



Office of Institutional Research, Assessment, and Planning

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Tenure and Promotion Decisions by Gender and Ethnicity

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Executive Summary

- UMass Boston faculty have been among the most diverse in gender and ethnicity compared to similar public universities. We have had the highest proportion of both full-time faculty and tenured faculty who are female, and the highest proportion that are black or Hispanic, compared to the eight schools used as our peer group by the UMass President's office. Compared to 22 other public universities in New England in the Fall of 2018 we have the highest proportion of tenured or full-time faculty from domestic minorities.
- Despite our favorable track record there do appear to be extra burdens for faculty of color in achieving tenure or promotion at UMass Boston, and data suggest extra burdens for female faculty.
- Female faculty have been slightly less successful in achieving tenure and in progressing to Full. But these differences were not statistically significant in relation to (a) whether tenure track starts ended in tenure, (b) whether tenure reviews concluded positively, (c) whether Associates progressed to Full professor, (d) how long it took for Associates to go up for Full, or (e) whether Full bid reviews were successful.
- Ethnicity was a significant correlate of securing tenure and progressing to Full. While more than two thirds of white, Asian and international faculty who started tenure tracks received tenure, only half (51%) of black and Hispanic tenure tracks resulted in tenure. But ethnicity was only weakly related to whether Associates progressed to Full professor. Although black and Hispanic Associates were less likely to make Full bids, this was not significant. All black and Hispanic Associates who went up for Full received it. Black and Hispanic Associates did however take a statistically significant three years longer to go up for Full when they did.
- The intersection of gender and ethnicity also was apparent. While 75% of white male tenure starts resulted in tenure, only 47% of black and Hispanic female tenure starts resulted in tenure. The 16 black or Hispanic female Associates who made Full bids took significantly longer (12 years) than the 6-8 year averages of the rest of the Associates who made Full bids.

Faculty Diversity at UMass Boston

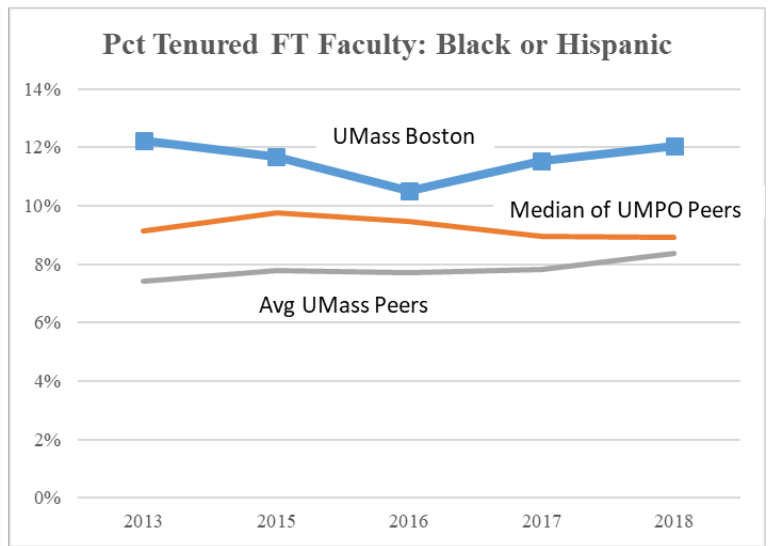
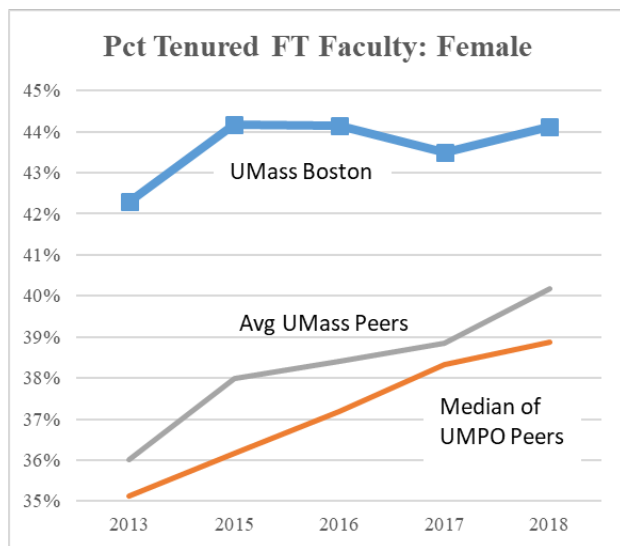
UMass Boston does pretty well on faculty diversity compared to similar public universities.

