

AY22-23 M/P Reviews

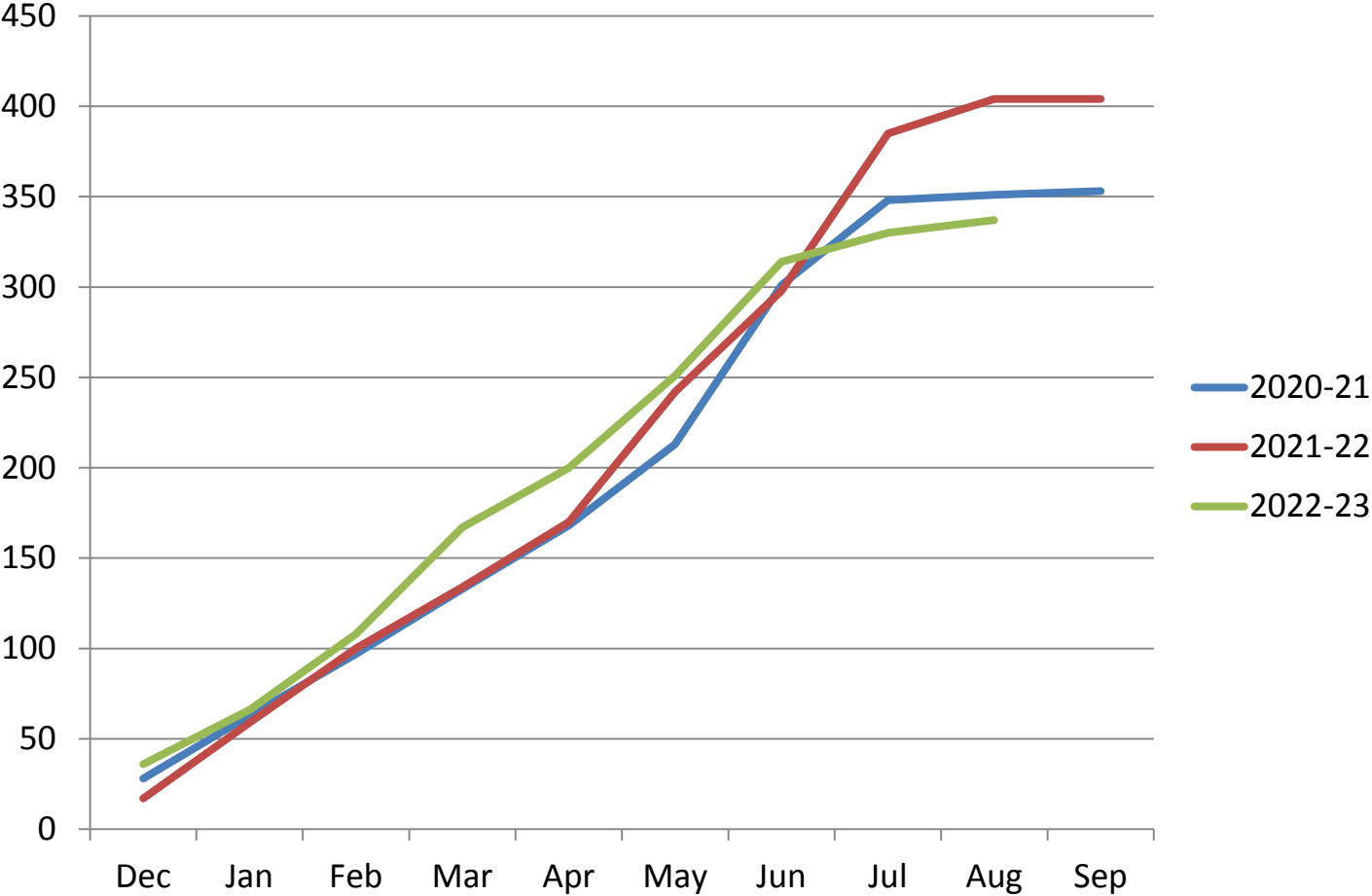
Year In Review

September 21, 2023

1. Volume and Throughput
2. Agreement Rates
3. Equity of Outcomes
4. College Tendencies
5. Negative Reasons Memos
6. Deferrals

