

AY23-24 M/P Reviews

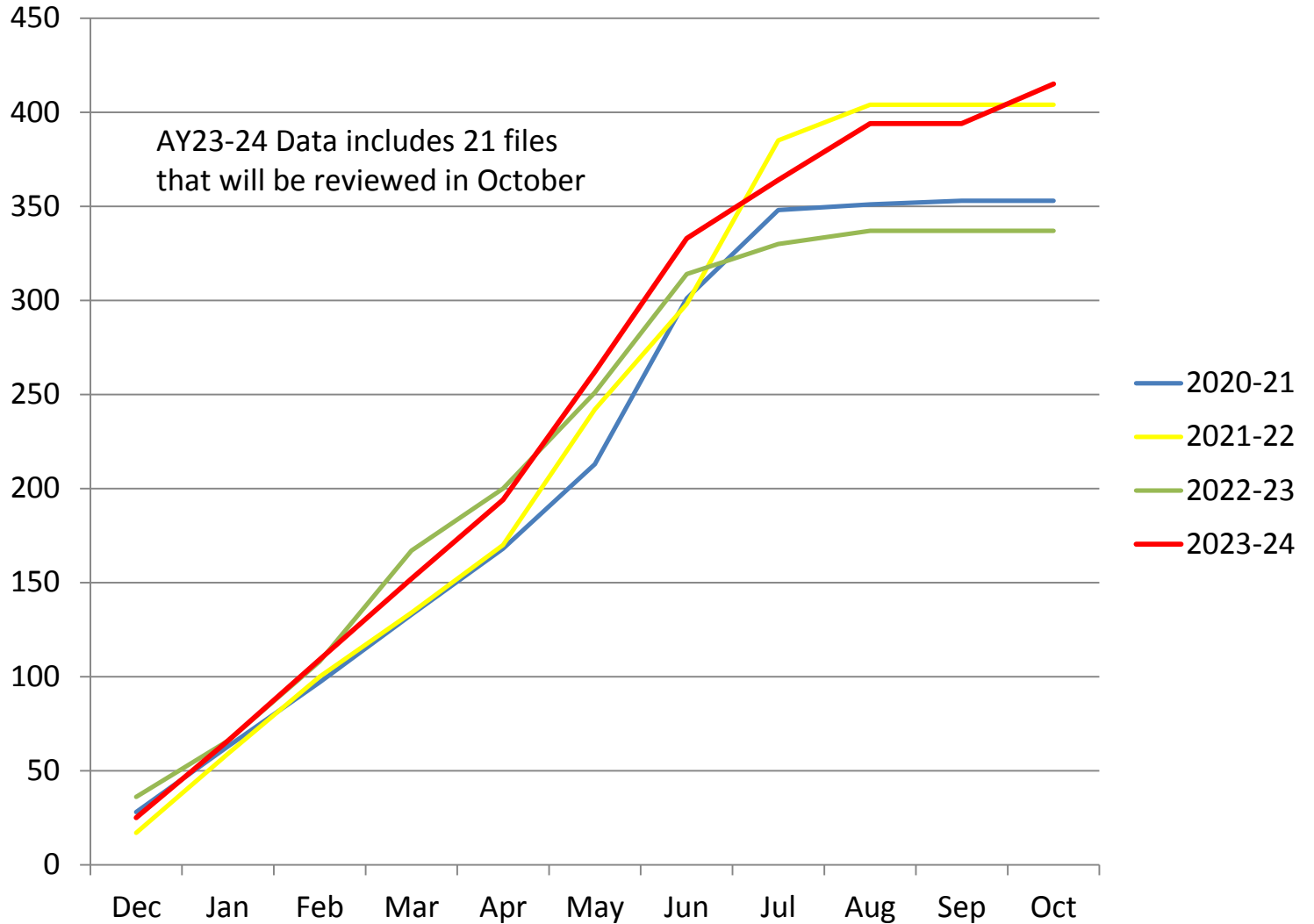
Year in Review

October 3, 2024

1. Volume and Throughput
2. Agreement Rates
3. Equity in Outcomes

Tracking M/P File Throughput

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 734 AY23-24 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 = 734	Department	Dean	CAP	VPAP	Provost
Department		← 90	86	85	86
Dean			87	88	89 ↑
CAP				90	92
VPAP					97
Provost					