For instance, we have had the highest proportion of both full-time faculty and tenured faculty who are female, and a higher proportion that are black or Hispanic, compared to the eight schools used as our peer group by the UMass President's office (Cleveland State University, University of Illinois-Chicago, University of Louisville,

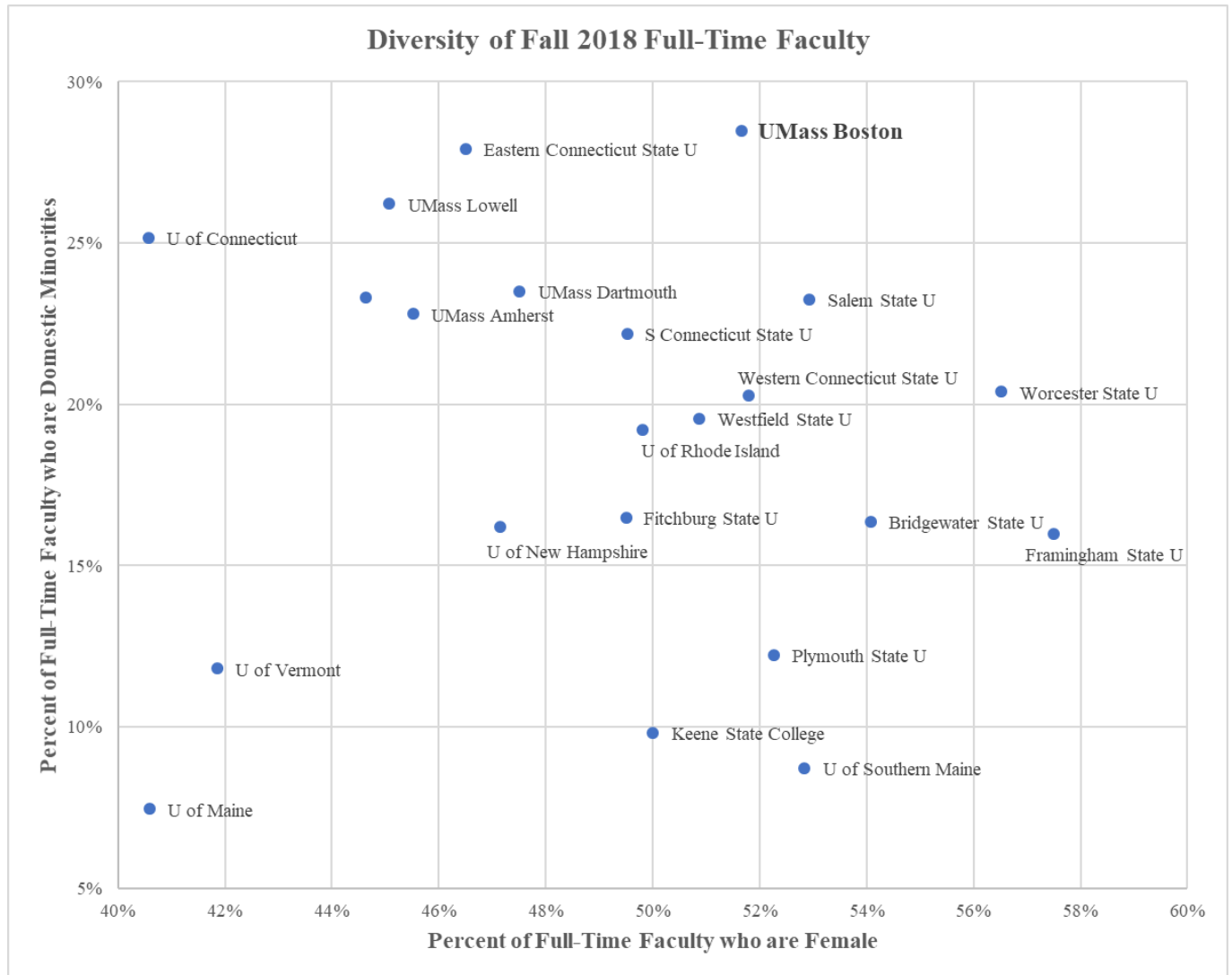
University of Maryland – Baltimore County, University of Massachusetts Lowell, University of Memphis, University of Missouri – Kansas City, and University of Nevada-Reno. The three UMass peers we compare to are University of Massachusetts Amherst, University of Massachusetts Dartmouth, and University of Massachusetts Lowell.)