Tracking Progress of M/P File Completion

Number of Files Completed By VPAP

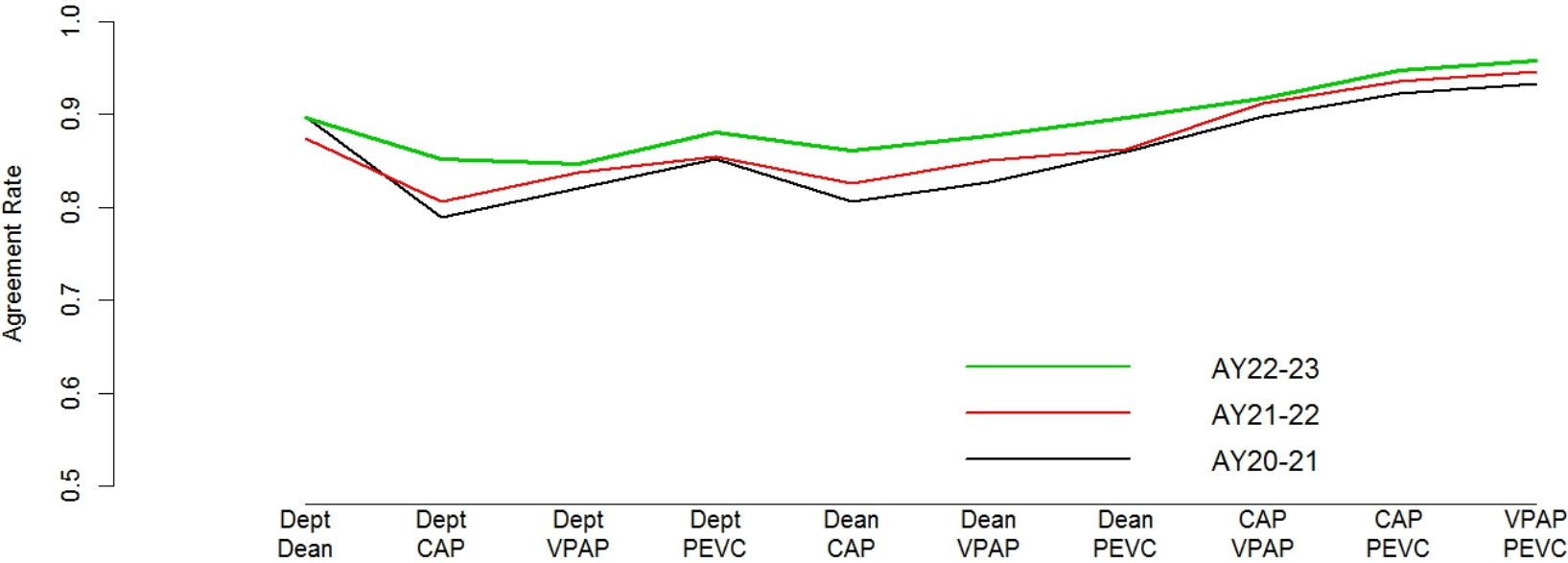


Agreement Rate Analysis

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 570 AY22-23 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.

N = 570	Department	Dean	CAP	VPAP	Provost
Department		←90	85	85	88
Dean			86	88↑	90↑
CAP				92	95↑
VPAP					96↑
Provost					

Comparison of Agreement Rates AY20-21, AY21-22, and AY22-23



Agreement Rates within CHASS

N = 193	Department	Dean	CAP	VPAP	Provost
Department		←91	89	88	91
Dean			92	91	94↑
CAP				92	95↑
VPAP					97↑
Provost					

Agreement Rates within CNAS

N = 191	Department	Dean	CAP	VPAP	Provost
Department		←85	82	81	84
Dean			82↑	84↑	84↑
CAP				91	95
VPAP					95
Provost					

