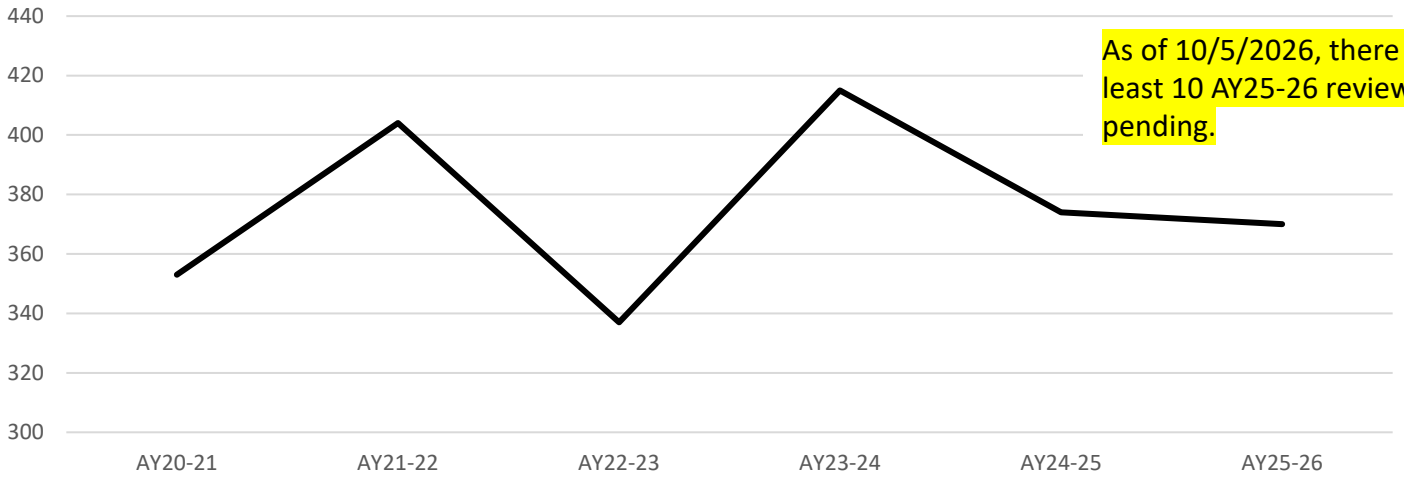
AY25-26 Year-End Review[1] of M/P Files
Academic Personnel Office
October 5, 2026

1. Volume and Throughput
2. Agreement Rates
3. Gender Equity Review
4. Ethnicity Equity Review
5. Scoring Metrics
    a. New OS with Merits
    b. Higher than Normative Promotions
    c. Year-by-Year Trend Analysis
    d. AY25-26 College/School Comparisons
    e. AY25-26 Department Comparisons
6. Denied Actions

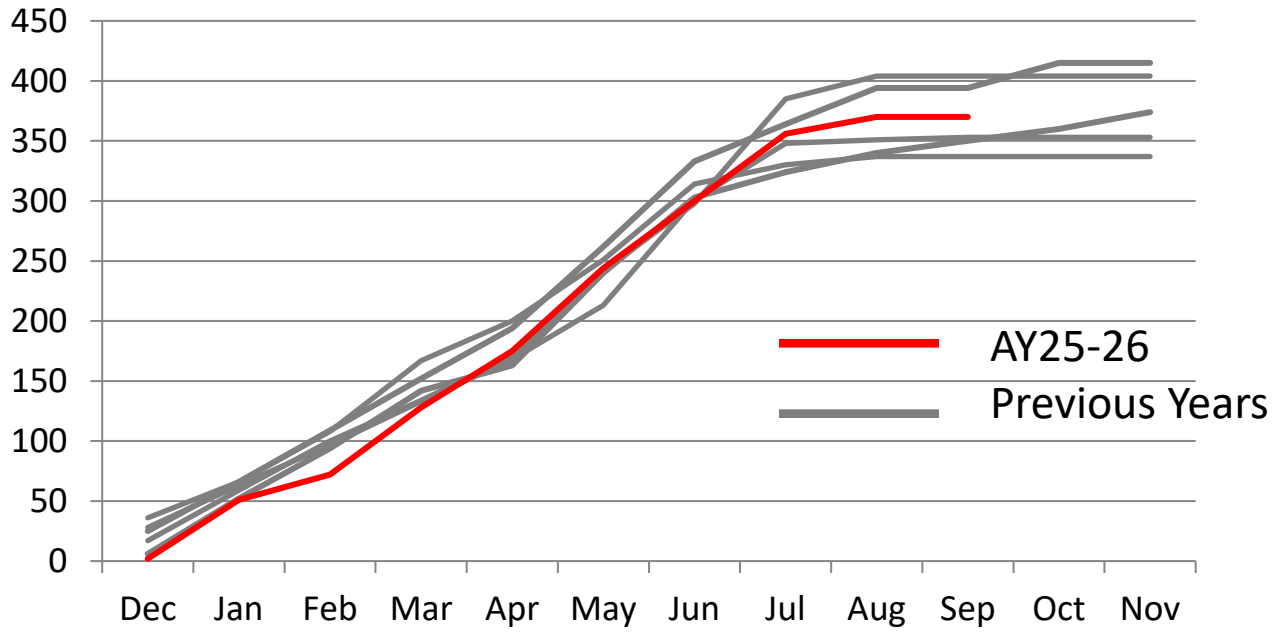
[1] 10 AY25-26 Files remaining: a) 7 in the colleges, b) 3 at CAP