Percent of Full-Time Faculty that are Female, Black or Hispanic

	Percent Female					Percent Black or Hispanic				
	2013	2015	2016	2017	2018	2013	2015	2016	2017	2018
UMass Boston	49%	51%	51%	50%	52%	9%	10%	10%	11%	12%
Cleveland State U	41%	43%	46%	46%	47%	10%	9%	8%	8%	8%
U IL-Chicago	45%	48%	48%	47%	48%	12%	12%	12%	12%	12%
ULouisville	40%	41%	41%	42%	42%	8%	9%	9%	9%	9%
UMBC	45%	47%	48%	48%	48%	9%	9%	10%	9%	10%
UMass Lowell	42%	43%	43%	44%	45%	4%	4%	5%	5%	5%
UMemphis	42%	43%	44%	45%	46%	12%	12%	12%	13%	13%
UMKC	45%	45%	46%	47%	47%	9%	10%	9%	8%	9%
UNV-Reno	41%	40%	39%	41%	42%	7%	7%	7%	7%	7%
UMass Amherst	42%	44%	43%	44%	46%	8%	8%	8%	7%	8%
UMass Dartmouth	42%	45%	45%	47%	48%	6%	5%	5%	5%	5%
Median Pres Peer	42%	43%	46%	46%	47%	9%	9%	9%	9%	9%
UMass Average	44%	46%	46%	47%	47%	7%	7%	7%	7%	7%



Compared to 22 other public universities in New England in the Fall of 2018, we are in the upper right quadrant in diversity, with 52% of full-time faculty who are female, and the highest proportion of faculty from domestic minorities (excluding non-resident aliens). We are comparably above average in the diversity of tenured faculty.



However, even if we have historically had, and still have, a very diverse faculty, this study explores whether there may be greater burdens on female and non-white faculty that could make it harder for them to achieve tenure or be promoted to Full professor.