Agreement Rates within BCOE

N = 118	Department	Dean	CAP	VPAP	Provost
Department		91	88	86	91
Dean			86	91	92
CAP				92	94
VPAP					95
Provost					

Agreement Rates within SOE

N = 24	Department	Dean	CAP	VPAP	Provost
Department		100	83	92	92
Dean			83	92	92
CAP				92	92
VPAP					100
Provost					

Agreement Rates within SOM

N = 20	Department	Dean	CAP	VPAP	Provost
Department		100	85	80	85
Dean			85	80	85
CAP				95	100
VPAP					95
Provost					

Agreement Rates within Business

N = 19	Department	Dean	CAP	VPAP	Provost
Department		89	74	74	84
Dean			74	74	84
CAP				89	89
VPAP					89
Provost					

Agreement Rates within SPP

N = 5	Department	Dean	CAP	VPAP	Provost
Department		100	100	100	100
Dean			100	100	100
CAP				100	100
VPAP					100
Provost					

AY22-23 Merit and Promotion Outcomes by Gender

Campus Profile	Overall	Female		Male	
		Observed	Expected	Observed	Expected
Campus Profile	100%	36.2%		63.8%	
Positive Merits	170	63	61	107	109
Accelerated	45	22	16	23	29
Normative Time	101	33	37	68	64
Decelerated	23	8	8	15	15
Career Review	1	0	0	1	1
New O/S with Positive Merits	95	39	34	56	61
COVID Impacted Outcome	2	0	1	2	1
Promotions	90	26	33	64	57
Advance to VI	10	3	4	7	6
Advance to A/S	4	2	1	2	3
Advance within A/S	11	0	4	11	7
Promotion to Associate	36	11	13	25	23
Promotion to Full	29	10	10	19	19
No Positive Outcome	16	1	6	15	10
Denied Accelerated Merit	1	0	0	1	1
Denied Advance within A/S	2	0	1	2	1
Denied Advance to A/S	1	0	0	1	1
Unsatisfactory Quinquennial	2	0	1	2	1
Qualified Positive Appraisal	10	1	4	9	6

Not shown in the tables are reviews around appointments. Expected counts are rounded.

GREEN: More favorable than expected according to hypergeometric p-value (.05)

RED: Less favorable than expected according to hypergeometric p-value (.05)

Pooled AY21-22 and AY22-23 Merit and Promotion Outcomes by Gender

	Overall	Female		Male	
		Observed	Expected	Observed	Expected
Campus Profile	100%	36.2%		63.8%	
Positive Merits	395	162	141	233	249
Accelerated	95	45	34	50	61
Normative Time	264	108	95	156	169
Decelerated	36	9	13	27	23
New O/S with Positive Merits	207	95	75	112	132
Promotions	185	62	67	123	118
Advance to VI	19	8	7	11	12
Advance to A/S	14	7	5	7	9
Advance within A/S	23	0	8	23	15
Promotion to Associate	81	30	29	51	52
Promotion to Full	48	17	17	31	31

Not shown in the tables are reviews around appointments. Expected counts are rounded.

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AY22-23 Merit and Promotion Outcomes by Ethnicity Group

