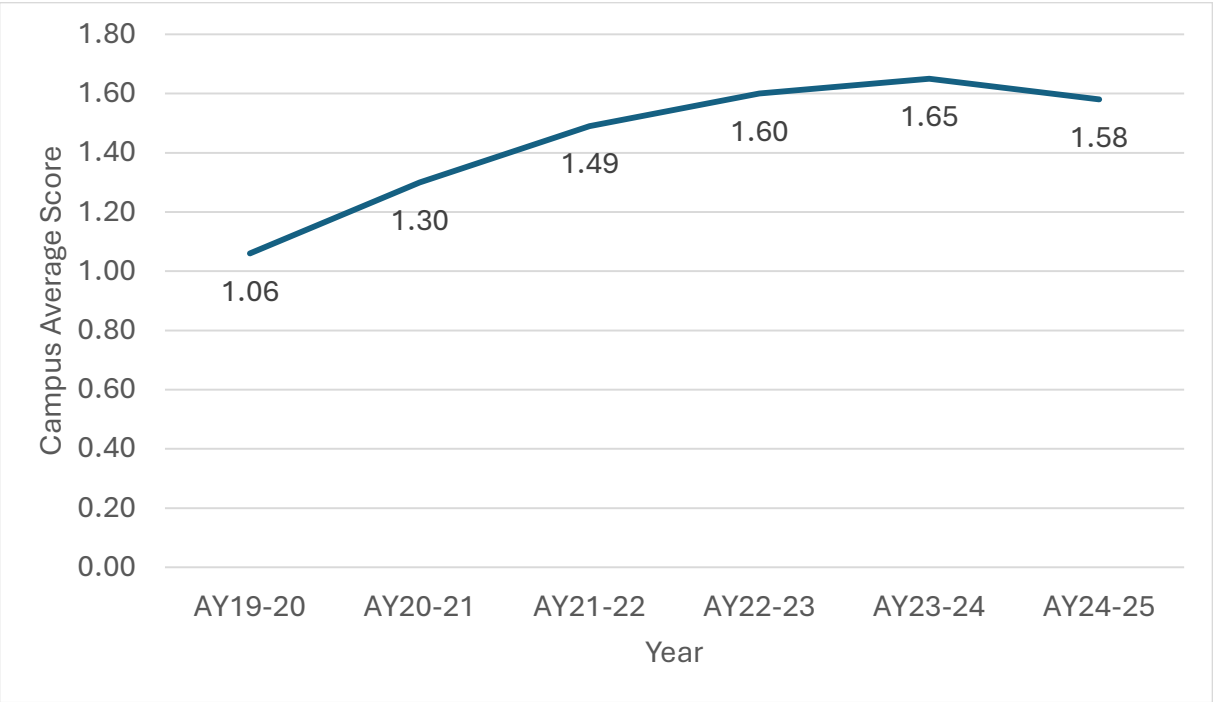
Scoring Metric by College

AY20-21 thru AY24-25

College	#Reviews	Avg Score
SOE	54	1.62
CHASS	467	1.59
BCOE	250	1.56
SPP	24	1.54
UWP	2	1.50
CNAS	470	1.49
SOM	64	1.36
Business	68	1.21
Total	**1399**	**1.52**

Department	College	N	5 Yr Avg
Theatre, Film & Digital Prod.	CHASS	19	1.95
Religious Studies	CHASS	14	1.93
Music	CHASS	15	1.87
Chemical/Environ. Engineering	BCOE	36	1.80
Hispanic Studies	CHASS	16	1.78
Dance	CHASS	18	1.78
Anthropology	CHASS	28	1.73
Media & Cultural Studies	CHASS	24	1.73
Creative Writing	CHASS	11	1.73
Electrical & Computer Eng	BCOE	63	1.70
Psychology	CHASS	55	1.63
Computer Science & Engineering	BCOE	68	1.63
SOE	SOE	54	1.62
English	CHASS	31	1.61
History	CHASS	37	1.61
Earth and Planetary Sciences	CNAS	33	1.59
Botany and Plant Sciences	CNAS	42	1.58
Environmental Sciences	CNAS	26	1.58
Nematology	CNAS	7	1.57
Statistics	CNAS	27	1.56
SPP	SPP	24	1.54
Mathematics	CNAS	53	1.54
Physics and Astronomy	CNAS	57	1.54
Gender & Sexuality Studies	CHASS	18	1.53
Entomology	CNAS	37	1.51
University Writing Program	UWP	2	1.50
Evolution, Ecology & Orgns Bio	CNAS	31	1.47
Chemistry	CNAS	56	1.46
Political Science	CHASS	38	1.45
SOM Biomed	SOM	40	1.44
Microbiology & Plant Pathology	CNAS	43	1.43
Art	CHASS	12	1.42
Ethnic Studies	CHASS	22	1.41
Sociology	CHASS	16	1.41
Philosophy	CHASS	23	1.35
Molecular, Cell & Systems Bio	CNAS	37	1.34
Mechanical Engineering	BCOE	43	1.34
Comparative Lit & Languages	CHASS	15	1.33
Economics	CHASS	38	1.33
History of Art	CHASS	13	1.31
Bioengineering	BCOE	40	1.29
Biochemistry	CNAS	25	1.26
SOM not Biomed	SOM	24	1.21
Business	Business	68	1.21
Grand Total		1403	**1.52**

Not Everyone Gets The Highest Action That Was Proposed

Excluding appointments and reappointments, 324 faculty had proposed actions around merits and promotions.

For each of them the table below shows how many proposed actions were considered and how many of those were denied.

#Proposed Actions	#Faculty	#Denied Actions				
		0	1	2	3	4
1	88	79	9			
2	119	106	13			
3	57	35	22			
4	43	18	16	8	1	
5	12	5	3	2	2	
6	1	1				
7	2	1	1			
8	2		1			1
	324	245	65	10	3	1

79 faculty (324 – 245) had at least one denied action (~24%)

Some Year-Over-Year Comparisons

Action	AY21-22	AY22-23	AY23-24	AY24-25
Positive Merits	226	170	222	191
Percent Accelerated	22%	26%	33%	19%
Percent w/ Additional O/S	50%	56%	53%	56%
Advancements within A/S	12	11	15	10
Promotions	83	80	84	88
To Associate	54%	46%	45%	47%
To Full	23%	36%	33%	29%
Advance to VI	11%	13%	12%	17%
To A/S	12%	5%	10%	7%
Avg Years with Accelerated Merits			2.19	1.75
Avg Steps above Normative Placement at Promotion to Associate, Full, or Adv to VI			1.04	0.84
No Positive Outcome	6	6	10	9
Denied Merit	4	1	5	3
Denied Promotion to Associate	1	0	1	1
Denied Promotion to Full	0	0	1	0
Denied Advance to A/S	0	1	0	1
Denied Advance within A/S	1	2	2	1
Unsatisfactory Quinquennial	0	2	1	2
Negative Appraisal	0	0	0	1