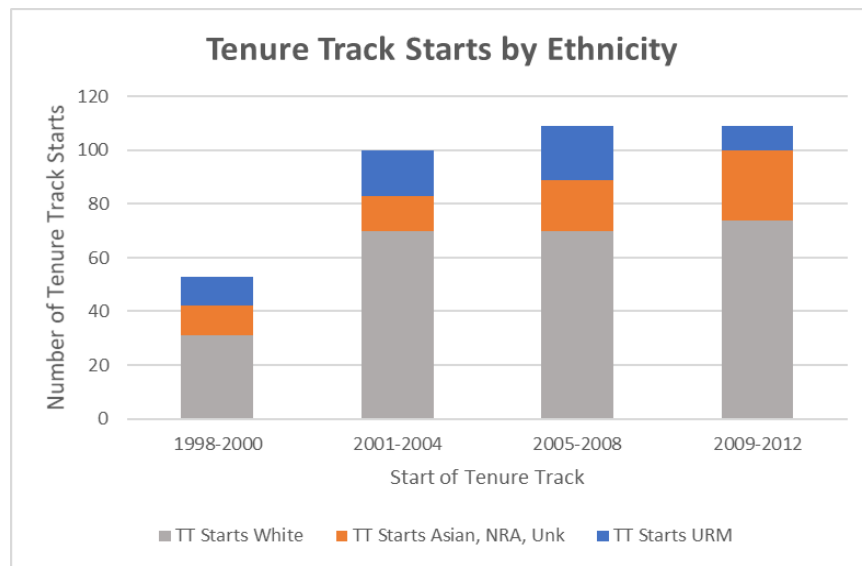
The Samples

This project started in 2016 with the building of a longitudinal tenure and promotion dataset, tracking several dozen facts about the trajectory of 1500 tenure track and tenured faculty at UMass Boston since the 1960s. These datasets were circulated to department chairs and the Provost’s office for validation. The promotion to tenure sample includes all 371 faculty who started tenure tracks at UMB from 1998 to 2012. The promotion to Full sample includes all 203 faculty who were promoted or appointed to Associate status between 1998 and 2012.

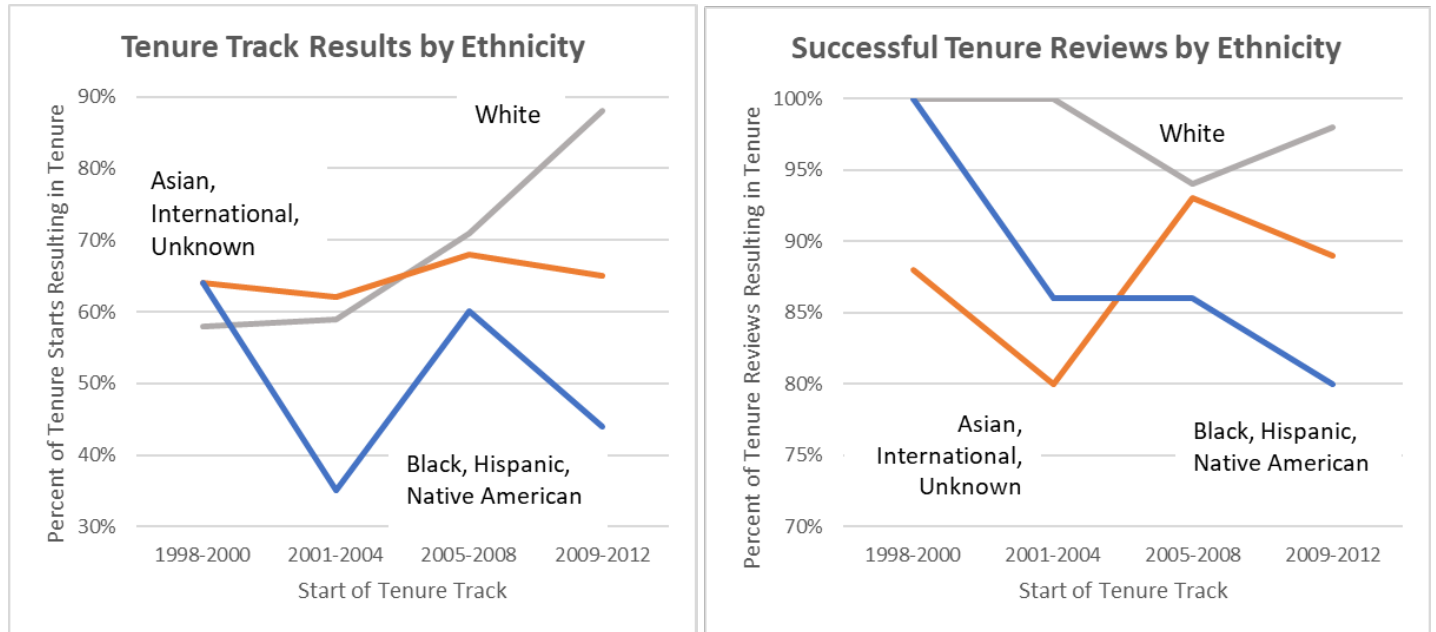
Tenure Tracks Resulting in Tenure, and Tenure Review Outcomes

Two thirds of the 371 assistant professors who started tenure tracks between 1998 and 2012 were granted tenure (men 70%, women 64%). But only 262 went through tenure reviews, and of those 95% were granted tenure (men 94%, women 95%). Gender was not significantly related to securing tenure on either measure.