	Total	Asian	Black/African American	Hispanic/Latino	American Indian/Alaskan Native	Native Hawaiian/Pacific Islander	White
Campus Profile	100%	29.62%	4.25%	8.73%	1.72%	0.34%	55.34%
Positive Merits	170	57 (50)	5 (7)	13 (15)	1 (3)	0 (1)	94 (94)
Accelerated	45	17 (13)	2 (2)	1 (4)	0 (1)	0 (0)	25 (25)
Normative Time	101	29 (30)	3 (4)	11 (9)	1 (2)	0 (0)	57 (56)
Decelerated	23	11 (7)	0 (1)	1 (2)	0 (0)	0 (0)	11 (13)
Career Review	1	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	1 (1)
New O/S with Positive Merits	95	24 (28)	2 (4)	11 (8)	0 (2)	0 (0)	58 (53)
COVID Impacted Outcome	2	0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	2 (1)
Promotions	91	27 (27)	4 (4)	9 (8)	2 (2)	1 (0)	48 (50)
Advance to VI	10	1 (3)	1 (0)	0 (1)	0 (0)	0 (0)	8 (6)
Advance to A/S	4	1 (1)	1 (0)	0 (0)	0 (0)	0 (0)	2 (2)
Advance within A/S	11	2 (3)	0 (0)	1 (1)	0 (0)	0 (0)	8 (6)
Promotion to Associate	37	13 (11)	2 (1)	2 (3)	1 (1)	1 (0)	18 (21)
Promotion to Full	29	10 (9)	0 (1)	6 (3)	1 (1)	0 (0)	12 (16)
No Positive Outcome	16	5 (5)	1 (1)	1 (1)	0 (0)	0 (0)	9 (9)
Denied Accelerated Merit	1	1 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (1)
Denied Advance within A/S	2	1 (1)	0 (0)	0 (0)	0 (0)	0 (0)	1 (1)
Denied Advance to A/S	1	1 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (1)
Unsatisfactory Quinquennial	2	0 (1)	0 (0)	0 (0)	0 (0)	0 (0)	2 (1)
Qualified Positive Appraisal	10	2 (3)	1 (1)	1 (1)	0 (0)	0 (0)	6 (6)

Not shown in the tables are reviews around appointments. Expected counts (rounded) are in parentheses.

Pooled AY21-22 and AY22-23 Merit and Promotion Outcomes by Ethnicity Group

	Total	Asian	Black/African American	Hispanic/Latino	American Indian/Alaskan Native	Native Hawaiian/Pacific Islander	White
Campus Profile	100%	29.62%	4.25%	8.73%	1.72%	0.34%	55.34%
Positive Merits	395	127 (117)	21 (17)	38 (34)	5 (7)	2 (1)	202 (219)
Accelerated	95	33 (28)	7 (4)	5 (8)	1 (2)	1 (0)	48 (53)
Normative Time	264	81 (78)	14 (11)	32 (23)	4 (5)	1 (1)	132 (146)
Decelerated	36	13 (11)	0 (2)	1 (3)	0 (1)	0 (0)	22 (20)
New O/S with Positive Merits	207	63 (61)	11(9)	21 (18)	3 (4)	1 (1)	108 (115)
Promotions	185	59 (55)	6 (8)	12 (16)	4 (3)	2 (1)	102 (102)
Advance to VI	19	3 (6)	1 (1)	0 (2)	0 (0)	0 (0)	15 (11)
Advance to A/S	14	4 (4)	1 (1)	1 (1)	0 (0)	0 (0)	8 (8)
Advance within A/S	23	5 (7)	0 (1)	2 (2)	0 (0)	0 (0)	16 (13)
Promotion to Associate	81	30 (24)	4 (3)	3 (7)	3 (1)	2 (0)	39 (45)
Promotion to Full	48	17 (14)	0 (2)	6 (4)	1 (1)	0 (0)	24 (27)

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Pooled AY21-22 and AY22-23 Merit and Promotion Outcomes by College