M/P File Review Throughput

Number of Reviews Completed



Number of Reviews 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, as of 10/5/2026 there were 771 AY25-26 decisions made that involved reviews at the Department, at the Dean's Office, at CAP, by the VPAP, by the Provost and by the Chancellor.

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.

N=771	Department	Dean	CAP	VPAP	Provost	Chancellor
Department		←86	←84	←81	←85	←79
Dean			85	86	88	86
CAP				←89	92	←92
VPAP					96↑	96
Provost						←97

Table 1. Overall Agreement Rates

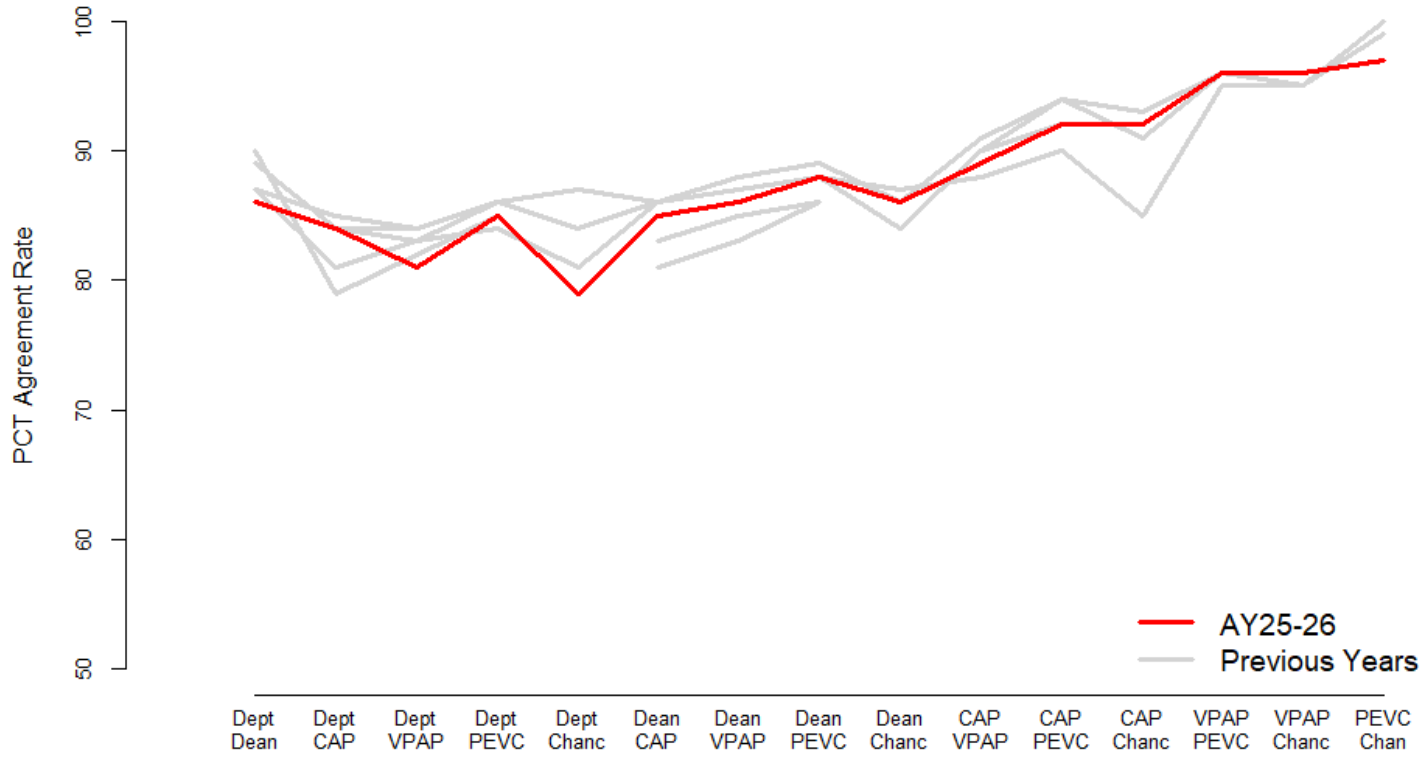


Figure 1. Pairwise Agreement Rates AY20-21 thru AY25-26

N=60	Department	Dean	CAP	VPAP	Provost	Chancellor
Department		90	77	82	85	69
Dean			83	82	85	83
CAP				88	92	86
VPAP					97	97
Provost						97