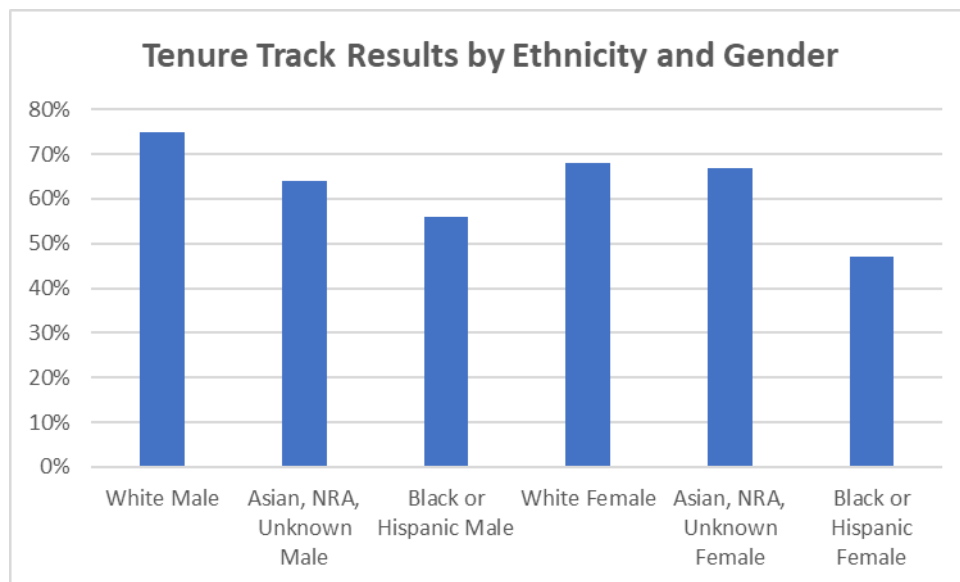
The chart below shows the numbers of faculty who started tenure tracks by ethnicity. Fewer black and Hispanic faculty started tenure tracks in 2009-2012 than in the prior four year periods, although there were many more 2009-2012 Asian-American and international faculty tenure track starts.



While more than two thirds of white, Asian and international faculty who started tenure tracks received tenure, only half (51%) of black and Hispanic tenure tracks resulted in tenure. Both the ethnic differences in the percent of tenure starts who achieved tenure, and the percent reviewed who had positive tenure reviews, were statistically significant.