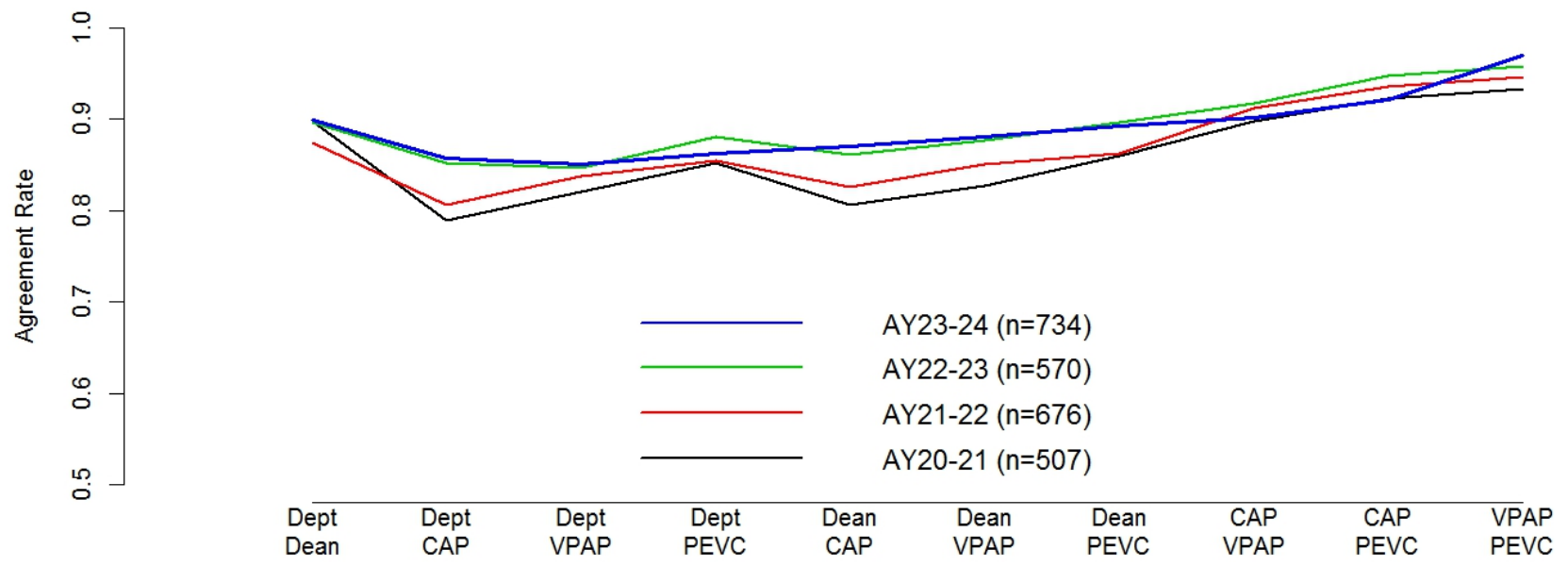


Figure 1. Pairwise Agreement Rates AY20-21 thru AY23-24

N = 250	Department	Dean	CAP	VPAP	Provost
Department		← 87	← 84	85	86
Dean			87	90	90 ↑
CAP				88	90 ↑
VPAP					98
Provost					

Table 2 Agreement Rates within CHASS

N = 250	Department	Dean	CAP	VPAP	Provost
Department		← 90	96	86	86
Dean			87	88	88
CAP				90	93
VPAP					94
Provost					

Table 3 Agreement Rates within CNAS

N = 132	Department	Dean	CAP	VPAP	Provost
Department		92	87	85	86
Dean			88	87	89
CAP				93	95
VPAP					98
Provost					

Table 4 Agreement Rates within BCOE

N = 31	Department	Dean	CAP	VPAP	Provost
Department		94	81 ↑	77 ↑	81 ↑
Dean			74	77	81
CAP				90	87
VPAP					97
Provost					

Table 5 Agreement Rates within Business

N = 29	Department	Dean	CAP	VPAP	Provost
Department		97	93	97	97
Dean			90	93	93
CAP				97	97
VPAP					100
Provost					

Table 6 Agreement Rates within SOE

N = 23	Department	Dean	CAP	VPAP	Provost
Department		96	91	91	91
Dean			96	96	96
CAP				91	91
VPAP					100
Provost					

Table 7 Agreement Rates within SOM

N = 18	Department	Dean	CAP	VPAP	Provost
Department		89	83	72	78
Dean			94	83	89
CAP				89	94
VPAP					94
Provost					