Table 2. Overall Agreement Rates for Professor of Teaching Decisions

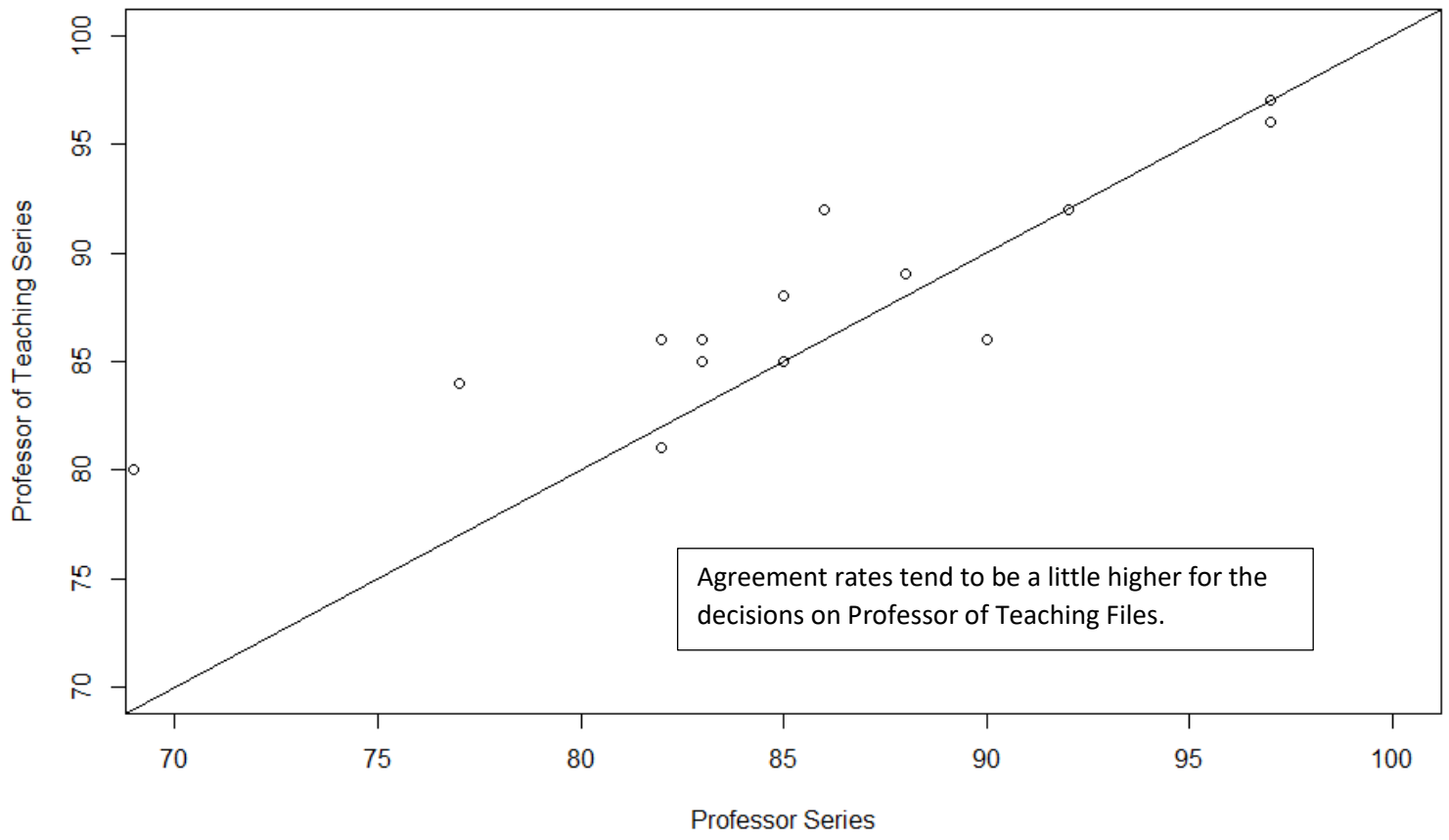


Figure 2. Agreement Rates on Decisions Between Professor of Teaching vs. Professors

AY25-26 Merit and Promotion Outcomes by Gender

Action	Overall	Female		Male	
	100%	39.2%		60.8%	
		Observed	Expected	Observed	Expected
Positive Merits	207	83	81	124	126
Accelerated	55	26	22	29	33
Normative	133	50	52	83	81
Decelerated	19	7	7	12	12
New Off-Scale with Positive Merits	110	42	43	68	67
Number of Years with Accelerated Merits					
1	27	9	11	18	16
2	16	12	6	4	10
3	10	4	4	6	6
4	2	1	1	1	1
5					
6					
Average number of years	1.76	1.88		1.66	
Advances to A/S	7	2	3	5	4
Advances within A/S	11	5	4	6	7
6% increase	4	1		3	
8.5% increase	6	3		3	
11% increase	1	1		0	
Average increase	7.82%				

Notes:

1. There were no observed outcomes where gender was showing as unknown.
2. The fall 2025 population gender breakdown is 35.3% female, 54.6% male, and 10.1% unknown. To obtain the expected counts the 10.1% category of unknown was allocated proportionally to the female and male categories to result in the percentages of 39.2% and 60.8%.
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%	39.2%		60.8%	
		Observed	Expected	Observed	Expected