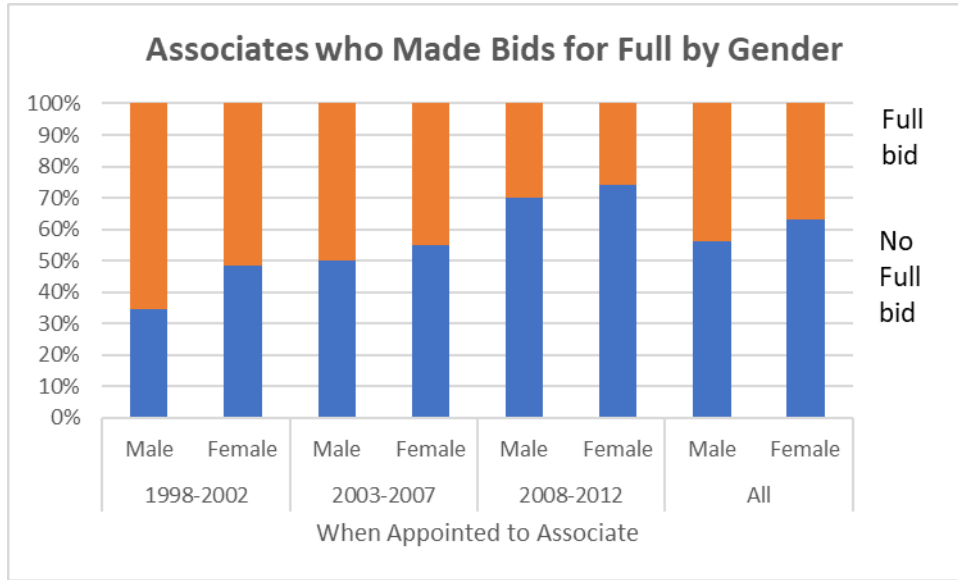


While 75% of white male tenure starts resulted in tenure, only 47% of black and Hispanic female tenure starts resulted in tenure.