Table 8 Agreement Rates within SPP

AY23-24 Merit and Promotion Outcomes by Gender

Action	Overall	Female		Male	
	100%	36.9%		63.1%	
		Observed	Expected	Observed	Expected
Positive Merits	210	82	77.5	128	132.5
Accelerated	67	27	24.7	40	42.3
Reviewed for Accelerated	65				
In lieu of advance to A/S	2				
Normative	134	52	49.4	82	84.6
Reviewed for Normative	127				
Reviewed for Acceleration	7				
Decelerated	9	3	3.33	6	5.67
New Off-Scale with Positive Merits	112	47	41.3	65	70.7
Proposed by Department	94				
Proposed by CAP	10				
Proposed by VPAP	5				
Proposed by Dean	3				
Number of Years with Accelerated Merits	67	27	24.7	40	42.3
1	19	4		15	
2	22	13		9	
3	24	10		14	
4	1	0		1	
5	0	0		0	
6	1	0		1	
Average number of years	2.16	2.22		2.13	
Advances to A/S	8	2	2.95	6	5.05
Advances within A/S	13	2	4.80	11	8.20
6% increase	2	0		2	
8.5% increase	3	0		3	
11% increase	8	2		6	
Average increase	9.65%	11%		9.41%	

Notes:

1. There were no observed outcomes where gender was showing as unknown.
2. The population gender breakdown is 32.61% female, 55.98% male, and 11.71% unknown. To obtain the expected counts the 11.71% category of unknown was allocated proportionally to the female and male categories to result in the percentages of 36.9% and 63.1%.
3. Green (Red) shading means more (less) than expected in a statistical sense. No shading means observed is within random variation of expected.

Action	Overall	Female		Male	
	100%	36.9%		63.1%	
		Observed	Expected	Observed	Expected
Promotions	74	33	27.3	41	46.7
Associate Professor	37	16	13.65	21	23.35
Full Professor	27	15	9.96	12	17.04
Advance to Full VI	10	2	3.69	8	6.31
Placements at Promotions	74	33		41	
Normative	21	6		15	
Plus one step	33	17		16	
Plus two steps	18	8		10	
Plus three steps	1	1		0	
Plus four steps	1	1			
Average number of steps above normative	1.05	1.21		0.88	
Normative Promotions	21	6	7.76	15	13.24
With new o/s	11	5	4.06	6	6.94
Without new o/s	10	1	3.70	9	6.30
COVID-IMPACTED Outcome in lieu of merit	1	1		0	
LEO Outcome in lieu of merit	1	1		0	
Retroactive Promotion Pay	8	6	2.95	2	5.05
Book Chapter Accommodation	8	7	2.95	1	5.05

Action	Overall	Female		Male	
	100%	36.9%		63.1%	
		Observed	Expected	Observed	Expected
Satisfactory Quinquennials	10	3		7	
New Off-Scale with Quinquennials	4	2		2	
Proposed by Department	3				
Proposed by CAP	1				
Years Since Last Merit for Satisfactory Quins	10				
5	3	1		2	
10	3	2		1	
11	1	0		1	
13	1	0		1	
15	2	0		2	
Appraisals	25				
Negative	0				
Qualified Positive	9	4		5	
Positive	16	9		7	
Reappointments	7	2		5	
Normal	5	2		3	
Plus new Off-Scale	2	0		2	
No Positive Outcome	6	1		5	
Denied normative merit	1	0		1	
Denied advance within A/S	2	0		2	
Denied promotion to tenure	1	0		1	
Withdrawn decelerated merit	1	0		1	
Prelim neg decision on promotion to full	1	1		0	
Appointments @ Assistant IV or Higher	39				

AY23-24 Merit and Promotion Outcomes by Ethnicity

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown
	100%	26.7%	4.59%	9.66%	1.03%	2.54%	49.4%	6.04%
Positive Merits	210	69 (56)	12 (9.7)	16 (20)	1 (2.2)	4 (5.3)	94 (104)	14 (12.6)
Accelerated	67	27 (18)	2 (3.1)	6 (7)	0 (.7)	1 (1.7)	27 (33)	4 (4)
Reviewed for Accelerated	65							
In lieu of advance to A/S	2							
Normative	134	39 (36)	10 (6.2)	9 (13)	1 (1.4)	3 (3.4)	62 (66)	10 (8)
Reviewed for Normative	127							
Reviewed for Acceleration	7							
Decelerated	9	3	0 (.4)	1 (.9)	0 (.1)	0 (.2)	5 (4.4)	0 (.5)
New Off-Scale with Positive Merits	112	31 (30)	9 (5.2)	10 (11)	0 (1.2)	3 (2.8)	51 (55)	8 (6.7)
Proposed by Department	94							
Proposed by CAP	10							
Proposed by VPAP	5							
Proposed by Dean	3							
Number of Years with Accelerations	67	27	2	6	0	1	27	4
1	19	5	0	4	0	1	8	1
2	22	9	1	2	0	0	9	1
3	24	12	1	0	0	0	9	2
4	1	1	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	1	0	0	0	0	0	1	0
Average number of years	2.16	2.33	2.50	1.33	n/a	1.0	2.19	2.25
Advances to A/S	8	3 (2.1)	1 (.4)	0 (.8)	0 (.1)	1 (.2)	3 (3.9)	0 (.5)
Advances within A/S	13	4 (3.5)	0 (.6)	1 (1.3)	0 (.1)	0 (.3)	8 (6.4)	0 (.8)
6% increase	2	1	0	0	0	0	1	0
8.5% increase	3	2	0	0	0	0	1	0
11% increase	8	1	0	1	0	0	6	0
Average increase	9.65%	8.5%	n/a	11%	n/a	n/a	10.1%	n/a