Promotions	93	32	36	61	57
Associate Professor	39	11	15	28	24
Full Professor	42	18	16	24	26
Advance to Full VI	12	3	5	9	7
Placements at Promotions	93	32	36	61	57
Lateral (0 pts)	1	0	0	1	1
Normative (1 pt)	10	3	4	7	6
Normative + new OS (1.5 pt)	22	6	9	16	13
Normative + one step (2 pts)	38	16	15	22	23
Normative + one step + new OS (2.5 pts)	14	4	5	10	9
Normative + two steps (3 pts)	7	2	3	5	4
Normative + two steps + new OS (3.5 pts)	1	1	0	0	1
Average Pts with Placement	1.92	1.98		1.87	
COVID-IMPACTED Outcome in lieu of merit	1	1		0	
Retroactive Promotion Pay	9	8		1	
1 year	7	6		1	
2 years	2	2		0	
Denied Retroactive Promotion Pay	9	4		5	
Book Chapter Accommodation	2	0		2	

Action	Overall	Female		Male	
	100%	39.2%		60.8%	
		Observed	Expected	Observed	Expected
Satisfactory Quinquennials	5	1		4	
New Off-Scale with Quinquennials	2	0		2	
Appraisals	20	12		8	
Qualified Positive	2	2			
Positive	18	10		8	
Reappointments	1	1		0	
Normal	0	0		0	
Plus new Off-Scale	1	1		0	
No Positive Outcome	11	1		9	
Denied normative merit	5	0		5	
Denied accelerated merit	2	0		2	
COVID-IMPACTED outcome in lieu of merit	1	1		0	
Denied advance within A/S	1	0		1	
Denied promotion to Full	1	0		1	
Denied promotion to Associate	1	1		0	
Appointments @ Assistant IV or Higher	14	8		6	