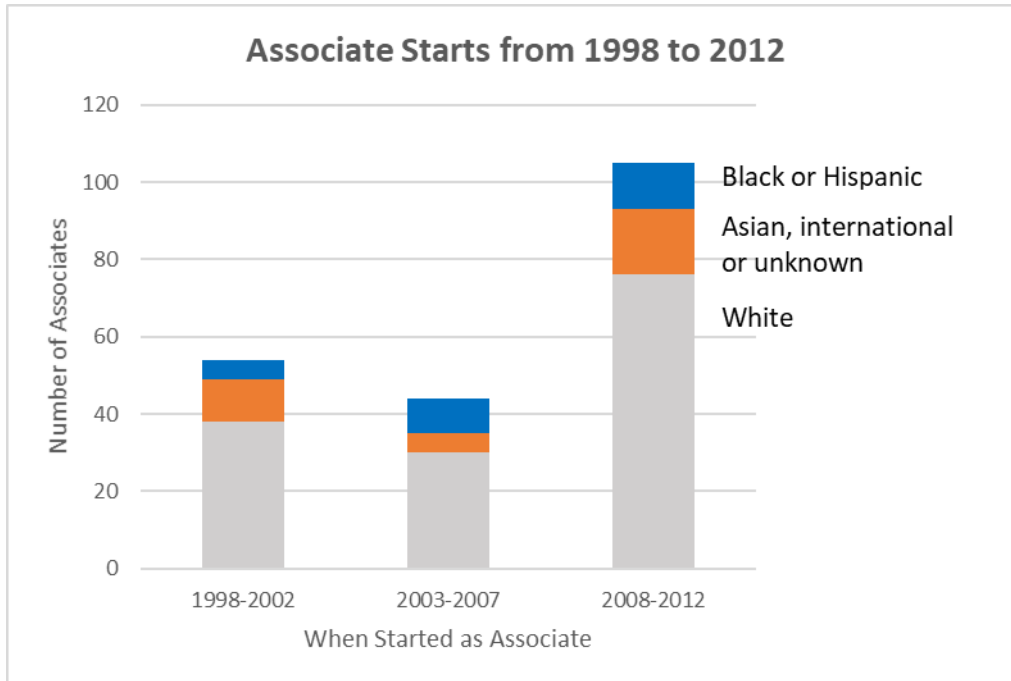


Promotion to Full

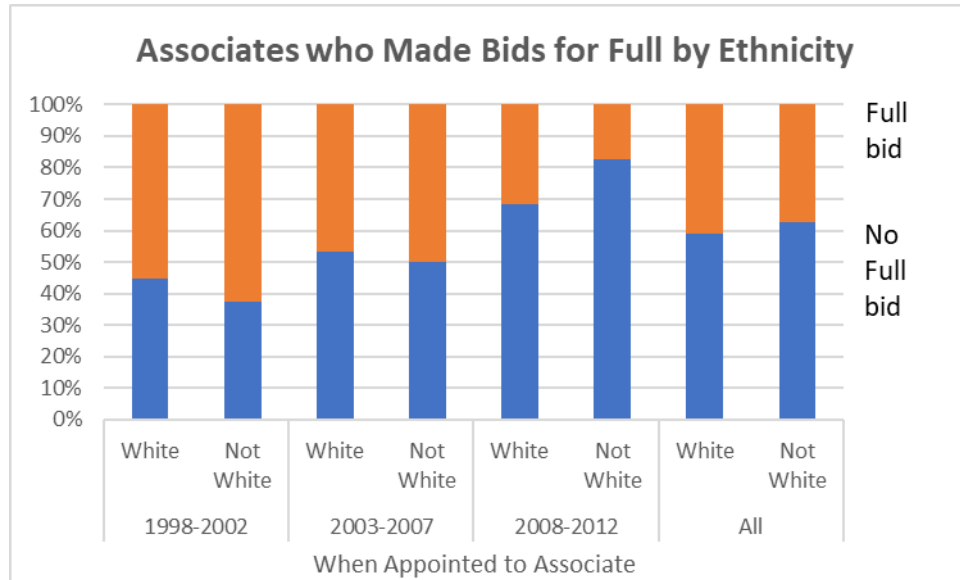
There were 203 faculty promoted or appointed to Associate between 1998 and 2012, 94 men and 109 women. While all male Associates and all but one female Associate who went up for Full were successful, fewer (37%) of the female Associates went up for Full compared to male Associates (44%). Male Associates who went up for Full took an average of six years, while female Associates took an average of seven years. None of the gender differences - not in percent progressing to a Full bid, average years to a Full bid, or percent of Full bids that were successful - were statistically significant.



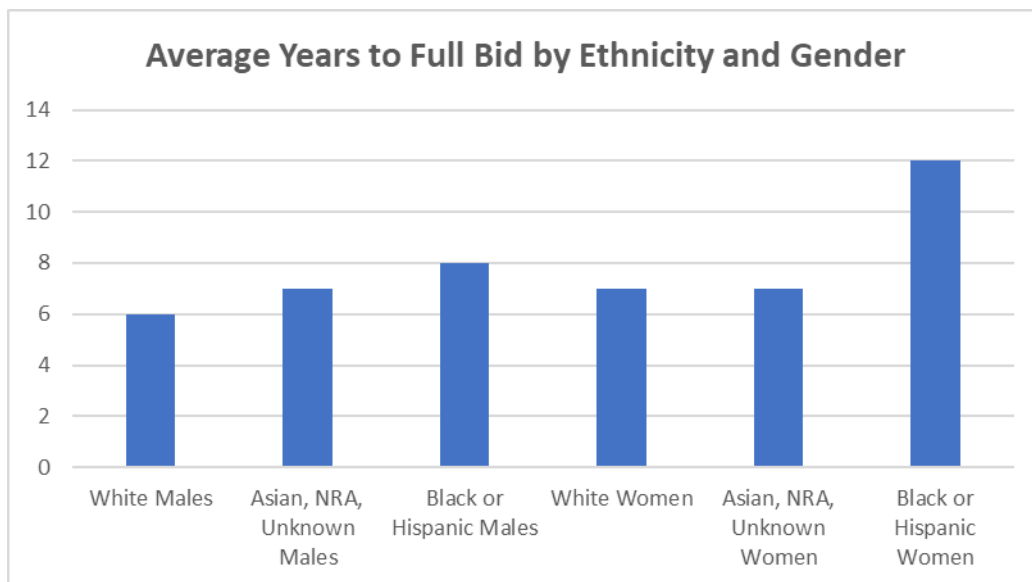
Most of the Associate appointees were white.



While 37% of non-white Associates progressed to Full since 2003, compared to 41% of white Associates, this gap does *not* reach statistical significance.



Black and Hispanic Associate faculty who make bids for Full take a couple of years longer (about nine years) compared to white, Asian or international faculty (about six years). This difference in years to Full bid was marginally statistically significant by ethnicity (p=.03 on a t-test of average years to Full bid by black or Hispanic versus not black or Hispanic). The 16 black or Hispanic female Associates who made Full bids took significantly longer (12 years) than the 6-8 year averages of the rest of the Associates who made Full bids.



Since all but one of the bids for Full were successful there is no significant variance by ethnicity or gender in Full bid decisions.