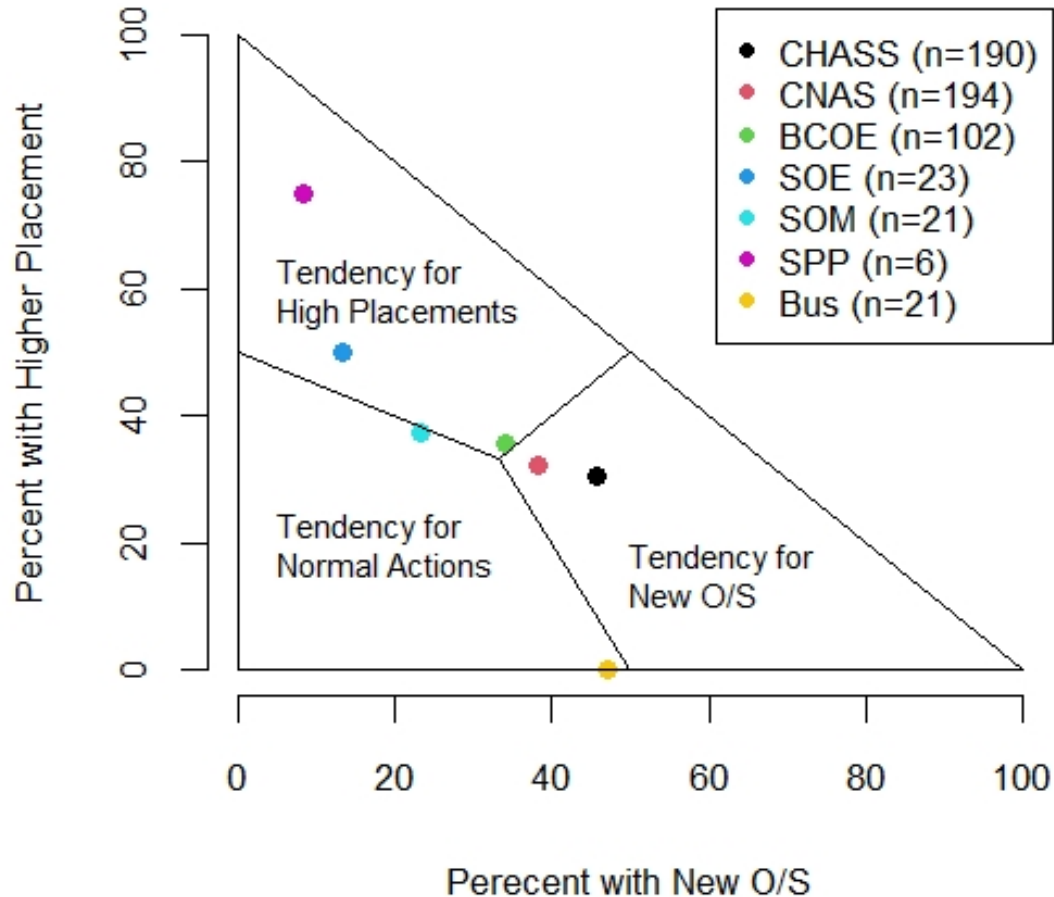
		BCOE	CHASS	CNAS	BUS	SOE	SOM	SPP
Campus Profile	Total 100%	15.2%	37.7%	33.9%	4.5%	3.4%	3.4%	1.7%
Positive Merits	395	69 (60)	141 (150)	130 (134)	17 (18)	19 (13)	15 (13)	4 (7)
Accelerated	95	23 (14)	28 (36)	30 (32)	0 (4)	6 (3)	7 (3)	1 (2)
Normative Time	264	38 (40)	101 (100)	89 (89)	13 (12)	13 (9)	7 (9)	3 (4)
Decelerated	36	8 (5)	12 (14)	11 (12)	4 (2)	0 (1)	1 (1)	0 (1)
New O/S with Positive Merits	207	31 (31)	83 (78)	72 (70)	7 (9)	8 (7)	4 (7)	2 (4)
Promotions	185	35 (28)	56 (69)	76 (63)	5 (8)	4 (6)	6 (6)	3 (3)
Advance to VI	19	3 (3)	7 (7)	9 (6)	0 (1)	0 (1)	0 (1)	0 (0)
Advance to A/S	14	2 (2)	4 (5)	7 (5)	0 (1)	0 (0)	1 (0)	0 (0)
Advance within A/S	23	6 (3)	6 (9)	9 (8)	0 (1)	0 (1)	0 (1)	2 (0)
Promotion to Associate	81	16 (12)	20 (31)	37 (27)	3 (4)	3 (3)	1 (3)	1 (1)
Promotion to Full	48	8 (7)	19 (18)	14 (16)	2 (2)	1 (2)	4 (2)	0 (1)

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Types of Consideration for Merit and Promotion Files : AY21-22 and AY22-23



Type of Consideration: Each merit and promotion file coming out of the department is categorized as either a normal advance, a normal advance with new O/S, or a multi-step advance. The graph shows overall tendencies for each college/school.