AY25-26 Merit and Promotion Outcomes by Ethnicity

Action	Overall 100%	Asian 28.83%	Black African American 4.47%	Hispanic Latino 9.57%	Amer Indian Alaskan Native 1.06%	Two or More 3.30%	White 45.96%	Unknown or Hawaiian or Pacific Islander 6.81%
Positive Merits	207	49	7	19	2	4	91	35
Accelerated	55	14	0	4	1	0	29	7
Normative	133	29	7	15	1	3	50	28
Decelerated	19	6	0	0	0	1	12	0
New Off-Scale with Positive Merits	110	29	4	11	1	2	43	20
Number of Years with Accelerated Merits								
1	27	7	0	1	0	0	17	2
2	16	4	0	0	1	0	6	5
3	10	3	0	3	0	0	4	0
4	2	0	0	0	0	0	2	0
5								
6								
Average number of years	1.92	1.71	n/a	2.5	2.0	n/a	1.71	1.71
Advances to A/S	7	4	1	0	0	0	2	0
Advances within A/S	11	3	0	0	1	1	6	0
6% increase	4	2	0	0	0	0	2	0
8.5% increase	6	1	0	0	1	1	3	0
11% increase	1	0	0	0	0	0	1	0
Average increase	7.82%							

Action	Overall 100%	Asian 28.83%	Black African American 4.47%	Hispanic Latino 9.57%	Amer Indian Alaskan Native 1.06%	Two or More 3.30%	White 45.96%	Unknown or Hawaiian or Pacific Islander 6.81%
Promotions	93	33	5	6	1	5	34	9
Associate Professor	39	13	1	5	0	3	11	6
Full Professor	42	17	3	1	1	2	15	3
Advance to Full VI	12	3	1	0	0	0	8	0
Placements at Promotions	93	33	5	6	1	5	34	9
Lateral	1	0	0	0	0	0	1	0
Normative	10	6	0	0	0	0	4	0
Normative + new OS	22	8	0	1	0	2	10	1
Normative + one step	38	16	3	3	1	1	10	4
Normative + one step + new OS	14	1	2	2	0	2	5	2
Normative + two steps	7	2	0	0	0	0	3	2
Normative + two steps + new OS	1	0	0	0	0	0	1	0
Avg Pts with Placement	1.92	1.77	2.20	2.08	2.0	2.0	1.89	2.28
COVID-IMPACTED in lieu of merit	1	1	0	0	0	0	0	0
Retroactive Promotion Pay	9	5	1	0	0	0	3	0
1 year	7	4	1	0	0	0	2	0
2 years	2	1	0	0	0	0	1	0
Denied Retroactive Promotion Pay	9	1	1	2	0	1	2	2
Book Chapter Accommodation	2	0	0	0	0	0	2	0

Notes:

1. Placement points: 0 pts for lateral, 1 point for normative, 1 point for each additional step, 0.5 points for new OS

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown or Hawaiian or Pacific Islander
	100%	28.83%	4.47%	9.57%	1.06%	3.30%	45.96%	6.81%
Satisfactory Quinquennials	5	1					4	
New Off-Scale with Quinquennials	2						2	
Appraisals	20							
Qualified Positive	2	1					1	
Positive	18	1	1	3			12	1
Reappointments	1							
Normal								
Plus new Off-Scale	1						1	
No Positive Outcome	11	5	2				2	2
Denied normative merit	5	1	2				2	
Denied accelerated merit	2	2						
COVID outcome in lieu of merit	1	1						
Denied advance within A/S	1							1
Denied promotion to Full	1							1
Denied promotion to Associate	1	1						
Appointments @ Assistant IV or higher	14							

Awarding New OS in Merits

207 Positive Merits in AY25-26

133 normative time merits
55 accelerated merits
29 accelerations in time
26 accelerations in step
19 decelerated merits

Rank	Professor Series				Professor of Teaching Series				Overall			
	n	New OS			n	New OS			n	New OS		
		yes	no	%yes		yes	no	%yes		yes	no	%yes
Assistant	63	30	33	48%	15	8	7	53%	78	38	40	49%
Associate	58	33	25	57%	5	2	3	40%	63	35	28	56%
Full	66	37	29	56%	0	0	0	0%	66	37	29	56%
Totals	**187**	**100**	**87**	**53%**	**20**	**10**	**10**	**50%**	**207**	**110**	**97**	**54%**

There is no statistical evidence that the success rates differ between the two faculty series.