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown
	100%	26.7%	4.59%	9.66%	1.03%	2.54%	49.4%	6.04%
Promotions	74	20 (20)	4 (3.4)	6 (7.2)	2 (.8)	0 (1.9)	37 (37)	5 (4.4)
Associate Professor	37	9 (10)	4 (1.7)	5 (3.6)	0 (.4)	0 (.9)	15 (19)	4 (2.2)
Full Professor	27	9 (7.2)	0 (1.3)	1 (2.6)	2 (.3)	0 (.7)	15 (13)	0 (1.6)
Advance to Full VI	10	2 (2.7)	0 (.5)	0 (1.0)	0 (.1)	0 (.3)	7 (4.9)	1 (.6)
Placements at Promotions	74	20	4	6	2	0	37	5
Normative	21	7	1	1	0	0	11	1
Plus one step	33	8	3	4	0	0	15	3
Plus two steps	18	5	0	1	1	0	10	1
Plus three steps	1	0	0	0	1	0	0	0
Plus four steps	1	0	0	0	0	0	1	0
Avg steps above normative	1.05	0.9	0.75	1.0	2.5	0	1.05	1.0
Normative promotions	21	7 (5.6)	1 (1)	1 (2)	0 (.2)	0 (.5)	11 (10)	1 (1.3)
With new o/s	11	6 (2.9)	1 (.5)	0 (1)	0 (.1)	0 (.3)	4 (5)	0 (.7)
Without new o/s	10	1 (2.7)	0 (.5)	1 (1)	0 (.1)	0 (.2)	7 (5)	1 (.6)
COVID-IMPACTED Outcome	1	0	0	0	0	0	1	0
LEO Outcome	1	0	0	0	0	0	1	0
Retroactive Promotion Pay	8	1 (2.1)	2 (.4)	0 (.8)	0 (.08)	0 (.2)	4 (4)	1 (.5)
Book Chapter Accommodation	8	2 (2.1)	1 (.4)	0 (.8)	0 (.08)	1 (.2)	3 (4)	1 (.5)

Action	Overall	Asian	Black African American	Hispanic Latino	Amer Indian Alaskan Native	Two or More	White	Unknown
	100%	26.7%	4.59%	9.66%	1.03%	2.54%	49.4%	6.04%
Satisfactory Quinquennials	10	3	0	2	0	0	4	1
New Off-Scale with Quinquennials	4	0	0	2	0	0	1	1
Proposed by Department	3							
Proposed by CAP	1							
Yrs Since Last Merit for Satisfactory Quins	10							
5	3	1	0	1	0	0	1	0
10	3	1	0	1	0	0	1	0
11	1	0	0	0	0	0	0	1
13	1	0	0	0	0	0	1	0
15	2	1	0	0	0	0	1	0
Appraisals	25	10	1	2	0	1	8	3
Negative	0	0	0	0	0	0	0	0
Qualified Positive	9	5	1	0	0	0	3	0
Positive	16	5	0	2	0	1	5	3
Reappointments	7	1	2	0	0	1	2	1
Normal	5	1	1	0	0	1	1	1
Plus new Off-Scale	2	0	1	0	0	0	1	0
No Positive Outcome	6	3	0	0	0	0	3	0
Denied normative merit	1	1	0	0	0	0	0	0
Denied advance within A/S	2	0	0	0	0	0	2	0
Denied promotion to tenure	1	0	0	0	0	0	1	0
Withdrawn decelerated merit	1	1	0	0	0	0	0	0
Prelim neg decision on promotion to full	1	1	0	0	0	0	0	0
Appointments @ Assistant IV or higher	39							