Analysis of Comments in AY21-22 and AY22-23 Negative Reasons and Feedback Memos

1. This analysis looks at the text of the memos that were sent in conjunctions with AY21-22 and AY22-23 m/p actions, giving a sample size of 121 memos.
2. Some context for this analysis is provided by noting that in these two years a total of 730 files were reviewed, implying only about 16% of reviews necessitated a memo.
3. Memos by Gender (excluding unknown/decline to state)

Gender	#memos	PCT	Campus %
Female	43	35.8%	36.2%
Male	78	64.2%	63.8%
Total	121		

4. Memos by Ethnicity (excluding unknown/decline to state)

Ethnicity	#memos	PCT	Campus %
Asian	39	32.4%	29.6%
Black/African American	5	4.3%	4.3%
Hispanic/Latino	11	9.4%	8.8%
White	63	53.0%	55.4%
American Indian/Alaskan Native	1	0.9%	1.7%
Hawaiian Pacific Islanders	0	0	0.4%
Total	119		

Context of Decision	# Files	Area(s) of Review Cited in the Memos			
		Research	Teaching	Service	No Driver
Merit + new o/s received Additional actions denied	32	9	3		21
Merit received Additional actions denied	22				22
Qualified Positive Appraisal received Positive Appraisal denied	22	19	3	1	
Normal Promotion + new o/s received Additional actions denied	5				5
Accelerated merit received Additional actions denied	5		2		3
Normal + 1 step Promotion + new o/s received Additional actions denied	4				4
COVID-IMPACTED outcome received Additional actions denied	4	2	4	2	
Normal Promotion Additional actions denied	3		1		2
Accelerated merit with new o/s received Additional actions denied	2				2
Merit received Promotion denied	2	2	1		
Two-step advance in career review received Additional actions denied	2				2
One-step advance + new o/s in career review received Additional actions denied	1		1		
Lateral Promotion with new o/s received Additional actions denied	1	1			
Lateral Promotion received Additional actions denied	1		1		
Normal + 1 step Promotion Additional actions denied	1				1

Context of Decision	# Files	Area(s) of Review Cited in the Memos			
		Research	Teaching	Service	No Driver
Unsatisfactory quinquennial	4	2	1	3	
Advance within A/S denied	3	2	2		
Merit denied	3		1	3	
Promotion denied	1	1			
Advancement to A/S denied	1	1			
Accelerated merit denied	2		1	1	
Total	121	39	21	10	62

AY22-23 Deferrals for Tenured Faculty

Gender	Observed	Expected
Female	12	11.95
Male	21	21.05
Total	33	

Ethnicity	Observed	Expected
Asian	8	9.78
Black/African American	1	1.40
Hispanic/Latino	4	2.88
American Indian/Alaskan Native	0	0.57
Native Hawaiian/Pacific Islander	0	0.11
White	20	18.26
Total	33	

College	Observed	Expected
BCOE	3	5.02
Business	1	1.49
CHASS	16	12.44
CNAS	8	11.19
SOE	1	1.12
SOM	2	1.12
SPP	2	0.56
Total	33	

Rank and Step	Count	Reasons
Associate II	8	File quality (4); Covid impact ; Unspecified (3)
Associate III	4	File quality (4)
Associate IV	4	Time on leave; Covid impact ; Conflict issues; Department chair
Associate V	7	Covid impact (2) ; Delay with second book (2); Department chair (2); Failed quin
Full I	1	Faculty administrator
Full II	3	File quality (2); Faculty administrator
Full III	3	File quality; Department chair; Unspecified
Full IV	2	Covid impact ; Unspecified
Full V	0	
Full VI	1	Department chair
Total	33	