Awarding Promotions

93 Promotions in AY25-26

77 Professor Series
- 37 to Full
- 29 to Associate
- 11 to Step VI

16 Professor of Teaching Series
- 5 to Full
- 10 to Associate
- 1 to Step VI

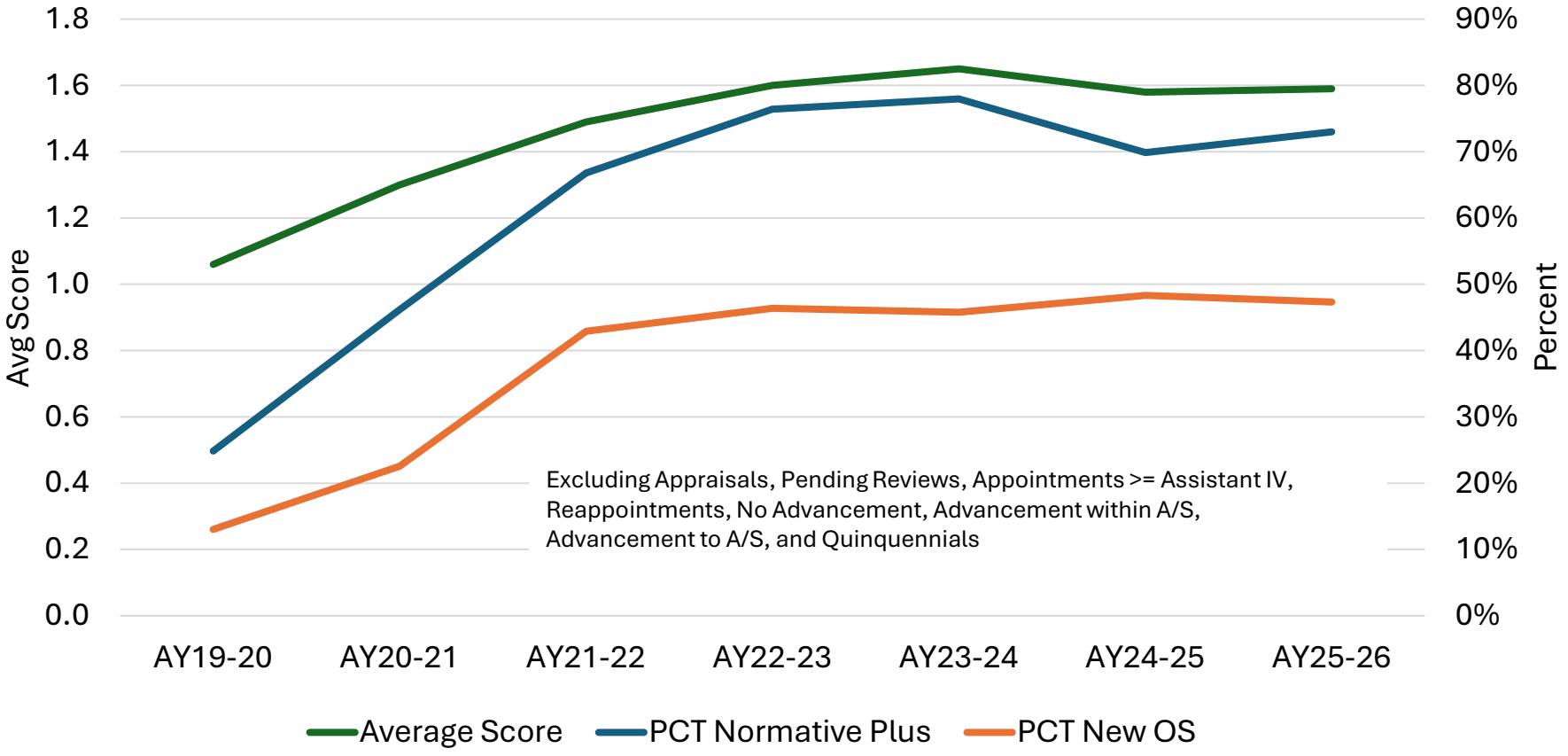
Scoring Metric

1 point for successful promotion
1 additional point for each higher than normative step placement
½ point for new OS

Promoted To:	Professor Series					Professor of Teaching Series					Overall				
		Normative +					Normative +					Normative +			
	n	yes	no	%yes	Avg	n	yes	no	%yes	Avg	n	yes	no	%yes	Avg
Adv. to Step VI	11	10	1	91%	2.14	1	1	0	100%	1.50	12	11	1	92%	2.01
Associate	29	27	2	93%	1.98	10	10	0	100%	2.00	39	37	2	95%	1.99
Full	37	32	5	86%	1.89	5	2	3	40%	1.20	42	34	8	81%	1.81
Totals	**77**	**69**	**8**	**90%**	**1.96**	**16**	**13**	**3**	**81%**	**1.72**	**93**	**82**	**11**	**88%**	**1.91**

The difference seen for Promotion to Full is statistically significant according to Fisher's exact test (p-value is .04).

Year by Year M/P Performance Metrics



Scoring Rule: 1 point for a normative action, 1 additional point for each higher than normative step, ½ point for acceleration in time, ½ point for new OS

Normative Plus: Any of accelerated merit in time or step, new OS, or higher than normative placement at promotion

AY 25-26 M/P Performance Metrics by College

College	#Reviews	Avg Score	Normative Plus		New OS	
			N	Percent	N	Percent
SPP	5	2.00	5	100%	3	60%
SOE	15	1.83	12	80%	8	53%
CHASS	96	1.64	73	76%	48	50%
BCOE	62	1.61	49	79%	32	52%
CNAS	104	1.53	72	69%	46	44%
DUE	2	1.50	1	50%	0	0%
BUSINESS	9	1.22	4	44%	4	44%
SOM	7	1.21	3	43%	1	14%
Total	**300**	**1.59**	**219**	**73%**	**142**	**47%**

Scoring rule

1 point for a normative action
1 additional point for each higher than normative step
½ point for acceleration in time
½ point for new OS

Reviews excluded (70)

Appraisals, 20
Appointments (>= Assistant IV)/Reappointments, 15
No Advance, 11
Advance within A/S, 11
Advance to A/S, 7
Quinquennials, 5
Returned to college, 1

AY25-26 Department Scoring Metrics

Row Labels	N	Avg Points
Society Envmnt Health Equity	2	2.25
Comparative Lit & Languages	4	2.13
Art	1	2.00
SPP	5	2.00
Gender & Sexuality Studies	5	1.90
SOE	15	1.83
Ethnic Studies	5	1.80
Anthropology	5	1.80
Electrical & Computer Eng	18	1.75
Mathematics	16	1.72
Psychology	7	1.71
Statistics	7	1.71
Computer Science & Engineering	17	1.71
Philosophy	5	1.70
History of Art	3	1.67
Creative Writing	6	1.67
Media & Cultural Studies	3	1.67
Hispanic Studies	3	1.67
Earth and Planetary Sciences	7	1.64
Microbiology & Plant Pathology	5	1.60
English	6	1.58
Chemistry	14	1.57
Evolution, Ecology & Orgns Bio	8	1.56
Entomology	8	1.56
Music	8	1.56
History	8	1.50
Religious Studies	2	1.50
DUE	2	1.50
Botany and Plant Sciences	7	1.50
Economics	9	1.50
Chemical/Environ. Engineering	6	1.50
Bioengineering	10	1.50
Theatre, Film & Digital Prod.	5	1.50
Nematology	2	1.50
Mechanical Engineering	10	1.45
Environmental Sciences	8	1.44
Biochemistry	7	1.43
Physics and Astronomy	10	1.40
SOM Biomed	4	1.38
Political Science	7	1.36
BUS Infrast Admin Prgm Srv Sup	9	1.22
Molecular, Cell & Systems Bio	6	1.17
Dance	1	1.00
Material Sci/Engr Pgm	1	1.00
SOM non-Biomed	3	1.00
Grand Total	**300**	**1.60**

Not Everyone Gets The Highest Action That Was Proposed

Excluding Appointments (>= Assistant IV)/Reappointments (15), Appraisals (20) and Pending (16), 334 faculty had proposed actions around merits and promotions.

For each of the 334 faculty remaining the table below shows how many proposed actions were considered and how many of those were denied.

		#Denied Actions				
#Proposed Actions	#Faculty	0	1	2	3	4
1	89	79	10			
2	135	111	23	1		
3	68	38	27	3		
4	25	6	10	8	1	
5	12		4	6	2	
6	4		2	1	1	
7						
8	1			1		
Totals	334	234	76	20	4	

100 faculty (334 – 234) had at least one denied action (~30%)